

CABINET: THURSDAY, 24 FEBRUARY 2022 at 2.00 PM

A Cabinet Meeting will be held as a Remote meeting on Thursday 24 February 2022 at 2.00 pm

A G E N D A

- 1 Minutes of the Cabinet Meeting held on 20 January 2022 *(Pages 3 - 8)*

Scrutiny Matters

- 2 Report of the Economy & Culture Scrutiny committee entitled 'Community Sport in Cardiff: Regional Sports Partnerships' *(Pages 9 - 54)*

Leader

- 3 Corporate Plan *(Pages 55 - 130)*
- 4 Cardiff Council Bilingual Cardiff: 5-year Welsh Language Strategy 2022-27 *(Pages 131 - 312)*

Education, Employment & Skills

- 5 School Organisation Planning: Cardiff Welsh in Education Strategic Plan (WESP) 2022 - 2023 *(Pages 313 - 554)*
- 6 Education Services - Performance Report 2021 *(Pages 555 - 590)*

Finance, Modernisation & Performance

- 7 Budget Monitoring Month 9 Report 2021/22 *(Pages 591 - 650)*
- 8 Budget 2022-23 *(Pages 651 - 904)*
- 9 Performance Management and Data strategy *(Pages 905 - 940)*

PAUL ORDERS

Chief Executive

This document is available in Welsh / Mae'r ddogfen hon ar gael yn Gymraeg

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**CARDIFF COUNCIL
CYNGOR CAERDYDD**



MINUTES

CABINET MEETING: 20 JANUARY 2022

- Cabinet Members Present: Councillor Huw Thomas (Leader)
 Councillor Peter Bradbury
 Councillor Susan Elsmore
 Councillor Russell Goodway
 Councillor Graham Hinchey
 Councillor Sarah Merry
 Councillor Michael Michael
 Councillor Lynda Thorne
 Councillor Chris Weaver
 Councillor Caro Wild
- Observers: Councillor Adrian Robson
 Councillor Rhys Taylor
- Officers: Paul Orders, Chief Executive
 Chris Lee, Section 151 Officer
 Davina Fiore, Monitoring Officer
 Sarah McGill, Corporate Director People & Communities
 Joanne Watkins, Cabinet Office
- Apologies: Councillor Neil McEvoy (observer)

65: MINUTES OF THE CABINET MEETING HELD ON 16 DECEMBER 2021
 AND 13 JANUARY 2022

RESOLVED: that the minutes of the Cabinet meetings held on 16 December 2021 and 13 January 2022 be approved

66: SOUTH EAST WALES CORPORATE JOINT COMMITTEE

The Cabinet received a report outlining details of the phased establishment a South East Wales Corporate Joint Committee was received. It was reported that the first statutory duty of the CJC for South East Wales was to set its budget on or before 31 January 2022.

RESOLVED: that

1. the decision of the Cardiff Capital Region City Deal Regional Cabinet on 20 September 2021, which proposed to transfer its existing functions to the South East Wales CJC as part of a preferred 'lift and shift' model be noted
2. the decision of the Cardiff Capital Region City Deal Regional Cabinet on 13 December 2021, which confirmed the implementation of an interim 'bare minimum' governance and delivery model, which will be 'twin-tracked' alongside the operation of Cardiff Capital Region City Deal, until such time as the agreed 'lift and shift' model can be implemented, be noted.
3. the requirement for the South East Wales CJC, which includes the Leader of the Council as Cardiff Council's representative, to set and approve a 2021/22 (part year) and 2022/23 budget on or before 31 January 2022 in accordance with the South East Wales CJC Regulations, be noted
4. officers be authorised to bring a further report to Cabinet outlining the process for establishing the 'Lift and Shift' model proposed within this report, as well as any further detail on the operation of the CJC and its impact on the Council.

67: CHILDCARE SUFFICIENCY STRATEGY

Cabinet considered the draft Childcare sufficiency assessment for Cardiff which contained data relating to Cardiff's childcare provision and capacity supplied to Cardiff from the Care Inspectorate for Wales. Initial findings suggested that there was broadly sufficient childcare to meet local need however there were affordability issues and some localities had unmet demand locally. There was also potential unmet demand for Welsh medium provision. The Childcare Sufficiency Assessment would be subject to public consultation.

RESOLVED: that

1. Approval be given to the publication of the draft Childcare Sufficiency Statement on the Cardiff Council website for public consultation.
2. Authority be delegated to the Director for Adults, Housing and Communities, in consultation with the Cabinet Member for Children and Families, to approve the final version of the Childcare Sufficiency Assessment having taken into account the results of the consultation.

68: COMMUNITY ENGAGEMENT & SAFETY IN PARKS

The Cabinet received details of current activity and plans in response to the motion passed at the 21 October Council meeting in relation to community engagement in parks. The report provided details of the current activities being undertaken by the community park ranger team and various friends groups as well as the urban park ranger service. Details of work to enhance safety in parks was also provided.

RESOLVED: that

1. the current activity, projects and plans relating to community engagement and safety in parks, as detailed within the report, be noted

2. the content of the report be noted and considered as part of the 2022/23 budget proposals.
3. Through the work being undertaken on the Cycle Superhighways Programme and the learning and operational experience gained from the Cycleway 4 project, officers be authorised to develop a policy and design guide document to inform the future provision of lighting in parks.
4. Through Welsh Government Active Travel Funding, officers be authorised to continue to submit bids that provide lighting in our parks.
5. Officers be authorised to conduct a consultation exercise for the return of a locking regime for Roath Park, inclusive of Roath Pleasure Gardens and Parc Cefn Onn.

69: PHYSICAL ACTIVITY & SPORT STRATEGY

The Cabinet received the Physical Activity and Sport strategy which had been prepared as a joint venture with Cardiff Metropolitan University, Sport Cardiff, Cardiff University Health board and Public health Wales. The strategy aligned with the Global Action Plan for Physical Activity and had 4 key action areas relating to active environments, societies, people and systems with plans to deliver against each action area. A leadership board representing key stakeholders across the city would oversee the strategy.

RESOLVED: that

- 1) the Physical Activity & Sport Strategy attached at Appendix 2 to the report be endorsed
- 2) the governance arrangements attached at Appendix 3 to the report be endorsed

57 : CARDIFF HOUSING SUPPORT PROGRAMME STRATEGY

The draft Housing Support Programme was received which set out the strategic direction for homelessness prevention and housing related support service for the next four years. Key findings from a consultation exercise with stakeholders and partners had been incorporated into the strategy. There were 4 key aims which were supported by a number of strategic priorities.

RESOLVED: that

1. the draft Cardiff Housing Support Programme Strategy 2022 - 2026 as set out at Appendix 1 be agreed
2. authority be delegated to the Director Adults, Housing and Communities in consultation with the Cabinet Member for Housing and Communities to make any minor amendments to the Strategy in light of comments from the Welsh Government.

70: DISPOSAL OF FREEHOLD TITLE IN LAND AT ST MELLONS TO LINC
CYMRU HOUSING ASSOCIATION

Appendices B and C of this report are not for publication as they contain exempt information of the description contained in paragraphs 14 of part 4 and paragraph 21 of part 5 Schedule 12A of the Local Government Act 1972.

The Cabinet considered a report seeking approval for the disposal of the Council's freehold interest in land at St Mellons to Linc Cymru Housing Association. The sale of the Council's freehold interest would generate a significant capital receipt, and give a local housing association the benefit of a freehold interest.

RESOLVED: that it be agreed that the Council dispose of its freehold interest in land at St Mellons, Cardiff, to Linc Cymru Housing Association, on the basis of the terms agreed.

71: CITY CENTRE RECOVERY ACTION PLAN

The Cabinet received the City Centre recovery action plan which outlined key initiatives and programmes that the Council and partners intended to work towards over the next five years as the city centre emerges from the Covid-19 pandemic to create long-term prosperity. The City Centre Recovery Action Plan had been developed in line with the strategic priorities of the *Reimagine the city centre* mission as outlined in the Greener, Fairer Stronger report and built upon on the recovery work and identifies a number of key issues including the importance of the city centre to communities, the climate emergency response and businesses.

RESOLVED: that

- (i) the City Centre Recovery Action Plan be approved in principle
- (ii) authority be delegated to the Director of Economic Development and the Director of Planning, Transport & Environment in consultation with the Cabinet Member Investment and Development, Cabinet Member Strategic Planning and Transport, Cabinet Member Finance, Modernisation and Performance, s.151 Officer and Director Governance and Legal Services to bring together and promote key initiatives and programmes that the Council and partners will work towards over the next five years, subject to any proposals being within the budget and policy framework

72: CARDIFF AGEING WELL STRATEGY

The Ageing Well Strategy was received by Cabinet. The Ageing Well Strategy set out the proposed direction of travel for services and support for older people over the next 5 years and outlined how the Council's internal services would work more closely together to meet the needs of older people. The strategy contained a clear objective for partnership working through the Regional Partnership Board and other forums including the wider partnership of independent and third sector providers.

The report also contained a proposal for the development of an Independent Living Wellbeing Centre, for the promotion and supply of equipment and technology to support independence.

RESOLVED: that

1. the Ageing Well Strategy as set out at Appendix 1 to the report be approved
2. agreement be given to include the development of an Independent Living Wellbeing Centre as part of their budget proposals for the 2022/23 Council's Capital Budget. The final proposal for the scheme would require a full business case and would be the subject of a further cabinet report.

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An Inquiry Report of the:
Economy & Culture Scrutiny Committee

COMMUNITY SPORT IN CARDIFF: REGIONAL SPORTS PARTNERSHIPS

January 2022



Cardiff Council

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FOREWORD

Regular physical activity is important to improve health and wellbeing and enhance the overall quality of life. Community Sport plays a vital role in helping people be physically active and this Inquiry also heard it helps increase community cohesion, tackle anti-social behaviour and crime, as well as assist lifelong learning.

Cardiff is fortunate to have a dedicated, enthusiastic team of volunteers who support over 400 community sports clubs in the city. We also benefit from an innovative Joint Venture between Cardiff Council and Cardiff Metropolitan University, enabling Sport Cardiff to work with partners to create opportunities for people to get involved in sport. This Committee has regularly received update reports on Sport Cardiff, focusing specifically on progress with increasing participation particularly amongst under-represented groups. We have been pleased to note success in these areas.

Members decided to undertake this Inquiry due to concerns raised with the Committee that proposals for Regional Sport Partnerships could undermine the successful work in Cardiff. We entered the Inquiry with an open mind, aiming to learn lessons from the early adopter Sport North Wales and identify what Cardiff Council needed to do to prepare for changes.

We heard from Cardiff Metropolitan University, Sport Cardiff, and Sport Wales, as well as from Councillor Bradbury, Cabinet Member – Culture and Leisure, and senior officers. We are grateful to all witnesses for their willingness to engage, their openness and clarity regarding their perspectives on proposals. We also invited representatives from the other local authorities in the proposed Central South Regional Sport Partnership (RSP) to contribute their views to the Inquiry. Regrettably, they felt unable to contribute at this stage, as they awaited clarification from Sport Wales on key aspects of proposals.

Having considered all the evidence, this Inquiry concludes the proposed Central South RSP poses a very real threat to the good practice currently embedded in Cardiff. We are sure that this is not the intention of Sport Wales, which wishes to see enhanced participation across Wales and particularly in the most disadvantaged communities.

Our clear preference is for the status quo to be maintained; our current approach delivers, boosting engagement and participation for the most disadvantaged. However, if maintaining the status quo is not feasible, then it is essential to reduce the footprint of the RSP and to clarify governance arrangements. The need for engagement with politicians is critical, and this Inquiry was pleased to note willingness from all parties to participate in this.

I would like to thank Cllr Iona Gordon for her contributions to this Inquiry and our Principal Scrutiny Officer, Angela Holt, for her professional support in bringing all of this together.

This is my last Inquiry Report as Chair of this Committee and I would like to thank members of my committee, past and present, for the way they have supported me during my period as Chair, as well as the Scrutiny Officers who have made everything possible.

For scrutiny to be effective, there needs to be a willingness from the administration to engage with us and to consider us a critical friend. As far as my committee is concerned, this has indeed been the case, with Cabinet Members and Officers eagerly engaging with us and responding positively to our observations and recommendations.

We are fortunate in Cardiff to have an extremely efficient and professional Scrutiny Service that leads the way in how it supports scrutiny in Cardiff. I hope that future administrations recognise this fact and continue to provide Scrutiny with the support it needs in order to continue to deliver effective scrutiny.



**Chair, Economy & Culture Scrutiny Committee
January 2022**

TERMS OF REFERENCE

- To explore Sport Wales’s proposed Central South Community Sport and Activity programme to understand:
 - Progress to date re development of regional model
 - Proposed structure, governance, funding, and operation of regional model
 - Interface between community sports and the regional model
 - What success will look like.
- To consider the pilot Community Sport and Activity programme in North Wales:
 - Understand lessons learnt during the pilot
 - Identify lessons relevant to Central South
- To use the information gathered during the inquiry to:
 - undertake a SWOT analysis of the proposed Central South Community Sport and Activity programme
 - identify what Cardiff Council needs to do to prepare.
- To gather stakeholders’ views regarding the above, including partners, other local authorities included in Central South and relevant Cabinet Members and Cardiff Council officers.
- To make evidence-based recommendations to Cabinet regarding the Sport Wales Community Sport and Activity programme.

KEY FINDINGS

Reasons for Regional Sport Partnerships

KF1. The Welsh Government requires Sport Wales to maximise its contribution to achieving the goals of the Wellbeing of Future Generations Act 2015, with specified outcomes to boost activity for all and increase participation by those most in need or disadvantaged. Evidence indicates that women and girls, those with a disability, who live in poverty or who are from a BAME background are much less likely to be active or participate in sport more than 3 times a week.

KF2. In response to this, Sport Wales undertook comprehensive engagement to inform its new Vision for Sport. To deliver this vision, Sport Wales looked at regional sport partnership models used in England, Scotland, and New Zealand and developed a modified model they believe to be best suited for Wales. Following a business case analysis, Sport Wales proposed to split Wales into five regions, with Cardiff included in the Central South Regional Sport Partnership along with Bridgend, Merthyr, Rhondda Cynon Taf, and the Vale of Glamorgan.

KF3. Regional Sport Partnerships are the mechanism through which Sport Wales will direct its funding of community sport in a long-term approach. Sport Wales estimate that resource per Regional Sport Partnership will be circa £12million over 5 years.

Rationale for Regional Sport Partnerships

KF4. Sport Wales stated the current ways of working are not sufficient to deliver the change required by Welsh Government and that Regional Sport Partnerships can deliver the scale of change required. A fresh approach, building on the success of current approaches, they promote a collaborative, insight-led, asset-based approach and enable collective learning. In addition, they can be used to boost the profile of sport, showing its added value in tackling not only physical and mental health and wellbeing, but community cohesion, anti-social behaviour, crime, skills development, and lifelong learning.

KF5. In addition, Sport Wales believe Regional Sport Partnerships enable the development of one plan for a region, which will assist partnership working and the ability to lever in additional funds, as well as the ability to remain focused on the local level, in terms of

engaging local communities and people and targeting investment creatively to provide the right delivery of services. In addition, they provide the opportunity to align resources and thus enhance funding, as well as the opportunity to take greater ownership of National Lottery funding.

KF6. Ultimately, Sport Wales stated Regional Sport Partnerships bring the opportunity to boost activity and increase participation. Members heard the need for this has been compounded by the impact of the covid pandemic.

KF7. The process of establishing Regional Sport Partnerships has commenced. Sport North Wales is live, with work advanced in Dyfed, Powys, and Gwent. In the Central South area, an Expression of Interest has been submitted by a loose consortium of all five local authorities, the Police and Crime Commissioner, the two local health boards and Cardiff Metropolitan University, with the latter as the lead organisation. The Expression of Interest is non-binding.

KF8. Other witnesses to the Inquiry did not articulate many of the benefits detailed above but agreed, when prompted by Members, that the partnerships would enable partners to share and learn from one another, albeit that some witnesses questioned whether a whole new entity is required to achieve this.

Concerns about Regional Sport Partnerships

KF9. The Inquiry found that there was recognition amongst witnesses of the need for change, with sport in Wales facing decreased resources due to reductions in overall government funding. However, the Inquiry also found several concerns about the proposed Regional Sport Partnerships. These concerns centred on the overall model, implementation process and the potential impact of regional sport partnerships.

Overall Model – governance and footprint

KF10. Regarding the overall model, the Inquiry found concerns about governance and the proposed regional footprint. Sport Wales has deliberately not provided a governance framework to enable partnerships to self-determine the best structure for their area. However, the Inquiry found that the lack of a governance framework is anxiety-inducing for participants. Members are not convinced this is a workable approach for every area in

Wales, particularly an area such as Central South that has numerous contributors to the Regional Sport Partnership. Therefore, **this Inquiry concludes more guidance from Sport Wales is required to assist partners determine the best governance arrangements.**

KF11. The Inquiry also heard concerns regarding decision-making in Regional Sports Partnerships being based on one equal vote, which could result in funding moving from some of the most deprived communities in Cardiff if other members of the partnership prioritised other needs. **To avoid this, this Inquiry concludes it makes sense for decision making to recognise the populations of the areas involved and to ratio votes accordingly.**

KF12. Regarding the regional footprint, concerns expressed included that the area covered is too large and too diverse to work cohesively in one partnership. Central South covers an area where circa 1 million people live, which witnesses are concerned makes it too large to deliver appropriately targeted local programmes of community sport, needed to boost engagement and participation. In addition, the five local authority areas are diverse, with differing challenges and barriers facing their populations in becoming active and engaged in community sport. Concerns were expressed to the Inquiry that the Regional Sports Partnership may find it difficult to allocate reducing resources to equally valid but different priorities. **This could result in communities in Cardiff receiving a reduced service compared to current provision, with reduced engagement and participation, the direct opposite of the cited aims of regional sport partnerships.**

KF13. Sport Wales clarified that they would hold regional partners to account to ensure citizens needs are fairly met, using a range of data to ensure this. Sport Wales added that they see Regional Sport Partnerships as an opportunity for Cardiff to lead on BAME work and bring their insight, knowledge, and local intelligence to bear. They also highlighted that work in the early adopter, Sport North Wales, showed the need to have evidence-based discussions regarding specific needs and to work across the partnership to build commitment to meeting these needs.

KF14. The Inquiry also heard concerns that the partnership would prove unworkable as it covers two local health board areas and cuts across the existing sports landscape. The local health boards have different priorities and approaches, based on meeting the diverse

needs of their populations, meaning Central South would need to develop two, separate plans, which would create a divide. Sport Wales confirmed that Central South has raised the issue of how to coordinate across the two Health Board areas and that they are aware of views that it would be better to adapt the regional model, perhaps splitting it into two based on the Health Board areas. They highlighted there is also the option of creating sub-partnerships within the overall partnership.

KF15. Regarding the existing sporting landscape, the Inquiry heard that community sports provision benefits from relationships formed with elite sporting clubs in a local area. The proposed Central South Regional Sport Partnership cuts across some of the areas covered by elite sporting clubs, which may make it more complex to manage the interface between elite and community sport, to the detriment of provision.

KF16. Having considered the above concerns and Sport Wales's response, **the Inquiry concludes that, in an environment of reducing resources, it will be difficult to balance priorities across such a diverse region, as all are valid priorities with strong evidence bases.** This view is borne out by the differing agendas adopted by the two health boards that aim to meet the health and wellbeing needs of their populations. **Members therefore have a real concern that there will be a dilution of what we currently do in Cardiff, which cannot be allowed to happen, for the individuals this will affect, their communities, the overall wellbeing of Cardiff and the knock-on costs to public services, such as health, if preventative measures such as community sports are reduced.**

KF17. The Inquiry finds that the concerns about the proposed model and footprint are a real block in moving forward with the Central South Regional Sport Partnership. It is clear that there is an unwillingness to commit to a Partnership with the current regional footprint. These points, plus the fact that community sport provision will be further impacted by the fact the footprint stretches across existing networks between elite and community sport provision, means that **this Inquiry concludes it would be best to not adopt the regional model but, if we must, then it is advisable to adapt the regional model.**

KF18. The Inquiry heard evidence that Sport Wales recognises there is ongoing debate regarding regional footprints, and that the original Dyfed Powys area has been split following concerns expressed by participants. The Inquiry believes it should be possible

for Sport Wales to do the same for Central South area as they have for Dyfed Powys, which would result in seven Regional Sport Partnerships across Wales, still enabling economies of scale to be realised.

Implementation Process

KF19. The Inquiry heard concerns from witnesses about the lack of political oversight and input into the implementation of the Central South Regional Sport Partnership as well as concerns about the lack of a clear timeline for implementation.

KF20. The Inquiry finds there has been a lack of engagement with Cardiff Council's Cabinet Members to discuss the proposed approach and the specifics about the Central South Regional Sports Partnership. Sport Wales set out that their role is to discuss and explore constructive ways forward and clarified that they are happy to talk to Cabinet Members and local members, in a collaborative manner, alongside officers. They stated they have met with Cabinet Members in other parts of Wales, where regional sport partnerships have not been an issue politically.

KF21. The Inquiry found that there was a feeling that Sport Wales did not understand the local authority landscape in the Central South area, which is more elected member-led than other local authority areas.

KF22. Sport Wales highlighted that, in their view, the lack of political mandate is the key stumbling block, and that they are keen to work with partners to address this. **Members agree that political input is key and are pleased to hear Sport Wales's openness to meeting with Cabinet Members in a constructive manner;** it can only be to everyone's benefit to build positive relationships.

KF23. Regarding the timeline for the introduction of Regional Sport Partnerships, the Inquiry heard that the original timeline for establishing a regional partnership has slipped, due to the covid pandemic. Some witnesses were now not clear on the timeline. Sport Wales clarified that they do not want to force a timeline. However, those not in a regional sport partnership will fall behind in terms of delivering against the Well Being of Future Generations Act agenda. Therefore, whilst there is not a fixed timeline, there is an end of the road.

KF24. Members asked what would happen if we reached the end of the road but there is no agreement. Sport Wales explained it is not looking to divert Central South funding elsewhere as the funding is for the citizens living in the region. Sport Wales would make sure a structure is in place to deliver for those citizens. This Inquiry **concludes it would be helpful to have an agreed timeline, to provide impetus for solution-finding.**

Potential Impact

KF25. This Inquiry heard concerns regarding the potential impact of a regional sport partnership, in terms of reduction in resources and a reduction in local partnership working and community intelligence.

KF26. The Inquiry heard the introduction of regional sport partnerships could result in national, regional, and local authority bodies reducing resources in sport, by cutting officer posts and reducing in-kind contributions. In addition, concerns were expressed that a regional sport partnership may not get the same value for money invested regionally as is currently achieved, due to lower levels of local partnership working and community intelligence. Finally, concerns were expressed that monies may be diverted from Cardiff, despite high levels of need.

KF27. The Inquiry explored these concerns with Sport Wales, which was clear that they are seeking to protect frontline budgets in partner organisations, including local authorities, and protect the delivery of community sport provision in a time of reducing resources, by better coordinating existing resources. They stated that they had made the difficult choice to reduce their own staffing base to reduce their take of the overall resource level, to protect resource for use elsewhere. Sport Wales were explicit that regional sport partnerships are not about threatening sports development teams in local authorities; they see these as key in providing the insight and intelligence that the regional sport partnership will need to properly direct resource. In addition, Sport Wales confirmed that local authorities and partners in Sport North Wales are making in-kind contributions.

KF28. Regarding local partnership working and community intelligence, the Inquiry heard how important it is to have local knowledge about what will work in different communities. Concerns were expressed that if the regional sports partnership model led to a reduction in sports officer posts, this would result in a loss of community intelligence and partnership knowledge. In addition, staff changes, and a regional way of working, would negatively

impact local partnership working. Finally, a regional sports partnership would not be involved in Major Events in the same way local authorities are and therefore would struggle to lever in the additional community sport outreach that the local authority is able to as part of the process of planning the hosting of Major Events.

Where Cardiff is now

KF29. In 2014, Cardiff Council and Cardiff Metropolitan University established a Joint Venture, Sport Cardiff, to deliver community sport services in the city. Cardiff Council staff were transferred into the Sport Cardiff team. The existing approach to community sport in Cardiff works well, with targeted work to boost participation rates for key sectors of the population, cross boundary working, partnership working with sports clubs and governing bodies and the development of a pool of over 400 volunteers to assist at major sporting events.

KF30. Sport Cardiff work with Cardiff Council and a range of partners to develop an annual Local Sports Plan, which delivers the priorities and key considerations above and is agreed annually with Sport Wales and links to their core National Programmes. Sport Wales part-fund Sport Cardiff, based on delivery of the outcomes set out in the Local Sport Plan, and have been complimentary about the work happening in Cardiff, as documented in annual reports.

KF31. The local authority role in Community Sport is important, with successive administrations having worked to build relationships with sport communities in Cardiff. This allows Cardiff Council to maximise the benefits of these relationships, for example by increasing the delivery of community sport linked to Major Events, such as providing rugby outreach in Llanrumney, Adamsdown, Riverside and Ely as part of the Urdd Rugby 7's.

Where Next?

KF32. Concerns were expressed that the combination of all the issues highlighted above would result in Cardiff being especially affected, with a decline in community sports overall and for the most deprived communities in particular. Some witnesses felt this to be particularly unfair given that the current Joint Venture partnership is working well in addressing participation and activity rates. There was a feeling amongst several witnesses that Cardiff would be disadvantaged because of issues elsewhere in Wales.

KF33. From the perspective of Cardiff, there is particular concern that the proposed footprint will do harm to Cardiff. However, Members also heard that, from the perspective of other areas, they are concerned that Cardiff will ‘take-over’ and that the needs of their areas will be overshadowed by the levels of need in Cardiff. The Inquiry was struck by the fact that, whilst the current incumbents at Sport Wales are clear they would not let this happen, there could be staff changes at Sport Wales and therefore this position could alter. Uncertainty around the governance framework and decision-making compound these concerns.

KF34. The Inquiry asked witnesses for any alternative ideas for the reorganisation of community sport provision, given the landscape of reducing resources and the need to boost engagement and participation rates. The following suggestions were received:

- a. Cardiff-only footprint
- b. Cardiff and Vale of Glamorgan footprint
- c. Joint Venture model
- d. ‘As-Is’ Plus.

KF35. The Inquiry notes these responses would lead to many of the benefits of the proposed Central South regional sports partnership without as many disadvantages.

How to prepare

KF36. The Inquiry identified the following key steps in preparing for Regional Sport Partnership:

- a. Record accurate data re participation rates
- b. Adopt ‘Whole Community’ System Thinking
- c. Join up conversations across the sector
- d. Avoid parochialism
- e. Build trust and commitment.

KF37. Sport Wales stated that partners need to own and develop the partnership, to help shape, grow and nurture the partnership. They believe there is a clear role for local authorities in this process; it is not Sport Wales’s role to lead the partnership. The Inquiry understand the need for partnerships to find their own momentum. However, **Members believe there is a role for Sport Wales to assist in the establishment of a partnership, particularly when it is clear there are issues with this.**

Lessons from Sport North Wales

KF38. Sport North Wales includes six local authorities, Public Health Wales, Betsi Cadwaladr University Health Board, Glyndwr University, Bangor University, North Wales Housing Associating (including six local housing associations), North Wales Education Consortia, and Disability Sport Wales. It is connecting with organisations such as the North Wales Regional Equality Network. It is likely the Sports Partnership will connect with other regional bodies such as, for example, the North Wales Economic Ambition Board and the office of North Wales Police and Crime Commissioner.

KF39. The local authorities played an active role in its formation, with one of the Chief Executives leading the project. A Collaboration Board met monthly to build trust and commitment, and a Regional Planning Group developed the strategic plan and is now working on implementation of the regional delivery plan as well as having the ability to horizon-scan for future risks, opportunities, and regional need.

KF40. The Sport North Wales governance model has been developed to meet the requirements of the Governance and Leadership Framework and Sport Wales Capability Framework and was self-determined by the partnership members following a detailed review and options appraisal.

KF41. The Sport North Wales Partnership Board is skills based, led by a Chair who was externally recruited. They have appointed a Regional Director and other paid officers.

KF42. The amount of Sport Wales funding for Sport North Wales has not changed from the amount that used to go to the local authorities. However, the partnership identified additional resource to move forward proactively in addition to their individual commitments and leadership roles and are making in-kind contributions where needed. In addition, the partnership has already attracted additional funding through its partnership with Public Health Wales and are actively connecting with 'Get North Wales Moving'. Sport North Wales also plan to explore commercial and other revenue stream partnerships moving forward.

KF43. Sport North Wales has begun conversations about how to re-allocate funding based on need, with future programming to be evidence led, supported by regional insight.

KF44. Sport Wales clarified that a learning log approach has been taken throughout the early adopter phase. Key lessons to date include:

- a. Early identification of purpose and role is very important – this is up to the partnership to determine, not Sport Wales – need to enable partners to come together and establish this
- b. People and partnerships - need to recognise these are already busy and committed and give them time and space to operate and be comfortable with what they are doing – Sport Wales can offer some small resource to help this process
- c. Partnership leads, Sport Wales offer support
- d. Up to regional partnership to identify best way to corral partners to meet needs of region – does mean there will be some difficult conversations, but Sport North Wales has managed to do this
- e. Building trust and commitment is key
- f. Funding – has been able to draw in funding that might not otherwise have done.

KF45. The work to develop Sport North Wales commenced 5-6 years ago, with Sport North Wales becoming operational 6-8 months ago and so it is too early to know its impact. However, the Inquiry was surprised to find that no reports have been produced on the process of establishing the partnership and emerging lessons that could be useful for other partnerships. Members feel it would be useful to understand and share the lessons from Sport North Wales, notwithstanding that there will be differences between the areas in terms of demographics, need, and engagement and participation rates, as it is more the lessons on building a successful partnership and implementing the new approach that will of value.

RECOMMENDATIONS

Having considered the evidence to this Inquiry, as well as our knowledge of community sport services in Cardiff via our other scrutinies and our ward work, Members are not convinced the current proposals from Sport Wales are in the best interests of Cardiff and our deprived communities. Therefore, the Economy & Culture Scrutiny Committee makes the following recommendation.

R1. Cabinet urgently pursues with Sport Wales the feasibility of maintaining our current existing Joint Venture partnership with Cardiff Metropolitan University rather than entering a Regional Sport Partnership.

In the event discussions with Sport Wales on the above recommendation prove fruitless, the Economy & Culture Scrutiny Committee makes the following recommendations:

R2. Cabinet takes up Sport Wales's offer to engage to:

- a. enable political input and to build political mandate*
- b. Lobby for a reduced footprint, either Cardiff-only or one based on the Cardiff & Vale University Health Board footprint*
- c. Work collaboratively to achieve agreement on reduced footprint as set out above.*

R3. Cabinet actively engages with the Regional Sport Partnership development process to build trust and commitment.

R4. Cabinet works collaboratively with Regional Sport Partnership partners to agree governance arrangements that ensure Cardiff's voice is heard in proportion to population size.

R5. Cabinet seeks assurance from Sport Wales that priorities identified for Cardiff will not be diluted in any regional partnership and funding will not be diluted.

R6. Cabinet seeks clarification from Sport Wales on their basic expectations regarding governance models.

CURRENT PROVISION OF COMMUNITY SPORT

1. In 2014, Cardiff Council and Cardiff Metropolitan University established a Joint Venture, Sport Cardiff, to deliver sport services in the city. Cardiff Council staff were transferred into the Sport Cardiff team.

2. The Joint Venture set out the following priority objectives:
 - **Regional Sports Boards**¹: “Provide a regional delivery mechanism for the Local Sports Plan”
 - **Sport for Children**: “Provide every young person in Cardiff access to quality sporting opportunities” “Every Child a Swimmer”
 - **Strong and Vibrant Clubs**: “Cardiff will provide the opportunity for a variety of community-based sports clubs to become visible and viable in order to thrive through the cities excellent infrastructure”
 - **Coaching, Volunteering and Workforce**: “Create a highly skilled workforce to service the needs of Cardiff’s sporting community”
 - **Competitions/Cardiff Games**: “To provide the opportunity for every young person in Cardiff to experience high quality appropriate competition”

3. Underpinning each priority objective are the following key considerations:
 - BME
 - Women & Girls
 - Disability Sport and Inclusive Opportunities
 - Disadvantaged areas.

4. Sport Cardiff work with Cardiff Council and a range of partners to develop an annual Local Sports Plan, which delivers the priorities and key considerations above and is agreed annually with Sport Wales and links to their core National Programmes.

¹ Established for each Neighbourhood Partnership area

5. Sport Wales part- fund Sport Cardiff² by way of an annual grant circa £600,000, to deliver outcomes based on the annually agreed ‘Local Sport Plan’. Sport Wales is complimentary about the work happening in Cardiff, as documented in annual reports.
6. This Inquiry heard that the existing approach to community sport in Cardiff works well, with:
 - targeted work to boost participation rates for key sectors of the population
 - cross-boundary working to create critical mass needed to deliver key projects to smaller population groups
 - partnership working with sports clubs and governing bodies to boost outreach work
 - 400+ volunteers available to assist at major sporting events.
7. This Inquiry heard that the local authority role in Community Sport is important, with successive administrations having worked to build relationships with sport communities in Cardiff. This allows Cardiff Council to maximise the benefits of these relationships, for example by increasing the delivery of community sport linked to Major Events, such as providing rugby outreach in Llanrumney, Adamsdown, Riverside and Ely as part of the Urdd Rugby 7’s.

ROLE OF SPORT WALES RE COMMUNITY SPORT

8. Sport Wales is the national organisation that works on behalf of Welsh Government to develop and promote sports and physical activity programmes in Wales. It uses Welsh Government funding and National Lottery funding to support community sports.
9. Funding is available to individuals and clubs, for equipment, coaching, costs associated with establishing a new club and volunteer schemes. There are various grant schemes, including in the past, Community Chest grants, Development Grants and A Place for Sport grants. Current community level grant schemes include:
 - a. **CrowdFunder – A Place for Sport** – up to £15,000 to improve ‘off-field’ community sport facilities, such as changing rooms, storage, ramps etc.

² The other main funders of Sport Cardiff are Cardiff Met, Cardiff Council, Cardiff & Vale UHB, South Wales Police Trust Fund and Disability Sport Wales

- b. **Be Active Wales Fund** – £4million fund to increase participation on-field, aiming to '*protect and progress community sport clubs and organisations in Wales through the Covid-19 pandemic and into the future.*'

10. The Welsh Government sends Sport Wales an annual remit letter that confirms the amount of funding being provided and sets out the priorities and targets that Sport Wales should focus on that year. In 2018-19, the annual remit letter from the Minister for Culture, Tourism and Sport, Dafydd Elis-Thomas AC/AM, stressed the need for Sport Wales to maximise its contribution to achieving the goals of the Wellbeing of Future Generations Act 2015 and to develop a Corporate Plan for 2018-2021 that led to the following outcomes:

Outcomes

- More people meeting the Chief Medical Officers physical activity guidelines
- More people undertake sport and physical recreation on 3 or more occasions per week.
- An increase in sport and physical recreation participation by those most in need or disadvantaged.
- A system that delivers continuous elite sport success while ensuring the safety, well-being and welfare of all sportsmen and sportswomen.

LEVELS OF PHYSICAL ACTIVITY IN WALES

11. Sport Wales clearly articulated to the Inquiry the need for improved participation rates pan-Wales. Their evidence included the following:
- *There are 1.4 million people who are regularly active, but we also know that if you have a disability, live in poverty or are from a BME background you are less likely to be active or enjoy sport – longstanding challenges that we have to address if we are to get everyone active through sport*
 - *We need to consider the needs and motivations of individuals and be responsive to their changing needs; we need to be able to engage with all young people and give them a positive start, developing habits for a lifetime of activity. Ultimately, we need to showcase the benefits of sport to wider audiences, bringing new partners and investment to the start line.³*
 - *Those participating less frequently than 3x per week*

³ Information Memorandum (2019)

- *Around half of young people from an ethnically diverse group*
 - *More than half of all young people with a disability*
 - *Almost 6 in 10 young people from the most deprived communities*
 - *Over half of all girls.*
12. Sport Wales made the point that the covid pandemic will have compounded these issues. Their evidence found 96% of children and young people said they would like to do more sport, highlighting the latent demand for certain activities. Therefore, there is a need to ensure the right support and opportunities are available and that barriers are removed.
13. Sport Wales explained why it is important to boost levels of physical activity and sport in Wales, not only to promote physical and mental health and wellbeing but to promote community cohesion, skills development, and lifelong learning. They also explained how community sport can help tackle anti-social behaviour and crime. Members of the Inquiry concur with these points, noting that Cardiff Council has long held these views and acted to boost community sport accordingly.

REGIONAL SPORTS PARTNERSHIPS

14. In response to the direction of Welsh Government to refocus efforts to maximise its contribution to the goals of the Wellbeing of Future Generations Act, Sport Wales undertook comprehensive engagement to inform its new Vision for Sport, culminating in a vision of creating '*An Active Nation Where Everyone Can Have a Lifelong Enjoyment of Sport*'.
15. To deliver this vision, Sport Wales looked at regional sports partnership models used in England, Scotland, and New Zealand. Rather than adopt these wholesale, Sport Wales has modified the approach to one they believe is best suited for Wales, for example having a less prescriptive approach and a wider scope than the model followed in Scotland.
16. Sport Wales developed a new approach called '*Community Sport and Activity Programme*', based on Regional Sport Partnerships. Regional Sport Partnerships are the mechanism through which Sport Wales will direct its funding of community sport in a

long-term approach (most likely through a 5–10-year partnership). Sport Wales estimated that resource per Sport Partnership will be circa £12million over 5 years.

Funding will be made up of:

- Funding focussing on extra-curricular school sport and the development of physically literate young people
- Funding for the Free-Swimming Initiative
- Lottery Grant schemes
 - Plus
- Funding to support leadership, strategy development, insight & operational running of the partnership
- a commissioning budget to incentivise match funding and develop new and innovative opportunities to be physically active through sport.

17. In 2019, Sport Wales shared an Information Memorandum, with partners, which set out:
- a. Rationale for new approach
 - b. Information on proposed approach
 - c. Detail on Regional Sport Partnership areas and outcomes to be achieved
 - d. Commissioning process
 - How to be involved
 - How to submit an Expression of Interest
 - Outline details of next stages.

Rationale for Regional Sports Partnerships

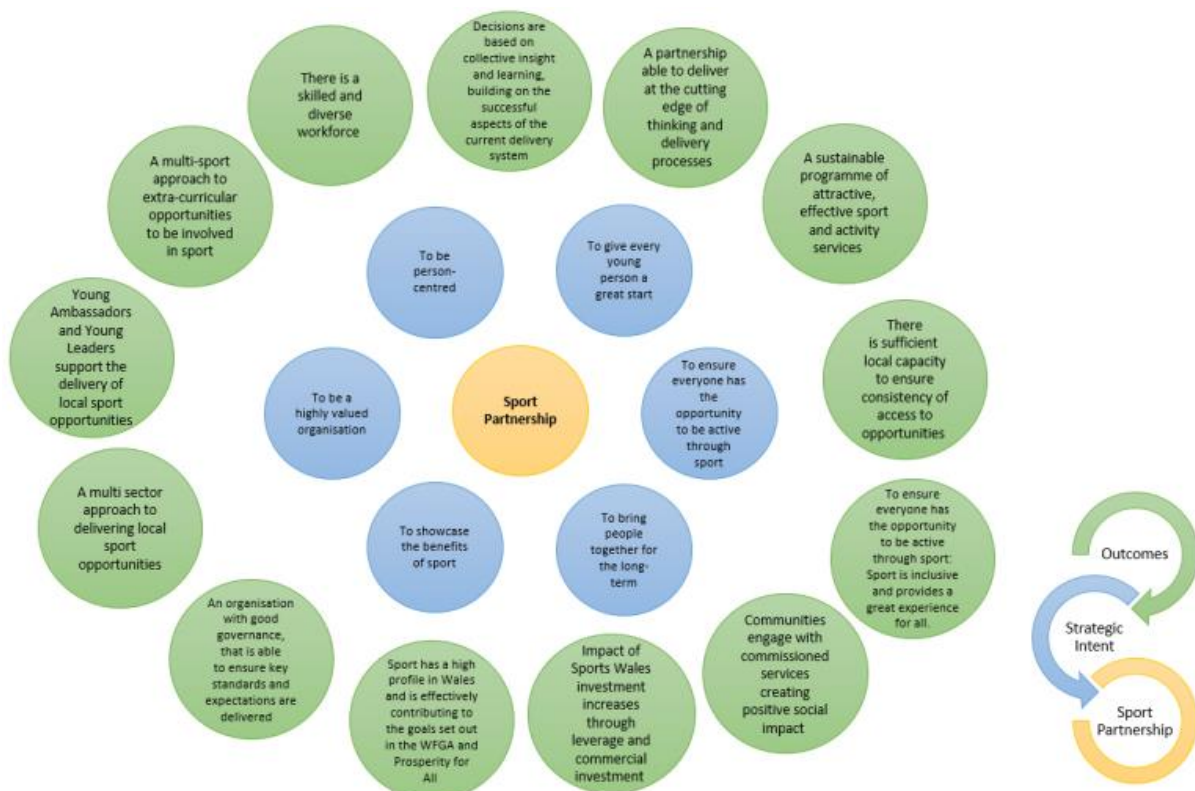
18. Sport Wales stated that the current ways of working, pan-Wales, are not sufficient to deliver the change required by Welsh Government, in terms of boosting participation rates in physical activity and sport. In their evidence to this Inquiry, they cited the World Health Organisation's recent statement that organisations need to come together in strong partnerships to affect change. Sport Wales stated that Regional Sport Partnerships can deliver the scale of change required in Wales.
19. The Inquiry were interested to understand why Sport Wales believed Regional Sports Partnerships were necessary to deliver increased participation rates in physical activity and sport, as opposed to other possible approaches. Sport Wales stated that their view

is that a fresh, collective approach is needed to achieve the vision, to build on the successful aspects of current approaches to community sport and activity to ensure everyone can participate and benefit from a lifelong enjoyment of sport. Sport Wales gave the following specific benefits for having regional sports partnerships:

- Collaborative approach – involve partners and sectors and be able to speak with one voice to other organisations, for example Education Consortia
- Insight-led approach – clear evidence that will meet local needs
- Collective learning – help boost profile of successful projects and sport overall
- Asset based approach – current approaches mean great work not always joined up or shared. Sport Wales clear that do not want to deconstruct good work but build on it.
- Boost profile and show added value of sport – ensure sport has a place in local decision making and local partnerships.

20. The Inquiry notes that many of these ways of working are already in place in Cardiff, via Sport Cardiff and the collaborative, partnership, evidence-based ways in which it works.

21. The aimed for outcomes for Regional Sports Partnerships are set out in the graphic below, taken from Sport Wales Information Memorandum document:



22. The Information Memorandum set out a proposed two-fold role for Regional Sport Partnerships, which also details benefits:
- a. The power of the collective to strategically plan and lead this work, developing one vision, one plan which is developed and owned by all.
 - o Use of insight – a strong evidenced based plan that meets the needs of participants and stakeholders.
 - o Targeted Investment - creating the conditions for innovation in service delivery and being able to evidence the impact being made
 - o Leveraging in additional resources (whether funding, people, value in kind) to support the delivery of the outcomes
 - b. Provision of high-quality local opportunities to be active through sport – more opportunities, delivered locally. At a local level it means:
 - o Listening to local communities and local people
 - o Putting their needs first and delivering high quality opportunities to be active at the right time, right place and in the right environment
 - o ENJOYMENT is central to people getting involved
 - o Providing the right delivery for those tens of thousands of people who want to do more.
23. Other witnesses to the Inquiry did not articulate many of the benefits detailed in points 19-22 but agreed, when prompted by Members, that the partnerships would enable partners to share and learn from one another, albeit that some witnesses questioned whether a whole new entity is required to achieve this.
24. Members note this lack of iteration of strengths of regional sports partnerships by other witnesses. Members' view is that Cardiff already benefits from many of the strengths detailed above, due to its Joint Venture with Cardiff Metropolitan University and the resultant strengthened partnership working and improved participation rates. Members recognise that, theoretically, there could be benefits to other areas in Wales and potentially in the Central South area but do not have the information to comment fully on this.

25. This Inquiry also sought to understand the opportunities arising from Regional Sports Partnerships. Sport Wales identified the following:
- a. Opportunity to boost activity and increase participation
 - b. Opportunity to take greater ownership of National Lottery funding element
 - c. Opportunity to align resources and enhance funding received by joining up planning and coordination.
26. The Inquiry heard that Sport Wales undertook business case analyses that resulted in proposals to split Wales into five regions. Sport Wales propose Cardiff is part of a Central South Regional Sport Partnership consisting also of the following local authorities: Vale of Glamorgan, Merthyr, Rhondda Cynon Taf, and Bridgend.
27. The commissioning process for Regional Sports Partnerships consists of 3 stages:
- a. Expressions of Interest – to be a lead organisation or delivery partner
 - b. Outline Solutions Stage
 - c. Full Business Case
28. The process of establishing Regional Sports Partnerships has commenced, with Expressions of Interest sought. An Expression of Interest has been submitted for the Central South area, by a loose consortium of all five local authorities, the Police and Crime Commissioner, the two local health boards and Cardiff Metropolitan University, with the latter as the lead organisation. The Expression of Interest is non-binding.
29. This Inquiry heard that Cardiff Metropolitan University put itself forward as the Lead Organisation for the following reasons:
- Pragmatism – Regional Sports Partnerships are going to happen; therefore, they would prefer to play a proactive role to shape and steer this
 - No vested role – and so able to bring partners together across the region
 - Need to shape future and be seen as trusted partner
 - Can help to ensure Cardiff gets best out of opportunity.

CONCERNS HIGHLIGHTED

30. The Inquiry found that there was recognition amongst witnesses of the need for change, with sport in Wales facing decreased resources, due to reductions in overall government funding. However, the Inquiry also found several concerns about the proposed Regional Sports Partnership approach and possible impact. These concerns centred on:
- a. Overall Model
 - Governance
 - Regional Footprint
 - b. Implementation
 - Political input
 - Timeline
 - c. Potential Impact
 - Reduction in resources
 - Reduction in local partnership working and community intelligence
31. Some of the witnesses concluded that the combination of the above would cause an inequitable impact on Cardiff and its communities. These concerns are detailed below.

Concerns expressed re overall model

32. The Inquiry heard evidence that the Regional Sports Partnership approaches in England and Scotland had not worked as expected, with Scotland ceasing to operate a regional model and some areas of England moving away from this approach, for example Manchester now has a stand-alone sports partnership, rather than being part of the Greater Manchester partnership. Concerns were expressed that Wales was therefore following a model that had proved to be ineffective elsewhere.
33. Members put these points to Sport Wales, which clarified that they had deliberately learnt lessons from the approaches taken elsewhere and modified the model for Wales accordingly. For example, the approach taken in Scotland differed significantly to the approach proposed in Wales, in that it was more prescriptive regarding governance and staffing arrangements, with a narrower scope. Sport Wales offered to speak with sportscotland to ascertain their views on regional sports partnerships; they informed the

Inquiry sportscotland remained supportive of the principles behind more effective collaboration at a regional level.

Governance

34. The Inquiry heard concerns expressed that there was a lack of clarity from Sport Wales regarding governance arrangements. Some witnesses stated Sport Wales informed them it was up to the partnership to determine governance arrangements, and they did not feel this was helpful.
35. Sport Wales informed the Inquiry that they do not think it best to prescribe a specific approach, other than to comply with good governance⁴, and that it is better for partnerships to develop a governance approach that meets the needs of their areas. Sport Wales want to encourage self-determination of governance and are content if regional partnerships look different to one another – it is up to the regional partnership to determine what works best for them.
36. Whilst Members think Sport Wales's aims are laudable, Members understand why a lack of governance framework is anxiety-inducing and are not convinced this is a workable approach for every area in Wales, particularly an area such as Central South that has numerous contributors to the regional sports partnership.
37. The Inquiry also heard concerns specifically regarding decision-making in Regional Sports Partnerships. Concerns were expressed that, if each member of the partnership had one equal vote, communities in Cardiff would be negatively affected as other areas of the partnership may not have the same needs as communities in Cardiff and therefore may not vote to approve release of funding to meet these needs, as they may wish the funding to be used for priority needs in their areas. This concern is explored in more detail later in this report, at points 43-44.
38. To avoid this, Members believe it makes sense for decision making to recognise the populations of the areas involved and to ratio votes accordingly.

⁴ Governance and Leadership Framework and Sport Wales Capability Framework.

Regional Footprint

39. The proposed Central South Regional Sport Partnership covers five local authority areas – Bridgend, Cardiff, Merthyr, Rhondda Cynon Taf, and the Vale of Glamorgan – and two local health boards – Cardiff & Vale UHB and Cwm Taf Morgannwg Health Board.
40. Concerns were expressed to the Inquiry that the area covered is too large and too diverse to work cohesively in one partnership. Members also heard concerns that the partnership would prove unworkable as it covers two local health board areas and cuts across the existing sports landscape. More details on these are set out below.

Size of Footprint

41. The proposed Central South Regional Partnership covers an area where circa 1 million people live. Witnesses were concerned that the scale of this makes it too large to deliver appropriately targeted local programmes of community sport, which are needed to boost engagement and participation.

Diversity of areas

42. In addition, Members heard that the five local authority areas are diverse, with differing challenges and barriers facing their populations in becoming active and engaged in community sport. For example, the valley communities have high rates of long-term limiting health conditions and underlying health conditions that affect mobility, coupled with an older population structure, and high levels of poverty and deprivation. These also exist in Cardiff, which in addition has a higher level, compared to the valleys, of BAME communities living in deprived areas.
43. Concerns were expressed to the Inquiry that the Regional Sports Partnership may find it difficult to allocate reducing resources to equally valid but different priorities. One example given to the Inquiry was that currently there are specific projects in Cardiff to improve engagement and participation amongst BAME communities in community sport. However, witnesses are not convinced the Regional Sports Partnership will prioritise these given the other priority needs within its area. Witnesses are therefore concerned that communities in Cardiff will receive a worse offer because of the introduction of a Regional Sport Partnership and that the aims of Welsh Government, in terms of

improving engagement and participation amongst deprived communities, will not take place in some of the most deprived communities in Cardiff.

44. Members put these points to Sport Wales, who recognised these concerns and clarified that they will hold regional partners to account to ensure citizens needs are fairly met, using a range of data to ensure this. Sport Wales added that they see Regional Sport Partnerships as an opportunity for Cardiff to lead on BAME work and bring their insight, knowledge, and local intelligence to bear. They also highlighted that work in the early adopter, Sport North Wales, showed the need to have evidence-based discussions regarding specific needs and to work across the partnership to build commitment to meeting these needs.

Two Health Boards

45. The area covered by Central South includes two local health boards, which have different priorities and approaches, based on meeting the diverse needs of their populations. The Inquiry heard that this means the Central South Regional Sport Partnership would need to develop two, separate plans, which would create a divide.
46. Sport Wales confirmed to the Inquiry that the Central South Regional Sport Partnership has raised the issue of how to coordinate across the two Health Board areas and that they are aware of views that it would be better to adapt the regional model, perhaps splitting it into two based on the Health Board areas. They highlighted there is also the option of creating sub-partnerships within the overall partnership.

Existing Sports Landscape

47. The Inquiry heard that community sports provision benefits from relationships formed with elite sporting clubs in a local area. The proposed Central South Regional Sports Partnership cuts across some of the areas covered by elite sporting clubs, which may make it more complex to manage the interface between elite and community sport, to the detriment of provision. One example cited to the Inquiry was Rugby, with Bridgend being linked to the Ospreys and Cardiff, Rhondda Cynon Taf, and the Vale of Glamorgan being linked to Cardiff Blues.

48. The Inquiry notes these concerns and Sport Wales's responses to these and concludes that, in an environment of reducing resources, it will be difficult to balance priorities across such a diverse region, as all are valid priorities with strong evidence bases. This view is borne out by the differing agendas adopted by the two health boards, that aim to meet the health and wellbeing needs of their populations.
49. Members therefore have a real concern that there will be a dilution of what we currently do in Cardiff, which cannot be allowed to happen, for the individuals this will affect, their communities, the overall wellbeing of Cardiff and the knock-on costs to public services, such as health, if preventative measures such as community sports are reduced.
50. These points, plus the fact that community sport provision will be further impacted by the fact the footprint stretches across existing networks between elite and community sport provision, means that this Inquiry concludes it would be advisable to adapt the regional model.

Changing the regional footprint

51. Members note the Information Memorandum⁵ references that there will be further discussions on the make-up of the regions, with Sport Wales committed to '*ongoing dialogue and support for all partners engaging in the process ...to support them in working through modelling that will address their concerns*'. The Information Memorandum also states it is recognised that '*there is still some debate in the sector about the best make-up of the Sport Partnership (in terms of geography)*' and that the process is designed to enable organisations to continue to discuss and agree the most appropriate approach, through the outline solution stage, with organisations able to present and discuss alternative arrangements. Members heard that Sport Wales has agreed to split the original Dyfed Powys area, following concerns expressed by participants in those areas that the footprint was too big.

Conclusions

52. Members recognise that the concerns about the proposed model and footprint are a real block in moving forward with the Central South Regional Sport Partnership. It is clear to

⁵ Getting People in Wales Active for Life: Information Memorandum – Sport Wales 2019

Members that there is an unwillingness to commit to a Partnership with the current regional footprint. From the perspective of Cardiff, this is because the footprint is seen as doing harm to Cardiff. However, Members also heard that, from the perspective of other areas, they are concerned that Cardiff will ‘take-over’ and that the needs of their areas will be overshadowed by the levels of need in Cardiff. Uncertainty around the governance framework and decision-making compound these concerns.

53. Members conclude that the proposed footprint is too large. Members believe it should be possible for Sport Wales to do the same for Central South area as they have for Dyfed Powys, which would result in seven Regional Sport Partnerships across Wales, still enabling economies of scale to be realised.

Concerns expressed re implementation

54. The Inquiry heard concerns from witnesses about the lack of political oversight and input into the implementation of the Central South Regional Sport Partnership as well as concerns about the lack of a clear timeline for implementation.

Political Oversight and Input

55. Witnesses raised concerns about the lack of engagement by Sport Wales with local authority Cabinet Members to discuss the proposed approach and the specifics about the Central South Regional Sports Partnership. Members asked witnesses if they knew why Sport Wales was taking this approach and received various answers, including that Sport Wales did not see it as their role to persuade local Members of the case for Regional Sports Partnerships. There was a feeling that Sport Wales did not understand the local authority landscape in the Central South area, which is more elected member-led than other local authority areas.
56. The Inquiry raised these points with Sport Wales, which clarified that they are happy to talk to Cabinet Members and local members, in a collaborative manner, alongside officers. They stated that their role is to discuss and explore constructive ways forward and that it is local authority officers’ role to work with members as part of the regional sport partnership development process. They concluded that it is not Sport Wales role to convince politicians but to work with them to find solutions.

57. Sport Wales also highlighted that they have met with Cabinet Members in other parts of Wales as part of discussions on Regional Sport Partnerships. They added that in North Wales, regional partnerships had not been an issue politically and that in Dyfed & Powys there had been political engagement and it had helped shape how it is now. In Gwent, there has been some political engagement. They stated this shows Sport Wales is being flexible in its approach in order to get the project delivered.
58. Sport Wales highlighted to the Inquiry that, in their view, the lack of political mandate is the key stumbling block, and that they are keen to work with partners to address this. They added that hopefully this scrutiny will illustrate the benefits of the proposed changes.
59. Members agree that political input is key and believe that all involved should have worked together from the start to obtain buy-in to enable discussions to move forward on the best approach for the region. Members agree that local authorities in the Central South area are member-led and that elected members expect to be involved in discussions shaping regional partnerships. Members were pleased to hear Sport Wales's openness to meeting with Cabinet Members in a constructive manner; it can only be to everyone's benefit to build positive relationships.

Timeline

60. The Inquiry hear that the original timeline for establishing a regional partnership has slipped, due to the covid pandemic. Some witnesses were now not clear on the timeline, whilst other witnesses believed the timeline to be March 2022 but were unsure whether this was fixed or could slip again.
61. Members sought advice from Sport Wales on the timeline. Sport Wales clarified that they do not want to force a timeline but want to get to a point where all are comfortable to move forward. However, they stated that the fact other sports partnerships are either already up and running or due to come online imminently, means those not in this position will fall behind in terms of delivering against the Well Being of Future Generations Act agenda. Therefore, whilst there is not a fixed timeline, there is an end of the road. Sport Wales funding flows from the Wellbeing of Future Generations (Wales)

Act 2015 and the Welsh Government's Programme for Government and Sport Wales needs to make inroads to delivering these so it cannot keep the structure as it is.

62. Members asked what would happen if we reached the end of the road but there is no agreement – would Sport Wales step in or would they divert funding support to others? Sport Wales clarified it is not looking to divert Central South funding elsewhere as the funding is for the citizens living in the region. Sport Wales would make sure a structure is in place to deliver for those citizens.
63. Members note the above and believe it would be helpful to have an agreed timeline, to provide impetus for solution-finding.

Concerns expressed re potential Impact

64. This Inquiry heard concerns regarding the potential impact of a regional sport partnership, in terms of reduction in resources and a reduction in local partnership working and community intelligence. More details are provided below.

Reduction in Resources

65. Witnesses to the Inquiry raised several concerns that the introduction of Regional Sport Partnerships would result in a reduction in resource levels for community sport per se as well as specifically for Cardiff.
66. An overarching concern was that the regional sport partnership model was being proposed as an efficiency-based model, a cost saving model, for Sport Wales, which has streamlined their resource base. Concerns were also expressed that local authorities may reduce their sports officer posts, as it will be harder to argue to keep posts in a climate of reducing local authority resources and high demand pressures, if there is a regional body. Some witnesses also expressed concern that, if a private sector operator was appointed as the lead organisation, this could lead to them using part of the regional sport partnership funding to meet core costs, such as HR, thus reducing the amount of funding available for community sport provision.
67. Members heard that the Central South area has already seen a reduction in resources for community sport, in that Disability Sport Wales announced changing their delivery

model to one officer in each region, rather than one officer in each local authority area. There are concerns other Wales-wide or region-wide organisations may follow suit, thus reducing the overall pool of resources for community sport.

68. In addition, concerns were expressed that a regional sport partnership may not get the same value for money invested regionally as is currently achieved for funding invested in Cardiff, particularly for BAME communities. This point links to the concern that regional sports partnerships will lead to lower levels of local partnership working and community intelligence, set out in more detail below. In essence, the concern is that there will no longer be the knowledge to understand the differences between communities and that services will be commissioned on too broad a basis, with poorer results, therefore.
69. Finally, concerns were expressed that monies may be diverted from Cardiff, despite high levels of need, due to the issues highlighted in points 37 and 43, and the perception that Cardiff receives a disproportionate amount for community sport.
70. Members explored these concerns with Sport Wales, which was clear that cost savings are not a driver for the introduction of regional sport partnerships and that they are seeking to protect frontline budgets in partner organisations, including local authorities, and protect the delivery of community sport provision in a time of reducing resources, by better coordinating existing resources. They stated that they had made the difficult choice to reduce their own staffing base to reduce their take of the overall resource level, so cost savings to Sport Wales has been a consequence of the introduction of regional sport partnerships but in order to protect resource for use elsewhere.
71. Sport Wales were explicit that regional sport partnerships are not about threatening sports development teams in local authorities; they see these as key in providing the insight and intelligence that the regional sport partnership will need to properly direct resource.
72. Regarding private sector organisations becoming the lead organisation and using resources for core costs, Members heard from Sport Wales that there have been no expressions of interests from this sector. In addition, Sport Wales confirmed that local authorities and partners in Sport North Wales are making in-kind contributions.

73. Members note the responses from Sport Wales and accept these. However, Members feel that Sport Wales has not taken on board the realities facing local authorities regarding the pressures they are under coupled with reducing resources. Members understand the concerns expressed by witnesses that some local authorities may see the introduction of regional sport partnerships as an opportunity to cut staff. This would be damaging to community sport provision.

Reduction in local partnership working and community intelligence

74. The Inquiry heard that, currently, local sports officers work with local partners to build up intelligence about what works in different communities regarding community sport provision. Members heard that approaches used in Splott would not necessarily work in Ely, for example, and that approaches used must vary according to the different communities being targeted to achieve optimum results,

75. As outlined in points 66-67, concerns were expressed that the regional sports partnership model could lead to some reduction in sports officer posts. Members heard that this would have consequences short term with a loss of community intelligence and partnership knowledge, and longer term for sports management and sports development.

76. In addition, Members heard that regional sports partnerships could lead to a loss of local relationships that make things work currently, due to staff changes and a regional way of working rather than a localised way of working.

77. Finally, Members heard that, for Cardiff, there would be another loss, in that a regional sports partnership would not be involved in Major Events in the same way local authorities are and therefore would struggle to lever in the additional community sport outreach that the local authority is able to as part of the process of planning the hosting of Major Events.

Inequitable impact on Cardiff and its communities

78. Concerns were expressed that the combination of all the issues highlighted above would result in Cardiff being especially affected, with a decline in community sports overall and for the most deprived communities in particular. Some witnesses felt this to be particularly unfair given that the current Joint Venture partnership is working well in

addressing participation and activity rates. There was a feeling amongst several witnesses that Cardiff would be disadvantaged because of issues elsewhere in Wales.

79. Sport Wales recognise there are concerns about what the partnerships will focus on and how they will work. They stated that it needs partners to own and develop the partnership, to help shape, grow and nurture the partnership. They believe there is a clear role for local authorities in this process; it is not Sport Wales’s role to lead the partnership.
80. Members understand the need for partnerships to find their own momentum. However, Members believe there is a role for Sport Wales to assist in the establishment of a partnership, particularly when it is clear there are issues with this.

SWOT ANALYSIS

81. The terms of reference for this Inquiry include undertaking a SWOT analysis of the proposed Central South regional sports partnership. Members have used the evidence gathered during the inquiry to identify strengths, weaknesses, opportunities, and threats, which are set out below.

<p>Strengths</p> <ul style="list-style-type: none"> ○ Fresh, collective, partnership approach ○ Evidence based approach – insight-led ○ Builds on successful aspects of current approaches ○ Shared learning of successful projects ○ Asset based approach – join up great work ○ Ensures everyone can participate and benefit from a lifelong enjoyment of physical activity ○ One strong voice for sport – boosts profile and ensures place in local decision making 	<p>Opportunities</p> <ul style="list-style-type: none"> ○ Opportunity to boost activity and increase participation ○ Opportunity to take greater ownership of National Lottery funding element ○ Opportunity to align resources and enhance funding received by joining up planning and coordination.
<p>Weaknesses</p> <ul style="list-style-type: none"> ○ Lack of governance framework ○ Proposed Central South footprint <ul style="list-style-type: none"> - Size - Diversity of areas included - Two health boards - Existing sports landscape ○ Lack of political oversight ○ Lack of political input ○ Lack of clarity re timeline 	<p>Threats</p> <ul style="list-style-type: none"> ○ Reduction in resources <ul style="list-style-type: none"> - Sport roles cut - Local authority, Regional and National bodies - Specific reduction in funding received by Cardiff due to reprioritisation elsewhere ○ Less value for money from regional investment, due to broader commissioning ○ Reduction in local partnership working ○ Reduction in community intelligence ○ Reduction in ability to lever in additional resource from Major Events ○ Inequitable impact on Cardiff and its communities

REORGANISATION – OTHER POSSIBILITIES

82. The Inquiry asked witnesses for any alternative ideas for the reorganisation of community sport provision, given the landscape of reducing resources and the need to boost engagement and participation rates. The following suggestions were received:
- a. Cardiff footprint – that the local authority is a regional sports partnership in its own right, given its size, complexity of population and needs, existing successful Joint Venture with Cardiff Metropolitan University, and ability to utilise local partnership working and community intelligence to boost engagement and participation rates.
 - b. Cardiff & Vale of Glamorgan footprint – that the two local authorities form their own regional sports partnership, which would fit with the local health board, is a workable size and would build on already existing good partnership links and community intelligence.
 - c. Joint Venture model – that the successful, proven Joint Venture model that works well in Cardiff is continued and applied to other local authority areas.
 - d. 'As Is' Plus – community sport provision remain organised as is currently but boost cross-border working and sourcing of alternative funding. This should include closer integration with other local authorities at a Cabinet Member level, sharing expertise, and working with Health colleagues.
83. Members note these responses, which would lead to many of the benefits of the proposed Central South regional sports partnership without as many disadvantages.

REORGANISATION – HOW TO PREPARE

84. The terms of this Inquiry included identifying what Cardiff Council needs to do to prepare for Regional Sports Partnerships. Witnesses highlighted the following key steps:
- a. Record accurate data re participation rates – this will be critical to demonstrate the needs in Cardiff. The Physical Activity and Sports Strategy, currently being drafted and due to be approved in early 2022, will be a key document to demonstrate needs, priority areas, and place-based approaches grounded in local knowledge and intelligence about what will work where.

- b. Adopt 'Whole Community' System Thinking – witnesses explained it is important to take a whole community approach to system thinking, so to plan to meet needs throughout life, via a range of provision, including non-sport provision that encourages an active life, such as active travel provision.
- c. Join up conversations across the sector – witnesses stressed it is important to join up conversations with all actors in community sport provision, including national organisations and smaller governing bodies that operate regionally. This will ensure conversations do not become disjointed and that they can help shape regional sport partnerships.
- d. Avoid parochialism – focus on the needs of citizens and the need to boost engagement and participation rates to ensure parochialism does not take hold.
- e. Build trust and commitment – Sport Wales were clear that it is essential to build trust and commitment levels of local partners by being clear on what the partnership is there to do and how it complements local delivery. They stated this is evidenced in the Sport North Wales work – trust is key to then be able to build partnership and commitment on.

85. Members note these points.

SPORT NORTH WALES

86. The terms of reference for this Inquiry included considering the pilot regional sport partnership in North Wales, called Sport North Wales, to understand lessons learnt during its development and to identify lessons relevant to the Central South regional sport partnership. Work on Sport North Wales commenced 5-6 years ago. Sport Wales clarified that Sport North Wales is an early adopter rather than a pilot, given that regional sport partnerships can develop and evolve in a variety of ways to suit the needs of their area. Sport Wales provided the information below in points 87– 97.
87. Sport North Wales includes six local authorities, Public Health Wales, Betsi Cadwaladr University Health Board, Glyndwr University, Bangor University, North Wales Housing Associating (including six local housing associations), North Wales Education Consortia, and Disability Sport Wales. It is connecting with organisations such as the North Wales Regional Equality Network. It is likely the Sports Partnership will connect with other

regional bodies such as, for example, the North Wales Economic Ambition Board and the office of North Wales Police and Crime Commissioner.

88. The local authorities played an active role in its formation, with one of the Chief Executives leading the project. A Collaboration Board was established and met monthly, which was important to build working relationships and develop trust amongst the partnership. This trust supported the creation of the regional vision and strategic framework and became an important step in developing common understanding, shared purpose and ultimately trust in that everyone is committed to the partnership and believes that it can deliver positive outcomes for its citizens. Trust also helped to support the agreement of a governance framework which supported the ambition of the Sports Partnership.
89. The Sport North Wales governance model has been developed to meet the requirements of the Governance and Leadership Framework and Sport Wales Capability Framework and was self-determined by the partnership members following a detailed review and options appraisal.
90. The Sport North Wales Partnership Board is skills based. Led by a Chair who was externally recruited, it is a blend of partner representative and independent appointed experts providing a modern, agile, and diverse approach to North Wales strategy, governance, and decision-making. They have appointed a Regional Director and other paid officers.
91. The Sport North Wales partnership has developed a Strategic Plan that presents a shared Regional Vision, Purpose, and key themes: Start Active, Being Active, Staying Active & ReStart. They proactively engaged with the existing sports development workforce to develop their vision and strategic framework. The drafting of the strategic plan was devolved to the delivery teams and representatives of the partners. This took the form of 4 workshop days (engaging approx. 30 reps per session) resulting in a strategic vision and delivery framework. All 6 local authorities were heavily involved and consulted throughout this process. This process led to the creation of a regional planning group. Sport North Wales undertook an equalities impact assessment during the creation of their emerging vision and strategic framework, supported by an Equalities Statement of Intent.

92. The regional planning group has been established to support the creation of a regional delivery plan and its implementation as well as having the ability to horizon-scan for future risks, opportunities, and regional need. Each partner can deliver against the framework, identifying which of the theme/s are most important to their local area. Regional operational planning for 22/23 and in subsequent years will be aligned to the Strategy framework, given that all partners were engaged in its development.
93. The amount of Sport Wales funding for Sport North Wales has not changed from the amount that used to go to the local authorities. However, the partnership identified early what additional resource it would take to move forward proactively in addition to their individual commitments and leadership roles and are making in-kind contributions where needed. In addition, the partnership has already attracted additional funding through its partnership with Public Health Wales and are actively connecting with ‘Get North Wales Moving’. Sport North Wales also plan to explore commercial and other revenue stream partnerships moving forward.
94. Sport North Wales has begun conversations about how to address some of the differences across the region and re-allocate funding based on need. Future programming will be evidence led, supported by regional insight. The development lead officers are for the first time working more collaboratively across the region, currently using the Upshot IT system on behalf of the partnership. Sport North Wales is currently refreshing a partner and systems mapping exercise to identify additional stakeholders and partners who can contribute to the delivery of their vision and purpose.
95. Overall, the Sport North Wales partners have co-created a Sports Partnership which is right for their region – they see the value of the wider partnership approach and the added value this will bring to their communities. They are also clear on how their structure and set up will compliment (not duplicate) other regional bodies and the opportunity this brings to sell the benefits of sport in wider agendas. Sport North Wales is currently developing a brand identity for the region, connecting the various stakeholders and delivery partners against a common purpose.

Lessons Learnt

96. Sport Wales clarified that a learning log approach has been taken throughout the early adopter phase. Key lessons to date include:

- Early identification of purpose and role is very important – this is up to the partnership to determine, not Sport Wales – need to enable partners to come together and establish this
- People and partnerships - need to recognise these are already busy and committed and give them time and space to operate and be comfortable with what they are doing – Sport Wales can offer some small resource to help this process
- Partnership lead, Sport Wales offer support
- Up to regional partnership to identify best way to corral partners to meet needs of region – does mean there will be some difficult conversations, but Sport North Wales has managed to do this.
- Building trust and commitment is key.
- Funding – has successfully drawn in funding that might not otherwise have happened.

97. Sport Wales emphasised that Sport North Wales became operational 6-8 months ago and so it is too early to know its impact.

98. Members were surprised to find that no reports have been produced on the process of establishing the partnership and emerging lessons that could be useful for other partnerships. Members recognise Sport Wales's point that regional partnerships can vary but feel it would be useful to understand and share the lessons from Sport North Wales to date with other areas of Wales, notwithstanding that there will be differences between the areas in terms of demographics, need, and engagement and participation rates, as it is more the lessons on building a successful partnership and implementing the new approach that will be of value.

APPROACH TAKEN

- M1. Members undertook this Inquiry during November and December 2021.
- M2. Members received evidence from the following internal stakeholders who attended question & answer sessions and contributed to a panel discussion:
- Cllr Peter Bradbury, Cabinet Member – Culture & Leisure
 - Neil Hanratty – Director of Economic Development
 - Steve Morris – Operational Manager – Sport, Leisure and Development.
- M3. Members also received evidence from the following external stakeholders:
- Laura Williams – Assistant Director of Sport, Physical Activity & Health, Cardiff Metropolitan University
 - Ben O’Connell – Director of Sport, Cardiff Metropolitan University
 - Brian Davies – Acting Chief Executive, Sport Wales
 - Graham Williams – Director, Sport Intelligence and Service Development.
- M4. Scrutiny Services wrote to the other local authorities in the Central South regional sport partnership area, offering them the opportunity to contribute to the Inquiry by sharing their views on the proposed partnership approach. Members were particularly keen to understand their perspectives. Initially, local authorities indicated they would like to contribute. However, following the cancellation of a meeting between them and Sport Wales in early November, the local authorities declined to contribute as they had been hoping to receive clarity from Sport Wales on the current status of the regional partnership approach before commenting and, lacking this, felt that their comments would not be meaningful or helpful.
- M5. To inform the Inquiry, Members were provided with information detailing the policy context, directions from Welsh Government, and Sport Wales publications relevant to Regional Sport Partnerships.
- M6. The evidence has been used to identify suitable findings from the Inquiry.

FINANCIAL IMPLICATIONS

The Scrutiny Committee is empowered to enquire, consider, review, and recommend but not to make policy decisions. As the recommendations in this report are to consider and review matters there are no direct financial implications at this stage in relation to any of the work programme. However, financial implications may arise if and when the matters under review are implemented with or without any modifications.

LEGAL IMPLICATIONS

The Scrutiny Committee is empowered to enquire, consider, review, and recommend but not to make policy decisions. As the recommendations in this report are to consider and review matters there are no direct legal implications. However, legal implications may arise if and when the matters under review are implemented with or without modification. Any report with recommendations for decision that goes to Cabinet / Council will set out any legal implications arising from those recommendations. All decisions taken by or on behalf of the Council must (a) be within the legal power of the Council; (b) comply with any procedural requirement imposed by law; (c) be within the powers of the body or person exercising powers on behalf of the Council; (d) be undertaken in accordance with the procedural requirements imposed by the Council e.g. standing orders and financial regulations; (e) be fully and properly informed; (f) be properly motivated; (g) be taken having regard to the Council's fiduciary duty to its taxpayers; and (h) be reasonable and proper in all the circumstances.

COMMITTEE TERMS OF REFERENCE

- To scrutinise, measure and actively promote improvement in the Council's performance in the provision of services and compliance with Council policies, aims and objectives in the area of economic regeneration.
 - Cardiff City Region City Deal
 - Inward Investment and the marketing of Cardiff
 - South East Wales Economic Forum
 - Economic Strategy & Employment
 - European Funding & Investment
 - Small to Medium Enterprise Support
 - Cardiff Harbour Authority
 - Lifelong Learning
 - Leisure Centres
 - Sports Development
 - Parks & Green Spaces
 - Libraries, Arts & Culture
 - Civic Buildings
 - Events & Tourism
 - Strategic Projects
 - Innovation & Technology Centres
 - Local Training & Enterprise

- To assess the impact of partnerships with and resources and services provided by external organisations including the Welsh Government, joint local government services, Welsh Government Sponsored Public Bodies, and quasi-departmental non-governmental bodies on the effectiveness of Council service delivery.
- To report to an appropriate Cabinet or Council meeting on its findings and to make recommendations on measures, which may enhance Council performance or service delivery in this area.

Economy & Culture Scrutiny Committee Membership



Councillor Nigel Howells
(Chairperson)



Councillor Iona Gordon



Councillor Jane Henshaw



Councillor Gavin Hill-John



Councillor Chris Lay



Councillor Thomas Parkhill



Councillor Adrian Robson



Councillor Abdul Sattar



Councillor Ed Stubbs

CORPORATE PLAN 2022-25**LEADER (COUNCILLOR HUW THOMAS)****AGENDA ITEM: 3**

Reason for this Report

1. To enable the Cabinet to consider the draft Corporate Plan 2022-25 and recommend it to Council for approval.

Background

2. The Corporate Plan forms part of the strategic policy framework set out in the Council's Constitution and is considered annually by the Council. The document outlines the organisation's strategic policy and performance priorities and also discharges the Council's responsibilities under the Well-being of Future Generations (Wales) Act 2015.
3. In July 2017, the Cabinet approved a new policy programme for the next five years, entitled 'Capital Ambition', which set out the Administration's principles, priorities and ambitions for the city. On 23 January 2020, the Cabinet approved a refreshed Capital Ambition document, which provided an updated statement of the Administration's policy priorities and commitments for the remainder of the municipal term to the next council elections in May 2022. These have continued to inform the development of the Corporate Plan 2022-25.
4. In addition, building on last year's plan, the Corporate Plan 2022-25 continues to reflect the Council's medium and longer term recovery and renewal priorities in response to the Covid-19 pandemic, which were considered by the Cabinet in May 2021. The Corporate Plan 2022-25 contains a number of new commitments for delivering a child friendly recovery, supporting the city's 'Greener, Fairer, Stronger' economic recovery, accelerating decarbonisation projects as part of the One Planet Cardiff Strategy, and implementing a programme of organisational development, including a shift to hybrid working and the increased use of digital technologies and data in service delivery by the Council.
5. A copy of the draft Corporate Plan 2022-25 is attached as **Appendix A** to this report.

Issues

The Well-being of Future Generations (Wales) Act 2015

6. The Well-being of Future Generations (Wales) Act 2015 places a duty on public bodies to carry out sustainable development, which means that the Authority must set and publish well-being objectives, supported by a well-being 'statement', which make progress towards meeting the seven national well-being goals that are set out below:
 - A prosperous Wales
 - A resilient Wales
 - A healthier Wales
 - A more equal Wales
 - A Wales of cohesive communities
 - A Wales of vibrant culture and thriving Welsh Language
 - A globally responsible Wales

7. The Council must also act in accordance with the 'sustainable development principle' by embedding the following five ways of working:
 - Long Term
 - Prevention
 - Integration
 - Collaboration
 - Involvement

8. The Corporate Plan 2022-25 has been developed in accordance with the statutory requirements of the Well-being of Future Generations (Wales) Act 2015. It also takes account of the Well-being Plan for Cardiff that has been developed by the Cardiff Public Services Board (PSB) in accordance with the statutory requirements of the Act.

9. Both the Corporate Plan and the Well-being Plan are key documents in delivering Capital Ambition and translating the Administration's priorities into deliverable organisational objectives. The Corporate Plan focuses specifically on the issues and services that the Council has prioritised, and the Well-being Plan focuses more widely on areas of collaborative advantage in the delivery of public services in the city.

10. The Council must agree and publish well-being objectives that are designed to maximise the Council's contribution to achieving each of the seven national well-being goals. In accordance with the development of the Well-being Plan for Cardiff, the Council has adopted the same seven well-being objectives as the Cardiff PSB:
 - Cardiff is a great place to grow up
 - Cardiff is a great place to grow older
 - Supporting people out of poverty

- Safe, confident and empowered communities
 - A capital city that works for Wales
 - Cardiff grows in a resilient way
 - Modernising and integrating our public services
11. These well-being objectives demonstrate what public services in Cardiff want to achieve, reflect their shared aspirations and the common understanding of the challenges facing the city. Both the Council and the Cardiff PSB will measure progress towards achieving the well-being objectives using the same indicators of city performance. This will enable partners in Cardiff to keep track of how the city is performing and help demonstrate Cardiff's contribution towards achieving the Welsh Government's aims to improve well-being nationally.
 12. The Corporate Plan 2021-24 included an additional well-being objective relating specifically to 'managing the Covid-19 pandemic'; however, this has been removed from the 2022-25 version of the Corporate Plan as pandemic management within Cardiff has become embedded as part of a successful strategic partnership approach to responding to public health issues, with Covid-19 being accepted as a vaccine-preventable disease and where immunisation is the most critical first line of defence. This is complemented by the targeted testing of symptomatic individuals; surveillance, and a risk-based response to incidents and outbreaks of the infection. This approach is further reflected in the Council's public protection priorities, health & safety arrangements and working practices, and has resulted in the inclusion of a specific new step within the Corporate Plan 2022-25 that relates to ongoing pandemic management in the city.
 13. The Council must publish a well-being 'statement' about its well-being objectives at the same time as the objectives are published. Both requirements are discharged through the Corporate Plan. The well-being objectives set out in the Corporate Plan are supported by SMART 'steps' that set out what will be done and by when. The Corporate Plan also includes a number of Key Performance Indicators (KPIs) with corresponding targets, which consist of Public Accountability Measures (PAMs) and 'local' indicators selected for their relevance to Cardiff and performance management within directorates. Political and managerial responsibility is identified for each step and KPI.

Local Government and Elections (Wales) Act 2021

14. In accordance with the Local Government and Elections (Wales) Act 2021, the Council has a duty to keep its performance under review. This replaces the previous 'improvement duty' contained in the Local Government (Wales) Measure 2009.
15. A report setting out the strengthening of the Council's planning and performance arrangements in response to the Local Government and

Elections (Wales) Act 2021 is also due to be considered by the Cabinet on 24 February 2022. Subject to approval, this will ensure that the Council's corporate planning, performance monitoring and delivery arrangements meet the new performance duty and self-assessment requirements, as set out in the Act.

Development of the Corporate Plan 2022-25

16. The process to refresh the Corporate Plan on an annual basis commences with the consideration of the Mid-Year Self-Assessment by the Cabinet in December, which follows engagement with the Council's Policy Review and Performance Scrutiny Committee. This then informs a comprehensive audit and self-assessment undertaken by directorates to explore the extent to which they contribute to each of the Council's well-being objectives, what more could be done and what further action could be taken to make progress towards achieving the objectives. In developing the Corporate Plan 2022-25, this exercise has resulted in a number of new or revised steps being developed and proposed, supported by appropriate performance indicators.
17. Thematic challenge sessions, which are convened according to well-being objective, are held in January/February. These sessions are chaired by the Leader of the Council and involve the lead Cabinet portfolio holders, the Cabinet Member for Finance, Modernisation and Performance, Chief Executive and relevant Directors with responsibility for delivery. The challenge sessions consider progress and challenges in relation to each of the well-being objectives within the Corporate Plan, and provide an opportunity to consider the proposed steps, KPIs and targets for the year ahead.

Corporate Plan and Budget Alignment

18. To ensure that the Council's resources support the delivery of the Administration's priorities, as set out in Capital Ambition, the Corporate Plan 2022-25 has been developed in tandem with the process for setting the Council's budget for 2022/23. It has also been informed by the findings of the annual Ask Cardiff survey and the budget consultation process for 2022/23. As a result, the Cabinet's budget proposals for 2022/23 include a proposed £5.5m investment and growth in key policy areas contained within the Corporate Plan 2022-25, which also supports delivery of the Council's recovery and renewal priorities.
19. The Corporate Plan 2022-25 has been developed in the context of the continued operational and financial impact of the Covid-19 pandemic and associated public health measures in the 2021/22 financial year. In balancing the budget for 2022/23, the Council will be required to make efficiency savings of £7.708m (excluding schools). The Council's Medium Term Financial Plan also estimates a significant budget gap of £69.198m over the medium term from 2023/24 to 2026/27. This is in addition to

over £200m in cumulative savings that have been made by the Council during the past decade.

Engagement with the Council's Performance Panel and Scrutiny Committees

20. The proposed steps, KPIs and targets contained in the draft Corporate Plan 2022-25 were considered by the Policy Review and Performance Scrutiny Committee's Performance Panel on 14 February 2022, which was also attended by the Chairs of the other Scrutiny Committees. This session provided an opportunity for the draft narrative within the plan, together with the proposed steps, KPIs and targets, to be challenged and for cross-scrutiny committee comments and observations (see **Appendix B**) to inform any amendments to the Corporate Plan as part of the drafting and target setting process ahead of formal pre-decision scrutiny of the draft Corporate Plan 2022-25 on 21-23 February 2022. The Performance Panel made a total of 8 recommendations, of which 7 were accepted and 1 was partially accepted – these are set out in **Appendix C** to this report.
21. A copy of the draft version of the Corporate Plan 2022-25 and/or extracts detailing various steps and performance indicators relevant to each committee were considered formally by the Council's five Scrutiny Committees at meetings held on 21-23 February 2022. This enabled consideration of the draft Corporate Plan 2022-25 alongside the Cabinet's budget proposals for 2022/23. Copies of any letter(s) received from the Scrutiny Committees following those meetings are expected to be tabled at the Cabinet meeting on 24 February 2022 as part of **Appendix D** to this report.
22. Following consideration and approval by the Council on 3 March 2022, a copy of the Corporate Plan 2022-25 will be published on the Council's website by 1 April 2022 and, as in previous years, an interactive and more accessible version of the Corporate Plan that communicates the Council's priorities and objectives will also be provided.

Directorate Delivery Plans

23. The Corporate Plan 2022-25 will be supported by Directorate Delivery Plans, which will set out in greater detail how the Council's well-being objectives will be delivered, as well as how directorate business will be taken forward.
24. The 'business as usual' and more service focused commitments will be included in Directorate Delivery Plans to be prepared by Quarter 1 2022/23. The Directorate Delivery Plans will continue to provide an important link between the Corporate Plan, the work of directorates and the objectives set for individual employees. They will provide clear lines of responsibility, increased accountability and be subject to effective management challenge and scrutiny. This will ensure that team and individual employee objectives are aligned with Council's key

strategic priorities. This will support the Council's continued drive to improve compliance with organisational performance management requirements, including Personal Reviews.

25. Directorate Delivery Plans have been enhanced to ensure that directorates consider all sources of corporate intelligence in a structured and systematic way. Directorate Delivery Plans now contain a greater range of corporate indicators of performance including:
- Service commitments, which have been identified to deliver the Corporate Plan, as well as any associated service KPIs.
 - Corporate Health Indicators, including data on staff sickness absence, staff turnover, compliance with mandatory training and the number of agency staff employed.
 - Links to the Corporate and Directorate Risk Registers, which set out the mitigating actions that the directorate has identified in order to address major risks.
 - Recommendations of External Regulatory Bodies, including the agreed responses to any recommendations or proposals for improvement.
 - Links to Scrutiny Committee recommendations, which have been accepted by the Cabinet and which the directorate is responsible for progressing.
 - Requirements of the Welsh Language Standards, Welsh Language Policy and Equality Objectives.
 - Corporate Safeguarding actions specific to the directorate's business, which have been identified through the Corporate Safeguarding self-assessment process.
26. Directorate Delivery Plans are developed through a directorate self-assessment exercise, which includes a detailed consideration of all sources of performance information, and are developed concurrently with the Corporate Plan and Budget. They will be signed off at year-end performance and assurance sessions convened by the Chief Executive and Section 151 Officer and may also be considered by relevant Scrutiny Committees.

Reason for Recommendations

27. To enable the Corporate Plan 2022-25 to be considered by the Council on 3 March 2022 and published thereafter by 1 April 2022, subject to any consequential amendments that may be required.

Financial Implications

28. This report sets out the Council's Corporate Plan for the period up until 2025. Implementing these strategic priorities and improvement objectives are in accordance with the amounts set out in the 25 February 2021 Budget Report, which includes both revenue and capital budgets for 2022/23, the indicative Medium Term Financial Plan for the period up to 2026/27 and the indicative Capital Programme for the period up until 2026/27.
29. The plan clearly identifies the demand and financial pressures within which the Council is operating in terms of both revenue and capital budgets with associated impact on the level of borrowing. Some of the objectives contained in this report will be subject to further detailed reports which will be accompanied by a robust business case. The detailed reports and business cases will need to include sufficient financial detail in order to set out the full and robust financial implications, as well as be fully informed of associated risks with particular regard to likelihood and value of funding from external sources such as Welsh Government.

Legal Implications

30. As noted in the body of the report, the Corporate Plan outlines the Council's strategic policy priorities and fulfils the Council's statutory duties under the Well-Being of Future Generations (Wales) Act 2015 (WBFG Act) with regard to the publication of Well-Being Objectives and a Well-Being Statement, as detailed in the body of the report. Decision makers must be satisfied that the Well-Being Objectives, as set out in the Corporate Plan, will contribute towards achievement of the statutory Well-Being Goals (listed in paragraph 10 onwards of the report); and note that once the Well-Being Objectives have been set, decision makers must have regard to the same, and must be satisfied that all reasonable steps have been taken to meet those Objectives.
31. The duties imposed on the Council under the WBFG Act include a duty to act in accordance with the 'sustainable development principle', which is defined as meaning that the Council must act in a manner which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs. Put simply, this means that Council decision makers must take into account the impact of their decisions on people living their lives in Wales in the future. There are a number of factors which the Council must take into account in this regard, specifically, decision makers must:
 - Look to the long term;
 - Focus on prevention by understanding the root causes of problems;
 - Deliver an integrated approach to achieving the seven well-being goals;

- Work in collaboration with others to find shared sustainable solutions; and
 - Involve people from all sections of the community in the decisions which affect them.
32. Decision makers must be satisfied that the Council's formulation of the Corporate Plan is compliant with the sustainable development principle, having regard to the factors above. In considering the requirements of the WBFG Act, due regard must be given to the Statutory Guidance issued by the Welsh Ministers, which is accessible using this link: <https://gov.wales/well-being-future-generations-statutory-guidance>
33. Effective consultation is required for lawful decision making on policy matters and the WBFG Act imposes express consultation requirements. The report sets out the consultation undertaken in fulfilment of the Council's duties in this regard at paragraph 18.
34. In considering this matter, the Council must also have regard to its public sector duties under the Equality Act 2010. The Council's decisions must have due regard to the need to: (a) eliminate unlawful discrimination; (b) advance equality of opportunity; and (c) foster good relations because of the protected characteristics defined in the Act. The protected characteristics are:
- Age
 - Gender reassignment
 - Sex
 - Race – including ethnic or national origin, colour or nationality
 - Disability
 - Pregnancy and maternity
 - Marriage and civil partnership
 - Sexual orientation
 - Religion or belief – including lack of belief.
35. The Corporate Plan is part of the Policy Framework, which is comprised of the key policies and strategies listed in Article 4.2 of the Constitution. The Cabinet is responsible for recommending any policy, plan or strategy which forms part of the Policy Framework, to full Council. The decision on whether to adopt the draft Corporate Plan is a matter for full Council.

HR Implications

36. There are no direct HR implications for this report.

Property Implications

37. There are no specific property implications in respect of the Corporate Plan 2022-25 report. The Strategic Estates Department will assist where necessary in delivery of the Plan and it should be noted that Cabinet approved the Corporate Property Strategy 2021-26 in December 2021.

Where there are any property transactions or valuations required to deliver any proposals, they should be done so in accordance with the Council's Asset Management process and in consultation with Strategic Estates and relevant service areas.

RECOMMENDATIONS

Cabinet is recommended to:

1. approve the Corporate Plan 2022-25 for consideration by Council on 3 March 2022;
2. delegate authority to the Chief Executive, in consultation with the Leader of the Council, to make any consequential amendments to the Corporate Plan 2022-25 (Appendix A) following consideration by the Council's Performance Panel on 14 February 2022 and the Council's scrutiny committees during the week commencing 21 February 2022, prior to consideration by Council on 3 March 2022.
3. recommend to Council that authority be delegated to the Chief Executive, in consultation with the Leader of the Council, to make any consequential amendments to the Corporate Plan 2022-25 (Appendix A) following consideration by the Council on 3 March 2022 and prior to publication by 1 April 2022.

SENIOR RESPONSIBLE OFFICER	PAUL ORDERS Chief Executive
	18 February 2022

The following appendices are attached:

Appendix A: Corporate Plan 2022-25 (Draft)

Appendix B: Policy Review and Performance Scrutiny Committee Performance Panel, 14 February 2022 – Scrutiny Comments and Observations for Further Consideration

Appendix C: Response to Performance Panel Recommendations

Appendix D: Letter(s) received from Scrutiny Committees following consideration of the draft Corporate Plan 2022-25 (*to follow*)

The following background papers have been taken into account:

Capital Ambition (January 2020)

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Delivering Capital Ambition

Cardiff Council Corporate Plan 2022-25



Leader's Foreword

When elected in 2017, my administration set out our five-year vision for Cardiff to become a greener, fairer and stronger capital city. To achieve this vision, we focused on promoting inclusive economic growth, addressing inequality, and managing the city's growth in a sustainable way, all whilst retaining an unrelenting focus on the performance of key council services. Five years on, this Corporate Plan points to the progress made and reasserts our ambition for the city.

Children and young people have been at the heart of our plans as we worked toward becoming a UNICEF Child Friendly City. As part of this approach, we have demonstrably prioritised investment in schools and improving outcomes for children and young people. Since 2017, our Education Service has seen significant and sustained improvements – with new schools delivered across the city and performance amongst the highest in Wales. The latest Estyn inspection report recognised the “bold and ambitious vision for learners”, the work undertaken to make “education everyone’s business in Cardiff” and the excellent service being delivered.

Beyond ensuring good educational outcomes, we have made good progress in supporting young people thrive after leaving school. Through the Cardiff Commitment, over 300 employers now work with the Council to offer young people employment and training opportunities. We have leveraged the size and scale of our own organisation to make a difference, making at least 125 trainee and apprenticeship placements available for young people each year, creating a pipeline of opportunities.

As well as delivering new schools, we have built the first Council houses in Cardiff in a generation as part of one of the UK’s most ambitious Council house-building programmes. As we are on track to deliver, we have now raised our aspirations further and pledged to deliver 4,000 new Council homes whilst implementing measures to accelerate delivery.

We are continuing to support the delivery of key Transport White Paper projects, including expanding on the Metro plans for new tram-train routes and stations across the city. Over 15 kilometres of new cycleways have either been delivered or are under construction, almost every school now has an active travel plan and communities across the city are safer for pedestrians and cyclists thanks to the roll-out of 20mph zones.

Our work to support the Cardiff economy has ensured that it continues to deliver opportunities for the people of Cardiff and the wider region. With almost four out of every five net new job in Wales created in Cardiff between 2015 and 2020, this work is of national economic significance. Momentum will be maintained with the development of Central Square providing the city with its first central business district right next to a new regional transport hub.

We have championed the Living Wage across the public and private sectors and are proud that Cardiff has been awarded Living Wage City status. With over 160 employers now accredited Living Wage employers, Cardiff University has calculated that an additional £39m has gone into Cardiff’s economy as a result.

We have formally recognised climate emergency as the greatest challenge facing the city and taken major steps on the road to net zero. Since 2017, we have reduced our total carbon emissions from 23,958 t/CO₂e (tonnes of carbon dioxide equivalent) to 12,800 t/CO₂e, a year-on-year reduction of around 17%. As part of this work, we have opened a 9MW solar farm, progressed the first phase of a low-carbon, district-heat-network serving Cardiff Bay and added 36 new electric buses to the municipal bus fleet. To accelerate progress, we launched a new One Planet Cardiff Strategy to deliver a carbon neutral council and city by 2030.

We have also led a city-wide response to the pandemic and, whilst the public health crisis has brought with it unprecedented challenges, it has brought out the best in the city, its communities and those who work on their behalf. At the start of the pandemic, tens of thousands of food parcels were delivered to our city’s most vulnerable residents and hotels repurposed so that nobody need sleep on our city’s street, leading to our transformative ‘No Going Back’ homelessness strategy. Joint working with our partners across the public services have been taken to another level as we worked together to deliver the highly effective Test, Trace, Protect Service and a mass vaccination programme, at speed, to save lives.

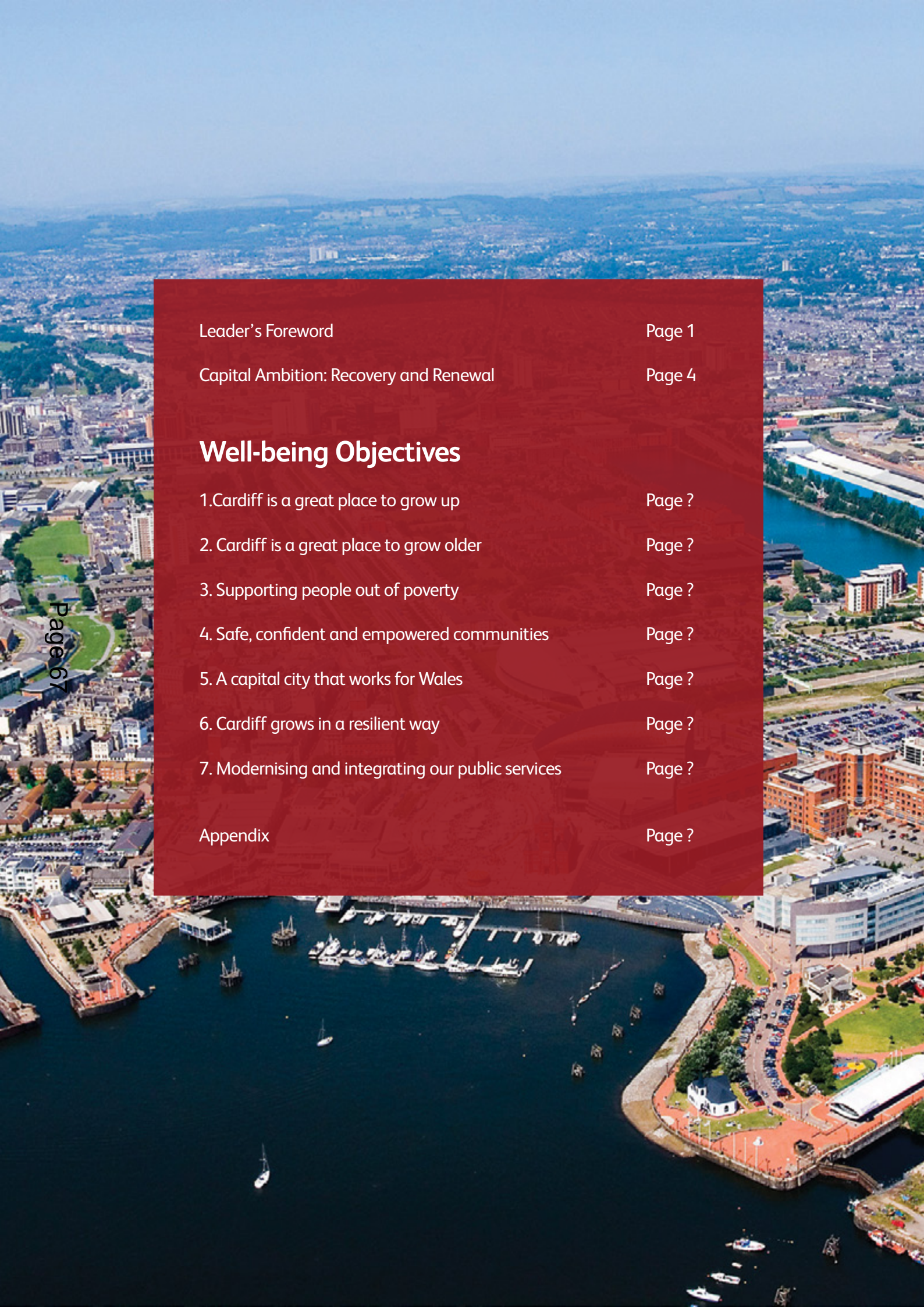
With Covid-19 increasingly being considered a vaccine preventable disease, the Council will be turning its attention to leading a city-wide recovery. As well as being a devastating public health crisis, Covid-19 has brought significant economic hardship to bear, particularly on the poorest and most vulnerable. The Recovery and Renewal programme launched last year recognises the need to re-animate the city centre, protect jobs and support the recovery of key sectors. The effort to support the recovery should also, at every opportunity, seek to create lasting employment opportunities and support the transition to net zero. That is why this Corporate Plan contains a number of new commitments on leading a child friendly recovery, supporting the economic recovery, accelerating decarbonisation projects and delivering a programme of organisational development to lock in the benefits of hybrid working for staff and residents.

Clearly, we have made great progress since first launching our vision in 2017, however the journey doesn’t stop there. With the talent and dedication of our staff and our partnerships with Trade Union colleagues, public service providers, communities, and organisations across the city, we can raise our sights even higher.

I remain confident that we can emerge even stronger post-Covid-19, and deliver a better future for our citizens, our businesses, for the Capital Region and for Wales.



Cllr Huw Thomas
Leader of Cardiff Council



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Capital Ambition: Recovery and Renewal

Leading a city-wide response to the Covid-19 pandemic

Over the last two years, the Council and its public service partners have led the response to the pandemic, preventing the spread of the virus whilst ensuring the continued delivery of key frontline services and the protection of the city's most vulnerable people. From establishing a successful Test, Trace, Protect (TTP) service with its partners to supporting the local NHS roll-out of the vaccination programme, the Council has played an instrumental role in helping to keep staff and citizens safe.

In response to the extraordinary challenges presented by Covid-19, the Council has had to adapt a range of services to meet the latest advice and guidance issued by Public Health Wales and Welsh Government. Whilst this involved suspending the delivery of some services during lockdown, the Council's pandemic management response was centred on stopping the spread of the virus, ensuring the health and safety of staff and residents and ensuring the delivery of essential services, particularly to the most vulnerable.

Due to the success of the vaccination programme, as well as falling case numbers, the national policy direction is moving towards recognising Covid-19 as a vaccine-preventable disease, where immunisation is the most critical first line of defence. In preparation for the city emerging from the pandemic, the Council has set out its priorities for recovery and renewal, and for creating a greener, fairer and stronger city.

A Child Friendly Recovery

The pandemic has had a particularly disruptive impact on children and young people's education, rights, well-being, and job prospects. A programme of activity has therefore been put in place to ensure that Cardiff's recovery and renewal post-Covid-19 is 'Child Friendly', with the voice, rights and interests of children and young people front and centre.

Over the course of 2020/21 the focus has been on the re-engagement and well-being of children and young people, through programmes such as last year's successful 'Summer of Smiles' and 'Winter of Well-being'; supporting schools to continue to provide high-quality learning; as well as supporting young people to thrive after leaving school. This has included enabling our young people to progress into the world of work, through initiatives such as the Cardiff Commitment and UK Kickstart scheme. While

acknowledging that all children and young people have been affected by the disruption of the past year, it is clear that the impact of the pandemic has been greater for the city's most vulnerable children and young people. Support for young people, particularly vulnerable young people, is therefore a key feature of recovery plans.

The Council's Child Friendly Recovery agenda has been recognised by UNICEF UK, who have recommended that Cardiff submits its application for formal Child Friendly City Status later this year.

A Greener, Fairer, Stronger Recovery

The Covid-19 pandemic has had a major impact on every aspect of city life. Due to lockdowns and restrictions, businesses have had to shut for extended periods, with certain sectors such as retail, hospitality, and close contact services, many of which are located in the city-centre, particularly affected. Different communities and groups of people will have also had very different experiences; the most impacted sectors tend to employ more young people, women, and people from an ethnic minority background. The cost-of-living crisis, the upcoming National Insurance increases and rising inflation and energy prices will put further pressure on the incomes of households across the city, and will likely hit vulnerable individuals and families the hardest.

In May 2021, the Council put forward its initial plans for a Greener, Fairer, Stronger city. After several months of consulting with residents, businesses, the cultural sector, and other stakeholders – with several child-friendly events held to gather the opinions of young people – a final strategy was published in December 2021. The strategy details how we can shape and lead the recovery and renewal of the capital city, to not just 'bounce-back' but 'bounce-forward'. This includes placing a key focus on making the city centre attractive to visitors, workers, and businesses in a post-Covid landscape, retaining and building on our status as a major events city for both sports and culture, as well as ensuring the city remains healthy to live in with clean air, high-quality public spaces, parks, and green areas. It acknowledges that the city must continue to transition to net zero, develop the technology and knowledge sectors, attract high-quality investment and deliver jobs. All this will be supported by the development of a leading public transport network that makes business more competitive, connects people with opportunity and supports our One Planet aspirations.

One Planet Cardiff: Responding to the Climate Emergency

Notwithstanding the depth of the Covid-19 crisis, the Council has recognised that climate change remains the defining global challenge of our generation.

Cardiff Council officially declared a climate emergency in 2019 and has since developed a One Planet Cardiff Strategy and Action Plan, which set out how we will respond and become carbon neutral as both a council and a city by 2030. In producing the strategy, the Council has completed a detailed carbon baselining and impact assessment. This has enabled an understanding of the current carbon position, both of Council operations and of the wider city, and what we must do to reduce our overall energy demand and reliance on fossil fuels.

Moving forward, the Council will progress projects that reduce Cardiff's greenhouse gas emissions and sequester any residual emissions, such as the Cardiff Heat Network, Cardiff's urban forest, private and Council housing retrofit, and a major programme of investment to support a shift to active and sustainable travel.

Organisational Recovery and Renewal

Despite being one of the most challenging periods for Council services and staff, the pandemic has also been a time of significant change, dynamism and innovation, with almost all services having to adapt their operating models, new technologies being applied, partnership working on a depth and scale not seen before, and working from home and agile working becoming the norm.

While the pandemic still presents risks to a number of services, and a focus will need to be placed on their recovery over the year ahead, the Council wishes to build on the momentum and achievements of the past two years to help address complex public services delivery challenges that will come in the pandemic's wake. A major part of this agenda will be the transition to hybrid working, with the majority of non-front-line staff working in a more flexible way, supported by technology, but with a focus maintained on quality of service and outcomes for citizens.



**One
Planet
Cardiff**

Our vision for a
**Carbon Neutral
City** by 2030

oneplanetcardiff.co.uk



Well-being Objective 1:

Cardiff is a great place to grow up

Cardiff is already a good place for many of its children and young people to grow up, with a fast-improving school system alongside the advantages that a capital city can bring such as an extensive range of leisure, sporting, and cultural opportunities.

However, as is the case nationally, there is still a significant gap in educational outcomes for certain groups of learners. Covid-19 has further exacerbated existing inequalities, with the daily lives of all children and young people disrupted by the pandemic – particularly the most vulnerable children. As the city emerges from the Covid-19 crisis, the Council is committed to a Child Friendly Recovery; understanding the lived experience of children and putting their voice, needs and rights at the heart of the renewal programme.

A key part of this agenda is to ensure the well-being of vulnerable children, young people and families whilst securing the best possible outcomes. This is one of the Council's foremost responsibilities and will remain an ongoing priority..

Our priorities for delivering Capital Ambition and leading the recovery in 2022/23:

- Supporting a Child Friendly recovery
- Continuing to deliver the Cardiff 2030 vision for education and learning
- Protecting the well-being of vulnerable children, young people and families



Progress Made

- **The health and safety of children, teachers and all school staff has been prioritised during the pandemic, with extensive work undertaken to diminish the disruption to learners in Cardiff.** Cardiff's response to the pandemic has been commended, with Estyn citing its "sustained strategic leadership", noting that "a strength of Cardiff's response to providing support for children and young people... was its collaboration with partners in the public and private sectors."
- *In the absence of a National School Improvement Framework, Cardiff has established robust arrangements for providing challenge and support to schools.*
- **School organisation consultations and proposals have continued, despite delays in rolling out schemes.** Recent proposals show commitment to increasing capacity in Welsh-medium schools and for learners with Additional Learning Needs.
- **A transformative ICT programme has been implemented to address the digital deprivation experienced by some young people across the city.**
- **The 'Summer of Smiles' re-engagement and well-being programme for children and young people was delivered as part of the Child Friendly Recovery, which was attended by over 20,000 participants.**
- **There has been a significant increase in the number of Rights Respecting Schools in Cardiff; 60.6% of schools have received a bronze, silver or gold award as of January 2022. This compares to 51.1% in 2020/21.**
- **Welsh-medium primary school provision has continued to grow, with 764 pupils allocated Reception places at Welsh-medium primary schools in 2020/21, representing a record 18.5% of the total intake across the city. This expansion directly supports the Welsh Government's ambition of one million Welsh speakers in Wales by 2050.**
- **Support to improve the educational outcomes of Children Looked After has improved significantly with the adoption of a new Corporate Parenting Strategy.** Information sharing practices, particularly within Children's Services, have enhanced and additional capacity has been established within the Looked After Children in Education team.
- **The Council has sustained a reduction in learners not progressing to education, employment, or training (EET).** In 2021, 98.5% of learners progressed.
- **The Youth Service has continued to provide enhanced support to learners at risk of disengagement throughout the pandemic, including the development of a digital youth offer.**
- **The Cardiff Commitment team has worked with partners to continue to provide opportunities to support transition into the world of work, including 'Open Your Eyes' weeks and Business Forums.**
- **Cost avoidance savings of £4.5 million have been realised as a result of shifting the balance of care, with real gains achieved in relation to in-house fostering provision for pre-school and primary age children.**
- **There has been a significant reduction in the percentage of children's social worker vacancies; from 29% in March 2021 to 21% in December 2021.**

Priorities for 2022/23

Supporting a Child Friendly recovery

Supporting a Child Friendly recovery from the Covid-19 pandemic continues to be a key priority for the Council. Since March 2020, the pandemic has resulted in substantial changes to education, with several extended periods of school closures and a switch to online learning. Moving forward, the Council will do all that it can do ensure that all Cardiff schools can stay open and maintain safe learning environments for all pupils and staff whilst ensuring the impact of the pandemic has no lasting effect on attainment and outcomes, particularly for the city's most vulnerable learners.

Child friendly ambitions will continue to be considered throughout the delivery and development of other recovery and renewal plans, ensuring joint efforts and purposeful partnership across Council departments, public services, and partners across the city region. This includes progressing work to become the UK's first Child Friendly City; the UNICEF assessment is due to take place in summer 2022.

Continuing to deliver the Cardiff 2030 vision for education and learning

The Covid-19 pandemic has disrupted the daily lives of Cardiff's children and young people. Supporting schools to continue to provide high quality learning, whilst protecting the well-being of learners, remains a key priority for the Council. As a result of the substantial changes to education, the Council is looking to reset the Cardiff 2030 Vision, considering the experiences of the last two years, with a view to publishing a three-year plan in the spring of 2022. The plan will consider the significant work required to progress reforms for Curriculum for Wales 2022 and Additional Learning Needs.

In the absence of a national Accountability & Assessment Framework in Wales, with no clarity on national arrangements for the examination cycle of 2021/22, a programme of work has been developed in Cardiff to support school improvement. This has strengthened collective intelligence around schools to ensure a systematic approach to school development plans and school improvement priorities, which will continue to be embedded. Greater alignment of the work of the Central South Consortium with the priorities of the Education Directorate will be a priority over the next year.

A continued emphasis will be placed on improving outcomes for vulnerable groups, including pupils in receipt of free school meals, Children Looked After, and those educated other than at school, who may have been more adversely affected by the pandemic.

With a significant increase in the number of requests for statutory assessments of Additional Learning Needs/ Special Educational Needs, as well as an anticipated increase in free school meal eligibility, the Council will also be mindful of additional demand challenges and associated delivery pressures whilst resetting the vision.

Protecting the well-being of vulnerable children, young people and families

Like every Local Authority across the UK, Cardiff's Children's Services continue to face high and increasing demand and increases in case complexity, compounded by challenges with the recruitment of social workers. Demand pressure is reflected throughout the child's journey, including increasing demand on services to address children's mental health and emotional well-being.

To respond to this demand work will continue to shift the balance of care, which will help to ensure that children are supported with the lowest safe level of intervention whilst receiving the right help in the right place, at the right time. Key initiatives to deliver this crucial commitment include embedding the Reunification Framework across Children's Services – helping children to remain at home with their families where it is safe for them to do so – and implementing a new Reviewing Hub to ensure that cases are appropriately stepped up or down.

A sharp focus will continue to be placed on working with partners to identify and address any safeguarding concerns, particularly protecting vulnerable young people from criminal exploitation and addressing the recent rise in serious youth violence.

In terms of recruitment challenges, the Council will place a focus on workforce development by maintaining momentum with improvements to practice and working to attract more newly-qualified and experienced social workers to Cardiff.

Furthermore, to support the emotional health and mental well-being of children, a whole-system approach is needed, including specialist services for those who need them. Working with partners, frameworks that focus on preventative measures and building resilience will be implemented moving forward.

What we will do to make Cardiff a great place to grow up

Supporting a Child Friendly recovery

We will:	Lead Member	Lead Directorate
Promote and fulfil children’s rights by submitting for recognition as a Child Friendly City by September 2022	Cllr Sarah Merry	Education & Lifelong Learning
Support the safe operation of schools and learning environments for all pupils and staff in line with Covid guidance during 2022/23.	Cllr Sarah Merry	Education & Lifelong Learning
Support schools to improve pupil attendance following the Covid-19 pandemic, in particular to tackle persistent absenteeism.	Cllr Sarah Merry	Education & Lifelong Learning
Support the business intelligence priorities for supporting children and young people in Cardiff by: <ul style="list-style-type: none"> Developing a children and young people data dashboard; Scoping the resource and requirements for a single integrated view of the child; Working to improve data quality for the Council’s identified data priorities. 	Cllr Graham Hinchey & Cllr Sarah Merry	Performance & Partnerships

Key Performance Indicator	Target
The percentage of Cardiff schools that are bronze, silver or gold Rights Respecting Schools	75%
The percentage of children and young people between the age of 8 and 18 who are aware of their rights	85%
The percentage of children and young people between the age of 8 and 18 who state they are able to do their best to learn and progress at school all or most of the time	90.9%
Percentage Attendance: Primary	Monitor KPI, but no target set
The percentage of persistent absence (below 50% threshold) in primary schools	Monitor KPI, but no target set
Percentage Attendance: Secondary	Monitor KPI, but no target set
The percentage of persistent absence (below 50% threshold) in secondary schools	Monitor KPI, but no target set
Percentage Attendance: Looked after pupils whilst in care in secondary schools	Attendance to be equivalent to Cardiff average

Continuing to deliver the Cardiff 2030 vision for education and learning

We will:	Lead Member	Lead Directorate
Continue to co-ordinate admissions arrangements for all schools in Cardiff by: <ul style="list-style-type: none"> Integrating all primary faith schools into the Co-ordinated Admission Arrangements by the 2023 admissions round; Working to include all secondary faith schools into the Co-ordinated Admission Arrangements, subject to the agreement of the Governing Bodies. 	Cllr Sarah Merry	Education & Lifelong Learning
Deliver the new schemes in accordance with the Band B 21st Century School Programme of school investment between April 2019 and 2026 to: <ul style="list-style-type: none"> Increase the number of school places available; Improve the condition of school buildings; Improve the teaching and learning environment; Reshape and enhance specialist provision for pupils with additional learning needs. 	Cllr Sarah Merry	Education & Lifelong Learning
Deliver up to eight new primary schools and two new secondary schools by 2030 through the Local Development Plan in line with any Section 106 agreements and statutory approvals.	Cllr Sarah Merry	Education & Lifelong Learning
Deliver enhancements to the school estate through a two-year programme of asset renewal and target investment in schools that require priority action by March 2023.	Cllr Sarah Merry	Education & Lifelong Learning, and Economic Development
Begin to develop a strategic framework for the future prioritisation of 21st Century School and Local Development Plan investment.	Cllr Sarah Merry	Education & Lifelong Learning
Invest in digital infrastructure, equipment and new learning technologies for schools and learners in line with the Schools ICT strategy and Welsh Government digital best practice: <ul style="list-style-type: none"> Continue to improve the pupil-to-ICT device ratio in all schools to achieve the long-term aspiration of one device for every pupil in every Cardiff school; Complete a refresh of all audio-visual equipment in all school classrooms by March 2026; Ensure that every pupil has access to appropriate Wi-Fi connectivity away from school by working with the telecommunications companies to continue to provide mobile Wi-Fi solutions to those pupils requiring support. 	Cllr Sarah Merry	Education & Lifelong Learning

We will:	Lead Member	Lead Directorate
Deliver the ten-year Welsh Education Strategic Plan (WESP) in line with the Bilingual Cardiff Strategy 2022-27 and agree a three-year delivery plan.	Cllr Sarah Merry	Education & Lifelong Learning
Improve outcomes for children and young people with additional learning needs through successful implementation of the Additional Learning Needs Code by 2024.	Cllr Sarah Merry	Education & Lifelong Learning
Support Cardiff schools to work towards the introduction of the Curriculum for Wales 2022, for roll-out from September 2022 for all year groups in primary school and Year 7 in secondary school, Year 8 rollout from September 2023, and then year-on-year until it is introduced to Year 11 in 2026.	Cllr Sarah Merry	Education & Lifelong Learning
Work with the Central South Consortium to deliver school improvement and measure school performance as the new accountability and assessment framework emerges.	Cllr Sarah Merry	Education & Lifelong Learning
<p>Expand and enhance the Cardiff Commitment with city partners to raise the ambitions, opportunities and skills of children and young people, in particular to:</p> <ul style="list-style-type: none"> Improve the offer available to the city’s most vulnerable children and young people (including those with additional learning needs and those educated other than at school (EOTAS)); Improve the accessibility of post-16 education, training and employment pathways; Open up enhanced social value opportunities through procurement and planning frameworks; Support schools to develop meaningful, authentic learning through a range of experiences and contexts, in line with the ambitions of the Curriculum for Wales 2022. 	Cllr Sarah Merry	Education & Lifelong Learning
Deliver an integrated model of Youth Support Services, built on high-quality youth work, to remove barriers to engagement and participation by March 2023.	Cllr Sarah Merry	Education & Lifelong Learning
Develop and embed an approach for Community-Focused Schools to enhance the relationship between schools and communities, with a focus on supporting the continued learning and well-being of vulnerable children and families.	Cllr Sarah Merry	Education & Lifelong Learning
Continue to deliver the ‘Passport to the City’ model with the Children’s University and Cardiff University to open up extra-curricular activities to all children and young people in Cardiff, including annual evaluation to assess impact and sustainability over the next two years.	Cllr Sarah Merry	Education & Lifelong Learning

Key Performance Indicator	Target
Asset renewal spend	£20m
The percentage of children securing one of their top choices of school placement: Primary (of top three preferences)	97.5 %
The percentage of children securing one of their top choices of school placement: Secondary (of top five preferences)	92.5 %
The number of added formal Additional Learning Needs places delivered across the city.	290
The percentage of all pupils in Year 11 leavers making a successful transition from statutory schooling to education, employment or training	98.5 %
The percentage of EOTAS learners leaving Year 11 making a successful transition from statutory schooling to education, employment or training	92 %



Protecting the well-being of vulnerable children, young people and families

We will:	Lead Member	Lead Directorate
<p>Support mental health and emotional well-being for children and young people by:</p> <ul style="list-style-type: none"> Engaging with the Starting Well Partnership priority to further embed NEST/ NYTH, a person-centred, multi-agency approach to supporting emotional well-being and mental health, with the ‘whole school’ approach at its heart; Rolling out THRIVE and Family THRIVE further; Embedding the use of updated guidance on exclusions, managed moves, and Person-Centred Plans. 	Cllr Sarah Merry	Education & Lifelong Learning
<p>Deliver an integrated approach to emotional and mental health support for children and young people by:</p> <ul style="list-style-type: none"> Working with the Cardiff and Vale University Health Board (UHB) to: Establish, review and revise trusted two-way referral pathways from Early Help Teams to the new NHS Single Point of Access; Implement any recommendations coming out of the Cardiff & Vale Integrated Model for Emotional Health & Wellbeing; Secure the permanent role of the Primary Mental Health Specialists within Early Help and seek to build on this, to support children with neuro-developmental differences; Develop pathways and provision of services for children with serious mental health and emotional well-being issues; Working with Cardiff & Vale UHB and Platform to ensure parents/carers of children with emotional mental health needs can feel equipped to effectively support their children. 	Cllr Sarah Merry & Cllr Graham Hinchey	Children’s Services, and Adult Services, Housing & Communities
<p>Ensure that the support requirements of vulnerable young people are identified early and responded to by:</p> <ul style="list-style-type: none"> Strengthening the application of Vulnerability Assessment Profiling to include integration with Youth Justice Service caseloads; Adopting the Voice of Young People on Safeguarding plan; Ensuring equitable and inclusive access to education for all, through the delivery of the EOTAS Plan; Revisiting the Early Help Pathway into the Violence Prevention Service with the Violence and Prevention Unit to ascertain if the Early Help Pathway is the best route for these referrals, and if so, seek to promote this; Continuing to work with South Wales Police to roll out of the Vulnerability Change Programme across the city. 	Cllr Sarah Merry & Cllr Graham Hinchey	Education & Lifelong Learning, Children’s Services and Adult Services, Housing & Communities

We will:	Lead Member	Lead Directorate
<p>Continue to reduce the impact of adverse childhood experiences on children’s well-being by:</p> <ul style="list-style-type: none"> Developing new referral pathways with the NSPCC for families to access the ‘Pregnancy In Mind’ and ‘In Control’ services by July 2022; Promoting access to Flying Start Outreach and Early Positive Approaches to Support (EPATS); Enhancing the ‘Thinking Together Conversations’ approach with partners to embed the model Working with partners to implement and refine the referral pathways into parenting support, as part of the Removal of Defence of Reasonable Chastisement legislation, by November 2022; Rolling out the use of Video Interaction Guidance across Cardiff Parenting Services, used with parents and care givers to support attunement between infants, children, young people and adults, by January 2023; Promoting case co-formulation and a joined-up offer from Cardiff Parenting Services and Barnardo’s Family Wellbeing Service to meet family need. 	Cllr Graham Hinchey & Cllr Sarah Merry	Adult Services, Housing & Communities
<p>Complete the implementation of the ‘All Our Futures’ Youth Justice Strategy and Improvement Plan and prepare a new two-year strategy to reduce offending and improve outcomes for young people.</p>	Cllr Graham Hinchey	Children’s Services
<p>Improve outcomes for children and families by embedding the Interventions Hub during the year, bringing Children’s Services support staff together into one place to streamline and integrate support resources.</p>	Cllr Graham Hinchey	Children’s Services
<p>Continue to develop and embed a locality approach to service provision across case management teams.</p>	Cllr Graham Hinchey	Children’s Services
<p>Monitor the progress of the Family Drug and Alcohol Court pilot to determine its success in keeping families together.</p>	Cllr Graham Hinchey	Children’s Services
<p>Determine whether an integrated service for young people (using the North Yorkshire Model) should be implemented in Cardiff to improve the accessibility of services.</p>	Cllr Graham Hinchey	Children’s Services

We will:	Lead Member	Lead Directorate
<p>Ensure that children receive the lowest safe level of intervention by:</p> <ul style="list-style-type: none"> Using the Reviewing Hub to ensure that cases are appropriately stepped up or down; Re-shaping our respite provision by March 2023 to offer greater flexibility in short-break opportunities, including emergency provision for children with disabilities; Supporting children to return safely to their own homes using the Reunification Framework; Reviewing Children Looked After who are placed with parents to appropriately revoke Care Orders. 	Cllr Graham Hinchey	Children's Services
Continue to increase the availability of accommodation with support options in Cardiff during the year – across all age groups – for Children Looked After and young people leaving care.	Cllr Graham Hinchey	Children's Services
Implement the renewed Corporate Parenting Strategy 2021-24 action plan to improve outcomes and well-being for Children Looked After.	Cllr Graham Hinchey & Cllr Sarah Merry	Children's Services, Education & Lifelong Learning, and Adult Services, Housing & Communities
Embed the Quality Assurance framework in Children's Services case management teams to improve quality of practice and outcomes across Children's Services by March 2023.	Cllr Graham Hinchey	Children's Services
<p>Continue to develop and support the Children's Services workforce by reducing permanent vacancies and implementing the recruitment and retention strategy during the year, including:</p> <ul style="list-style-type: none"> Ensuring that social workers only do the activities that only social workers can do by bringing in additional non-social work qualified staff to complement the teams to have a whole team approach to managing the demand; Embedding the workforce development strategy, focussed on mentoring and upskilling permanent and newly qualified staff to take on more complex cases and court cases 	Cllr Graham Hinchey	Children's Services
Revise the Delivering Excellence in Children's Services Strategy to set the direction for the service for 2022-25.	Cllr Graham Hinchey	Children's Services

²Care Leavers in categories 2, 3 and 4 are those aged 16 or 17, those aged 18 or over and those young people who reconnect to care for education or training purposes. ([Section 104, Social Services and Well-being Act \(Wales\) 2014](#))

We will:	Lead Member	Lead Directorate
<p>Enable all young people who are known to Children's Services to play an active and central role in planning for their transition to adulthood during the year by working closely with Adult Services in relation to:</p> <ul style="list-style-type: none"> Children with disabilities; Care leavers known to the Personal Advisor Service. 	Cllr Graham Hinchey	Children's Services

Key Performance Indicator	Target
The percentage of Children Looked After leaving Year 11 making a successful transition from statutory schooling to education, employment or training	92%
The percentage of care leavers in categories 2, 3 and 4 who have completed at least three consecutive months of employment, education or training in the 12 months since leaving care	68%
The percentage of care leavers in categories 2, 3 and 4 ² who have completed at least three consecutive months of employment, education or training in the 13-24 months since leaving care	57%



Of the total number of Children Looked After:

Key Performance Indicator	Target
The number of Children Looked After placed with parents	No target, but under constant review
The number of Children Looked After in kinship placements	Increase where appropriate
The number of Children Looked After fostered by Local Authority foster carers	150
The number of Children Looked After fostered by external foster carers	No target, but under constant review
The number of Children Looked After placed in residential placements	Reduce whilst increasing provision in Cardiff
The number of Children Looked After supported to live independently	No target
The number of Children Looked After placed for adoption	No target
The number of Children Looked After in other placements, such as prison, secure accommodation, supported lodgings and Home Office unregulated placements	No target

Key Performance Indicator	Target
The percentage of children placed for adoption within 12 months of a Placement Order	65%
The percentage of Children Looked After in regulated placements who are placed in Cardiff	60%
The percentage of children in regulated placements who are placed within a 20-mile radius of Cardiff	80%
The percentage of families referred to Family Help, showing evidence of positive distance travelled	75%
The percentage of permanent Children's Services social work posts filled by agency staff	18%
The number of people supported through the Family Gateway	8,000
The number of people supported by the Family Help Team	1,750
The number of people supported by the Support4Families Team	2,250
The number of first-time entrants into the Youth Justice System	70
The percentage of children re-offending within six months of their previous offence	40%
The number of young people in receipt of a prevention service from the Youth Justice Service.	Baseline

Well-being Objective 2:

Cardiff is a great place to grow older

The population in Cardiff is ageing, as it is across Wales. To help ensure good quality of life as people grow older, the Council and its partners recognise the number of older people with life-limiting conditions, and in particular living with dementia, is also increasing. More immediately, Covid-19 has had a major impact on the city's older people, bringing into sharp focus the challenges facing adult social care – particularly a significant increase in demand for care.

The policy decisions and actions that are taken now – in partnership across public services – will be crucial in helping support people to remain in good health and live independently at home as they grow older. A key part of this will be the ongoing focus on joined-up planning and integrated service delivery across all Council directorates. This approach is also instrumental in helping prevent unsustainable demand for services, as well as managing budgetary challenges.

Our priorities for delivering Capital Ambition and leading the recovery in 2022/23:

- Supporting older people to stay active and connected in an age-friendly city
- Supporting older people to live independently at home through strengths-based preventative services
- Working in partnership to deliver high-quality sustainable care and support
- Supporting informal carers and valuing their role
- Ensuring our services meet the needs of the most vulnerable
- Proactively modernising our services

Progress Made

- **A new Ageing Well Strategy was approved in January 2022**, which sets out the proposed direction of travel for services and support for older people over the next five years.
- **Joint working between the Hubs and Day Centres has introduced opportunities such as exercise classes to support citizens and promote well-being.** Hubs and libraries across Cardiff have also implemented a programme of face-to-face events designed to help older people reconnect, such as Meet Up Mondays, craft sessions, as well as sporting activities.
- **The number of people accessing acute, residential or nursing care across the city has reduced.** An established Occupational Therapy team provides both proactive and reactive reviews or care, and a Hospital Review team is in place to enable a speedy discharge from hospital.
- **Independent Living and Ageing Well services have been enhanced**, with a focus placed on greater alignment between Health's Single Point of Access team and with the Council's Community First Point of Contact teams.
- **Activities to promote and raise awareness of services aimed at individuals affected by dementia continue to be undertaken**, including the launch of a pen pal scheme linking care homes with local schools.
- **Over 600 digital Dementia Friendly City events have been held during 2021**, raising awareness and promoting the support available across Cardiff. Cardiff's Dementia Friendly website has also been the focus of extensive promotion.
- **An e-reader loan scheme has been launched, expanding the availability of e-books.** Training has been developed to ensure that any digital exclusion concerns are resolved, and users are comfortable with the technology.
- **The 'Working Towards an Age-Friendly City' action plan has been finalised and approved** by the Regional Partnership Board and the Older People's Commissioner for Wales.

Priorities for 2022/23

Supporting older people to stay active and connected in an age-friendly city

It is crucial that older people in Cardiff have access to the right advice, support, activities, and services to help them stay healthy and independent. The Council's Community Hubs are well placed to assist in tackling many of the issues that affect the health and well-being of older people, particularly social isolation. Moving forward, the Council will strengthen the independent living and well-being advice provided in the Hubs for both older people and their carers, providing virtual activities and events, as well as face-to-face activities through a hybrid model of community engagement.

As part of the ambition for the city to be a great place to grow older, work is ongoing for Cardiff to become a World Health Organisation Age-Friendly City, as well as a Dementia Friendly City, and the Council has recently committed to an Age-Friendly City Action Plan. This cross-cutting community activity is essential to support people to age well and the Plan forms a crucial part of the Council's new Ageing Well Strategy.

Supporting older people to live independently at home through strengths-based preventative services

In order to enhance existing core services, the Council will work to develop and join up services to better support older people to stay independent at home. This includes embedding a strengths-based, outcome-focused and preventative approach across services for older people. As part of this work, the Council will streamline services to make a single route into all our services for older people to support prevention and reablement, as well as a timely and safe hospital discharge.

Greater user of technology is crucial to helping more people stay independent for longer. To encourage the use of technology, the Council will develop a Cardiff Tech Strategy, introduce and develop proposals for an Independent Living Well-being Centre, which will ensure that residents have easy access to equipment that is appropriate to their needs as they grow older.

Appropriate housing is also widely recognised as a key factor in supporting independence. The Council is committed to ensuring its building programme delivers care-ready, adapted, and adaptable homes, as well as specialist community living schemes for older people that can adjust to meet Cardiff's changing housing need.

Working in partnership to deliver high-quality sustainable care and support

The Council's commissioned care providers deliver the majority of care for older people, providing an essential service to the most vulnerable people in Cardiff. The national

issues currently being faced by the sector, particularly the difficulty in the recruitment and retention of staff as well as the inability of the sector to grow to meet the surge in demand following the end of Covid restrictions, has revealed the fragility of the market.

It has also revealed systemic issues, such as low pay and a lack of job security, within the sector. The Council is therefore committed to working in partnership with commissioned care providers to better understand the issues that they face.

Valuing and developing the Social Care Workforce is key if good quality care is to be provided. Welsh Government has recently announced additional funding to enable local authorities to implement the Real Living Wage within the care sector. The Council will therefore work with Welsh Government to ensure that this is achieved in the most effective way possible. Additionally, Cardiff Cares Academy will be further developed to ensure that training, mentoring and employer support is available across the sector.

Supporting informal carers and valuing their role

The Council recognises the vital contribution that informal or unpaid carers make to communities and the people they care for and understands the pressure that caring for a loved one can cause. As a result, the Council is committed to ensuring that carers are recognised, and that every step is taken to ensure the highest quality of life – both for those providing and in receipt of care. Looking ahead, support for carers will be reviewed in full consultation with carer representatives.

Ensuring our services meet the needs of the most vulnerable

The Council's ambition is for Cardiff to be a Dementia Friendly City. As part of this ambition, it is crucial to understand how to best support people with dementia to live in the community. As a result, the Council will embed research-based best practice into approaches, ensuring that this influences the way in which services are commissioned in social care. Ensuring that the voices of Cardiff's citizens are heard – particularly when their mental capacity is compromised – is of utmost importance. Social workers will take a strengths-based approach to mental capacity moving forward, and the Council will continue to commission effective advocacy services.

Proactively modernising our services

To ensure that the Council is able to deliver its priorities, it will be necessary to modernise services for older people, embedding a strengths-based and independence-focused approach that is supported by training and quality monitoring. The way that services are provided will also need to change to remove duplication and costly bureaucracy, ensuring that professionals have the time to support the most

vulnerable older people effectively, while wider help is available to older people through a range of other Council and partner services. Quality monitoring work will be undertaken through the Quality Assurance Framework which delivers high-quality,

strengths-based social work and care. This will ensure that the assessments meet regulatory requirements and identify outcomes for individuals that reflect their voices and needs.

What we will do to make Cardiff a great place to grow older

We will:	Lead Member	Lead Directorate
<p>Prevent social isolation through supporting older people to stay active and connected by:</p> <ul style="list-style-type: none"> Increasing the availability of age-friendly virtual and face-to-face activities through a hybrid model of community engagement, and promoting these widely by June 2022; Offering age-friendly digital inclusion support tailored to individual need by August 2022; Assisting community groups to deliver activities for older people by promoting the help available through our community inclusion team and well-being mentors by June 2022; Encouraging volunteering to support older people and carers through a dedicated volunteer co-ordinator by March 2023; Integrating Community Hub and Older Person Day Centre Services to increase the range of activities provided and further involving partners and volunteers in the centres by September 2022; Developing a 'Hubs for All' approach by March 2023, which will include specialist support on site, to make Hub activities accessible to people with higher care needs; Providing additional respite for carers by opening the Day Centres at weekends and extending opening times in the Hubs; Further enhancing our Hubs by working with Cardiff & Vale University Health Board (UHB) to establish integrated Health and Wellbeing Centres at the: <ul style="list-style-type: none"> Maelfa Health & Wellbeing Hub (completed by October 2022); Ely & Caerau Parkview Wellbeing Hub, subject to funding approval (planning consent by September 2022); Strengthening the independent living and well-being advice available for older people and their carers, to help them to prepare for the future, by updating the information available via the website, providing training to all Hub staff and co-ordinating information sessions by March 2023; Working to become a World Health Organisation Age-Friendly City, developing a city-wide evaluation framework and key performance indicators by June 2022 and producing quarterly monitoring reports by September 2022; Relaunching the Dementia Friendly City campaign, recruiting volunteer Dementia Friendly Ambassadors to encourage local businesses to become dementia friendly by December 2022. 	<p>Cllr Susan Elsmore & Cllr Lynda Thorne</p>	<p>Adult Services, Housing & Communities</p>

We will:	Lead Member	Lead Directorate
<p>Help older people to stay independent at home, embedding strengths-based and preventative services by:</p> <ul style="list-style-type: none"> Building on our First Point of Contact Service to make it the single route into services by November 2022; Increasing the availability of Occupational Therapy through out of hours services by November 2022; Fully embedding outcome-focused, strengths-based social work and empowering social workers and Independent Living teams to prescribe low-level adaptations and equipment by March 2023; Modernising homecare services to provide both a full reablement service and short-term emergency care by November 2022; Working with health partners to bring forward plans for a rapid response 24/7 service to prevent unnecessary hospital admissions by March 2023. 	Cllr Susan Elsmore	Adult Services, Housing & Communities
<p>Work with the Regional Partnership Board to develop integrated Local Multi-Disciplinary Teams (MDT) that prevent hospital admission and facilitate hospital discharge by:</p> <ul style="list-style-type: none"> Identifying easily accessible locations within the community and developing an overall working model for the MDT by March 2023; Continuing to work with GP clusters to meet the holistic needs of citizens. 	Cllr Susan Elsmore	Adult Services, Housing & Communities
<p>Work to support timely and safe hospital discharge by:</p> <ul style="list-style-type: none"> Establishing a single point of contact in the hospital to ensure safe and timely discharge by following 'Home First' principles; Agreeing a location within the hospital and a joint operating model by June 2022; Developing an enhanced triage process to support a prompt return to independence by September 2022; Improving the Discharge to Recover and Assess model to more accurately identify care needs, by undertaking assessments in a person's home and not in the hospital, by December 2022 	Cllr Susan Elsmore	Adult Services, Housing & Communities
<p>Improve the use of technology, aids and adaptations to support independence by:</p> <ul style="list-style-type: none"> Developing a cutting-edge Cardiff Tech Strategy and introducing a 'tech finder tool' for staff and citizens alike by March 2023; Developing proposals for an Independent Living Well-being Centre by September 2022; Removing the means test from all eligible disabled adaptations by April 2022 and expanding the recycling of equipment and adaptations by September 2022. 	Cllr Susan Elsmore	Adult Services, Housing & Communities

We will:	Lead Member	Lead Directorate
<p>Develop older persons housing that supports independent living, including:</p> <ul style="list-style-type: none"> Developing 44 new care-ready apartments at Addison House, Rumney by February 2023; Commencing development of 101 care-ready apartments at the Maelfa and St. Mellons care-ready schemes by April 2022; Commencing development of 35 older person apartments on the site of Canton Community Hall with a contractor appointed by June 2022 and on-site work underway by October 2022; Commencing development of 44 older person care-ready apartments at Bute Street, with a contractor appointed by August 2022 and on-site work underway by December 2022; Commencing development of older person flats at Moorland Road, with a planning application submitted by May 2022 and on-site work underway by January 2023; Submit the planning application for the Michaelston wellbeing village masterplan by February 2023. 	Cllr Susan Elsmore & Cllr Lynda Thorne	Adult Services, Housing & Communities
<p>Support older people to move to more appropriate housing where this will support independence by:</p> <ul style="list-style-type: none"> Fully establishing the Rehousing Solutions service that delivers tailored housing support by September 2022; Using extra care and community living housing as an alternative to residential care for both respite and permanent care by reviewing best practice and developing proposals for change by March 2023. 	Cllr Lynda Thorne & Cllr Susan Elsmore	Adult Services, Housing & Communities
<p>Working in partnership with commissioned care providers to deliver flexible person-centred care that meets current and future needs by:</p> <ul style="list-style-type: none"> Establishing a Trusted Partnership agreement to allow care to be adapted by care providers to meet individual need by September 2022; Working with care providers to put in place Local Care Co-ordinators who will be part of multi-agency locality teams by September 2022; Working to reshape the care market to meet future care and support requirements based on the Regional Market Sustainability Report and Population Needs Assessment by December 2022; Assisting the care sector to move away from general residential towards home-based care and promoting the development of additional high-quality dementia residential and dementia nursing care by December 2022. 	Cllr Susan Elsmore	Adult Services, Housing & Communities

We will:	Lead Member	Lead Directorate
<p>Increase the voice and control of citizens in our services and in the commissioning of care and support by:</p> <ul style="list-style-type: none"> Developing proposals to move away from a “task and finish” approach to care to focus on well-being outcomes by March 2023; Reviewing engagement with older people, and bringing forward proposals for enhancing involvement by September 2022; Working to increase the supply of well-trained personal assistants by reviewing support for direct payments by September 2022; Exploring the provision of care through local micro-enterprises by March 2023. 	Cllr Susan Elsmore	Adult Services, Housing & Communities
<p>Build on the quality of care provided ensuring that effective quality monitoring is in place by:</p> <ul style="list-style-type: none"> Reviewing progress on embedding the Quality Assurance Framework for older persons services by September 2022; Reviewing best practice in dementia residential and nursing homes to inform future commissioning by June 2022; Co-producing a Regional Quality Framework for care homes underpinned by local quality assurance arrangements and reviewing quality ratings for both domiciliary and residential care by September 2022; Re-launching the escalating concerns process by June 2022. 	Cllr Susan Elsmore	Adult Services, Housing & Communities
<p>Value and develop the social care workforce by:</p> <ul style="list-style-type: none"> Working with the Welsh Government to fully implement the Real Living Wage for care workers in Cardiff by June 2022; Further developing Cardiff Cares Academy to provide training, mentoring and employer support; Providing proactive support to help care workers achieve registration; Working in partnership with providers to grow the care workforce – reviewing the success of the new locality-based Care Development Contracts by September 2022. 	Cllr Susan Elsmore	Adult Services, Housing & Communities
<p>Supporting and valuing the work of informal carers by:</p> <ul style="list-style-type: none"> Reviewing advice services for carers to ensure they meet current needs by June 2022; Evaluating the current carer’s assessment process and exploring how take-up can be improved by September 2022; Reviewing the range of respite provided by September 2022; Ensuring services meet the needs of carers by consulting and co-producing any changes with carers. 	Cllr Susan Elsmore	Adult Services, Housing & Communities

We will:	Lead Member	Lead Directorate
<p>Supporting people with dementia to stay at home wherever possible by:</p> <ul style="list-style-type: none"> Reviewing best practice in supporting people with dementia to live in the community by September 2022; Reviewing the dementia training required to ensure that staff can tailor the correct care and support to the person and their family in their home by March 2023. 	Cllr Susan Elsmore	Adult Services, Housing & Communities

Key Performance Indicator	Target
The percentage of clients who felt able to live independently in their homes following support from Independent Living Services	95%
The number of people who accessed the Community Resource Team	2,000
The total hours of support provided by the Community Resource Team	50,000
The number of people in residential care aged 65 or over per 10,000 population	No target, but year-on-year reduction
The percentage of new cases dealt with directly at First Point of Contact with no onward referral to Adult Services	75%
The average number of calendar days taken to deliver a Disabled Facilities Grant (from initial contact to certified date)	185
The rate of delayed transfers of care for social care reasons per 1,000 population aged 75 or over	National data collection has been suspended during the Covid-19 pandemic.
The percentage of people who feel reconnected into their community through direct and digital interventions from the Day Opportunities team	85%
The percentage of Council staff completing Dementia Friends training	85%
The number of businesses pledging their commitment to work towards becoming Dementia Friendly	40
The number of digital Dementia Friendly City events held	600

Well-being Objective 3:

Supporting people out of poverty

The Covid-19 pandemic has had significant impacts beyond the public health crisis, with a number of existing inequalities deepening over the past two years. The cost-of-living crisis is also having an impact on many households with inflationary pressures making essential day-to-day items more expensive.

We will therefore continue our efforts to tackle poverty and reduce inequality in all its forms, ensuring that everyone who lives and works in Cardiff can contribute to and benefit from the city's success – a theme which runs throughout this Corporate Plan.

Our priorities for delivering Capital Ambition and leading the recovery in 2022/23:

- Supporting those most impacted by the economic crisis into work, education or training
- Continuing our Living Wage City ambition
- Embedding our new approach to tackling homelessness and ending rough sleeping

Progress Made

- **Cardiff's Living Wage City Steering Group achieved all three of its targets ahead of the 2022 deadline** in October 2021, with a record 32 organisations in Cardiff – employing 1,986 people – receiving Living Wage accreditation in 2021. This means that 150 organisations are now accredited in total, and 61,183 employees are working for a Living Wage employer. Furthermore, a total of 7,894 workers in Cardiff have received a pay rise to the real Living Wage. Cardiff University has calculated that **an additional £39m has gone into the Cardiff economy** as a result of uplifts to employees' salaries following their employer becoming an accredited Living Wage employer. In July 2021, the new Cardiff University SbarclSpark building became the first Living Wage building in Wales.
- **The Money Advice Team identified £12.6m of additional weekly benefit for their clients** between April and December 2021. In the same period **984 people secured work following tailored support from the Into Work Service.**
- **A new Housing Support Programme Strategy was approved in January 2022**, which aims to prevent homelessness and accelerate the shift to a rapid re-housing approach.
- **The Council opened Cardiff's first family homelessness centre** in Briardene, Gabalfa, which offers good-quality, family accommodation with staff on site during the day, as well as other provision, including Early Help family services, health visiting and parenting support.
- **The Colum Road development providing single person supported accommodation is due to be completed at the end of February 2022.** This development will deliver specialist and supported housing to help meet the needs of the most vulnerable.

Priorities for 2022/23

Supporting those most impacted by the economic crisis into work, education or training

The local labour market has been significantly impacted by the pandemic – with many people in the hardest-hit sectors losing their jobs – as well as by the acute shortages of HGV drivers, hospitality staff and social care staff. To address these challenges, our Into Work Service will continue bringing together employers and potential employees with suitable skills. By working with employers to identify in-demand skills, the Service can ensure that relevant training courses are being offered at the right time and in the right areas.

Following the UK’s decision to leave the European Union, there is ongoing uncertainty over the future funding of some programmes undertaken by the Into Work Service. In advance of the full details of the new Shared Prosperity Fund, the ten Local Authorities of the Capital City Region have sought to create a single, clear, consistent framework for future employability programmes in the region.

Continuing our Living Wage City ambition

Paying staff the real Living Wage not only helps each individual employee, but it also helps local businesses by retaining additional income within the city. Cardiff University have calculated that an additional £39m has gone into Cardiff’s economy due to this initiative.

Following the achievement of the three targets ahead of schedule, the Living Wage City Action Plan is being reviewed to set new targets and to develop a list of target organisations for 2022. Over the coming year, the Council will continue to explore how to raise the profile of the real Living Wage across the Cardiff Capital Region given the wider economic and health benefits.

Embedding our new approach to tackling homelessness and ending rough sleeping

‘No Going Back’, our vision for homelessness prevention, set out a new pathway for accommodation and support services in Cardiff in 2020. Building on that work, the new Housing Support Programme Strategy will provide a single strategic view of the Council’s approach to homelessness prevention and housing support services. Key areas of work going forward will include providing additional emergency accommodation, creating a rapid re-housing plan in line with Welsh Government guidelines and developing leasing schemes and move-on provision.



What we will do to support people out of poverty

Supporting those most impacted by the economic crisis into work, education or training

We will:	Lead Member	Lead Directorate
<p>Support people into work by:</p> <ul style="list-style-type: none"> Continuing to fill current, and deliver new, apprenticeships and trainee opportunities within the Council; Filling over 3,100 Council posts by March 2023 through placements from Cardiff Works; Supporting 1,100 people into work by March 2023 with tailored support by the employment gateway. 	Cllr Chris Weaver	Resources, and Adult Services, Housing & Communities
<p>Better support people into work by further integrating employment support services and working with partners when new schemes are developed. This will include:</p> <ul style="list-style-type: none"> Reviewing employment support services for our most vulnerable young people including those care-experienced or experiencing homelessness, and ensuring these services are fully meeting the clients’ needs and addressing any gaps by October 2022; Getting the best social value from Council contracts for employment and training opportunities including creating a new social value officer within the Into Work Service to ensure that opportunities offered are realised by July 2022; Working with the Department of Work and Pensions and Careers Wales on new employment support schemes, creating effective referrals to and from the Into Work Team to best meet the needs of the client; Supporting the Council’s Economic Recovery Taskforce, ensuring that into work support is used to mitigate some of the impacts of the economic downturn, especially for the most vulnerable; Monitoring and reviewing the success of the Cardiff Cares Academy and Cardiff Works Ready schemes and using these schemes as a blueprint to meet any new or emerging workforce demands in the city; Bidding for alternative funding in preparation for the end of European Social Fund projects; Rolling out the new Adult Learning service by September 2022 and monitoring the impact of this change, reviewing and amending any elements as required by January 2023. 	Cllr Chris Weaver	Adult Services, Housing & Communities

We will:	Lead Member	Lead Directorate
<p>Ensure support is available for people impacted by the pandemic and the migration to Universal Credit by:</p> <ul style="list-style-type: none"> Ensuring Hub and advice line staff are aware of all schemes available to provide support to residents who have seen a reduction in their income due to Covid; Ensuring all Hub and advice staff are trained to be able to support clients who are being migrated from legacy benefits to Universal Credit from September 2022; Continuing to promote the rent arrears pathway and reviewing how rent arrears cases in all tenures are managed, so that they are dealt with rapidly, whilst using the most appropriate financial support to prevent homelessness as well as providing advice and guidance; Working closely with Cardiff Foodbank to better understand the causes of food poverty and improving pathways to support; Building on the "Together for Cardiff" initiative to improve access to the new fuel poverty scheme – delivered in partnership with local businesses and ACE (Action in Caerau & Ely) and co-ordinated through the Money Advice Team – by October 2022. 	Cllr Lynda Thorne	Adult Services, Housing & Communities
<p>Support the high demand of job vacancies in the construction industry by:</p> <ul style="list-style-type: none"> Creating a robust pathway from the Onsite Construction Academy (OCA) to the Council's new Responsive Repairs Academy and creating work experience, new apprenticeships and traineeships which will lead into employment in a trade by December 2022; Creating a Taskforce Group with representation from contactors, recruitment agencies, trade associations and housing associations to promote the OCA and source opportunities for learners; Creating an OCA pledge to encourage buy-in from work experience, employment and apprenticeship providers by November 2022. 	Cllr Chris Weaver	Adult Services, Housing & Communities



Key Performance Indicator	Target
The number of new apprenticeship and trainee placements provided within the Council in year	100
The total number of apprenticeship and trainee placements within the Council in year	150
The number of Council posts filled through placements from Cardiff Works	3,100
The number of interventions which supported people receiving into work advice through the Employment Gateway	51,000
The number of clients who have received tailored support through the Employment Gateway and who secured work as a result of the support received	1,100
The percentage of those supported through targeted intervention who ceased engagement with no verified positive destination	<14%
The number of employers which have been assisted by the Council's employment support service	275
The number of customers helped with Covid-related and Universal Credit financial support	3,000
Additional weekly benefit identified for clients of the Advice Team	£14,500,000
The number of hours given volunteering within the Advice & Benefits Service	5,000
The percentage of volunteers aiming to secure future employment who ceased volunteering as a result of finding work	85%

Continuing our Living Wage City ambition

We will:	Lead Member	Lead Directorate
Play a leadership role in creating a Living Wage City by encouraging and supporting organisations to become accredited Living Wage employers .	Cllr Chris Weaver	Resources

Key Performance Indicator	Target
The number of Living Wage employers in Cardiff	210

Embedding our new approach to tackling homelessness and ending rough sleeping

We will:	Lead Member	Lead Directorate
<p>Deliver the strategic priorities within the new Housing Support Programme strategy including developing a detailed Rapid Rehousing Transition Plan by September 2022 including:</p> <ul style="list-style-type: none"> Greatly improving our offer to private landlords, extending the range of incentives available and promoting the leasing schemes; Increasing move-on options for single homeless people, including the development of managed housing schemes; Increasing Housing First provision and the access to intensive support in the community; Extensively promoting and supporting mutual exchanges to address housing need among social tenants. 	Cllr Lynda Thorne	Adult Services, Housing & Communities
<p>Encourage early take-up of housing advice and homeless prevention services by:</p> <ul style="list-style-type: none"> Developing and implementing a communications plan by July 2022 to widely promote the help available to prevent homelessness; Increasing the accessibility of specialist housing advice, mediation, and prevention services by providing these through the Community Hubs by August 2022; Reviewing the prisoner and hospital discharge pathway to ensure they are working effectively by December 2022. 	Cllr Lynda Thorne	Adult Services, Housing & Communities
<p>Embed an assessment/ triage approach for all those presenting as homeless by:</p> <ul style="list-style-type: none"> Ensuring need is properly identified for both individuals and families, and that housing and support plans are tailored to individual need; Ensuring our family homeless centres offer appropriate support by working with Early Help and other partners; Reviewing the success of the Single Homeless Assessment Centre and consider future development of the scheme. 	Cllr Lynda Thorne	Adult Services, Housing & Communities
<p>Ensure that the complex needs of homeless people are met by:</p> <ul style="list-style-type: none"> Further developing the Multi-Disciplinary Team (MDT) and ensuring clear pathways are in place for move on to mainstream services when appropriate; Ensuring that appropriate health and support services are available in hostels and supported accommodation; Fully training staff and focusing on assertive re-engagement with those that may fall out of services as well as providing meaningful opportunities for residents to train and volunteer; Continuing to support and assist rough sleepers to access and maintain accommodation by reviewing and developing our assertive outreach approach and further developing and promoting the benefits of Diversionary Activities. 	Cllr Lynda Thorne	Adult Services, Housing & Communities

We will:	Lead Member	Lead Directorate
<p>Improve the quality of our supported accommodation by:</p> <ul style="list-style-type: none"> Delivering the planned supported housing scheme for single people at Adams Court, with the first phase completed by April 2022 and final completion by December 2022; Delivering the new family homelessness centre at the Gasworks by June 2022 and progressing with the construction phase of the scheme at Harrison Drive by March 2023; Phasing out accommodation that no longer meets the required standards. 	Cllr Lynda Thorne	Adult Services, Housing & Communities
<p>Prevent youth homelessness and ensure that young people leaving care are supported by:</p> <ul style="list-style-type: none"> Reviewing and enhancing our advice and mediation services, with particular regard to young people; Considering targeted interventions and support for school-aged children and their families; Ensuring the young person's gateway accommodation meets current needs, reviewing and increasing capacity within the gateway as needed; Developing the Citadel supported housing scheme for young people with complex needs. 	Cllr Lynda Thorne	Adult Services, Housing & Communities

Ref	Key Performance Indicator	Target
K3.12	The percentage of households threatened with homelessness successfully prevented from becoming homeless	80%
K3.13	The total number of rough sleepers in the city	<20
K3.14	The number of rough sleepers supported into accommodation	160
K3.15	The percentage of rough sleepers housed in the previous month who have maintained their accommodation	65%
K3.16	The percentage of people who experienced successful outcomes through the Homelessness Reconnection Service	75%
K3.17	The percentage of clients utilising Housing First for whom the cycle of homelessness was broken	80%

Well-being Objective 4:

Safe, confident and empowered communities



Communities are at the heart of well-being. They play a vital role in connecting people with the social networks and the day-to-day services we all depend on – as made evident during the Covid-19 pandemic.

The Council will therefore prioritise activities to make sure that communities in Cardiff are safe, that people in Cardiff feel safe and that they have easy access to the services that they need. The Council will also continue to deliver services, at the local level, in a well-planned, connected, and integrated way.

Our priorities for delivering Capital Ambition and leading the recovery in 2022/23:

- Building new Council homes and investing in community facilities
- Ensuring children and adults are protected from risk of harm and abuse
- Creating safe and inclusive communities
- Promoting the Welsh language
- Working together to support a healthier and more active population

Progress Made

- The Council has delivered 591 new Council homes as part of a £1 billion Council-led programme to build 4,000 homes over a ten-year period.
- The redevelopment of Maelfa in Llandeyrn has transformed the area with a new and modern shopping centre, infrastructural and environmental improvements, and affordable new homes.
- The roll-out of the Council's Hubs programme has seen the opening of the Butetown Creative Hub, supporting young people into the creative sector; as well as the opening of refurbished Community Hubs in Whitchurch and Rhydypennau, introducing additional and enhanced services to serve these communities.
- A new Hubs website has been launched to improve access to services, including advice services, Adult Learning and the Into Work Service, which now has more than 2,000 users.
- Welsh Government funding has been secured to support investment of over £4 million in Tudor Street in Riverside, which will deliver improvements to the business environment, transport infrastructure and the regeneration of 30 business premises. Two phases of shop front improvements have been completed and work on outdoor spaces is underway.
- A highly successful Council engagement and digital support programme helped EU nationals who had not yet done so to apply to the EU Settlement Scheme. By the deadline in June 2021, 23,990 applications had been made to the scheme, in line with the highest estimate for the number of eligible EU nationals in Cardiff.
- Cardiff's response to the Afghanistan crisis, in partnership with the Urdd, is to be recognised in 2022 with an item on Channel 4 news and as part of a Welsh-language S4C documentary exploring the experiences of refugees and asylum seekers in Wales.
- The Council's Bilingual Cardiff Strategy 2022-2027 and Welsh in Education Strategic Plan 2022-2032 have been published, both of which are integral to the city's vision of becoming a truly bilingual capital of Wales and meeting the target of doubling the number of Welsh speakers in Cardiff by 2050.
- Tafwyl 2021 was held as part of the Welsh Government's pilot test series, with 500 people welcomed to Cardiff Castle for the first live music event since the beginning of the pandemic. A further 35,000 people attended virtually to enjoy artists from the thriving Welsh music and cultural scene.
- 15 Council parks and green spaces have been awarded Full Green Flag status, with Waterloo Gardens meeting the international standard for the first time.

Priorities for 2022/23

Building new Council homes and investing in community facilities

Delivery of the 'Cardiff Living' and community housing schemes – part of the largest house-building programme in Wales – will be accelerated over the coming year. Developments such as those at Channel View, the Gasworks site in Grangetown and the former Eastern High School site will deliver low-carbon Council and affordable private homes, as well as improved access to green spaces, facilities and sustainable transport networks.

To further the provision of essential services within our communities, the roll-out of the Community Hub programme will continue over the coming year, including the Maelfa Health & Wellbeing Hub and Rhiwbina Hub.

Ensuring children and adults are protected from risk of harm and abuse

Over the coming year, the Council will continue to take forward the new joint Child and Adult Exploitation Strategy, which addresses all identified forms of exploitation, including modern slavery. This work will include developing a new approach to safeguarding young people from exploitation, working with partners to strengthen our response to exploitation and enhancing engagement with families and carers to support them in keeping our young people safe.

Creating safe and inclusive communities

Cardiff's Community Safety Partnership will continue to focus on its established priorities, including addressing street-based lifestyles, complex needs and violence in communities, as well as implementing area-based working. As part of this work, a new statutory Violence Prevention Strategy will be developed with partners, focusing on building local intelligence, protecting those who are vulnerable, targeting violent offenders, and progressing a preventative approach to serious violence.

Building more inclusive communities will remain a key priority over the coming year. The Council will build on the support provided to recently arrived evacuees from the Afghanistan crisis, continue to lead on the co-ordination of the Inclusive Cities Programme and provide legal assistance and other support for migrant communities who face additional risk as a result of the pandemic.

Furthermore, the Council will focus on the agreed actions emerging from the Race Equality Taskforce's proposals, continue to monitor the impact of Brexit on community cohesion and progress applications of both Children Looked After and vulnerable adults to the EU Settlement Scheme.

Promoting the Welsh language

Over the coming year, the Council will take forward the Council's new Bilingual Cardiff Strategy 2022-2027 and Welsh in Education Strategic Plan 2022-2032 to support our vision for making Cardiff a truly bilingual capital of Wales, as well as the national target to double the number of Welsh speakers in Cardiff by 2050.

The Bilingual Cardiff Strategy sets out actions for achieving this ambition across various aspects of city life, including the growth of Welsh-medium education and promotion of Welsh across all schools so that every young person has the opportunity to hear and speak the Welsh language.

Working together to support a healthier and more active population

In light of the Covid-19 pandemic, supporting a healthier and more active population which is more resilient to future health crises will be a key priority. Working with partners, the Council will support the delivery of the 'Move More, Eat Well' plan to promote healthy weight, healthy food, active travel, and physical activity. As part of this approach, the Council will ensure alignment with other major strategies, such as Food Cardiff's 'Good Food Strategy 2021-2024' and the 'Physical Activity and Sport Strategy 2022-2027'. Furthermore, maintaining the quality of our award-winning parks and green spaces will continue to play a key part in the health and mental well-being of our residents.

More broadly the work of Shared Regulatory Services will continue to play a vital role in ensuring public health and public safety. Having played a crucial role in responding to the Covid-19 crisis, the service is now re-focusing on core business provision in the context of rising demand pressures and ongoing pandemic management support. The expertise of the service will be effectively deployed as part of a joined up partnership approach to public health and public protection.

What we will do to create safe, confident and empowered communities

Building new Council homes and investing in community facilities

We will:	Lead Member	Lead Directorate
<p>Expand the scale, pace and sustainability of the council house building programme by:</p> <ul style="list-style-type: none"> Building over 4,000 new homes to include: <ul style="list-style-type: none"> 2,800 affordable homes and 1,200 homes for sale; Implementing a model of delivery, reducing the time it takes to get from planning approval stage to start on-site ensuring that much-needed new affordable homes are delivered more quickly; De-carbonising the programme, moving rapidly towards a net-zero carbon standard. 	Cllr Lynda Thorne	Adult Services, Housing & Communities
<p>Drive up standards in the private rented housing sector by:</p> <ul style="list-style-type: none"> Delivering the Welsh Government's Rent Smart Wales scheme – an all-Wales registration and licensing scheme; Undertaking robust enforcement action to deal with rogue agents and landlords letting and managing properties. 	Cllr Lynda Thorne & Cllr Michael Michael	Resources, and Economic Development
<p>Invest in the regeneration of local communities by:</p> <ul style="list-style-type: none"> Implementing improvement schemes for existing housing estates across the city based on the priorities identified in the current Estate Regeneration Programme; Designing a new cohesive development and regeneration programme where it is feasible to join up new build with wider estate regeneration, providing a co-ordinated approach and deliver wider benefits to our local communities; Securing Welsh Government Targeted Regeneration Investment Programme funding to deliver regeneration initiatives in: <ul style="list-style-type: none"> The South Riverside Business Corridor and wider district and local centres; Other schemes including the Roath and Adamsdown business corridor, and improvement schemes on Cowbridge Road East; Implementing a further three-year programme for Neighbourhood Renewal Schemes based on ideas submitted by Ward Members; Delivering the 'Michaelston College' multi-generational wellbeing village, delivering older person and family housing and bringing together health, housing and community facilities into one sustainable and transformational project. 	Cllr Lynda Thorne	Adult Services, Housing & Communities

We will:	Lead Member	Lead Directorate
<p>Continue to deliver the Community Hubs programme, in collaboration with partners, including:</p> <ul style="list-style-type: none"> Progressing plans for a Youth Hub in the city centre and working with partners to deliver new provision at the Ely Youth Hub; Working with the University Health Board on the Maelfa Health & Wellbeing Hub, Ely & Caerau Parkview Wellbeing Hub and on developing new joint Hubs on strategic planning sites; Collaborating with the Health Board to promote wider health benefits and screening information through the Hubs. 	Cllr Lynda Thorne	Adult Services, Housing & Communities
<p>Prepare and adopt a new Regeneration Strategy by February 2023 to support district and local centres, and 15-minute city principles including:</p> <ul style="list-style-type: none"> Aligning with funding sources such as Welsh Government's Transforming Towns Programme; Joining up schemes and themes across the Council; Considering housing-led regeneration projects. 	Cllr Lynda Thorne	Adult Services, Housing & Communities
<p>Work in partnership with Registered Social Landlords to maximise the amount of affordable housing that can be delivered through the Social Housing Grant Programme by:</p> <ul style="list-style-type: none"> Achieving a full spend of allocated Welsh Government funding; Maximising opportunities to secure additional monies. 	Cllr Lynda Thorne	Adult Services, Housing & Communities
<p>Work in partnership across the directorate and with partner Housing Associations to enable a range of specialist and supported accommodation to be delivered to respond to their associated housing needs.</p>	Cllr Lynda Thorne	Adult Services, Housing & Communities
<p>Further enhance the Bereavement Services Strategy by delivering schemes, including investigating future burial space, digital improvements, carbon reduction, equalities and modernising service delivery.</p>	Cllr Michael Michael	Planning, Transport & Environment

Key Performance Indicator	Target
Total number of new Council homes completed and provided (Target to be achieved by December 2022. 4,000 homes to be provided by 2030.)	1,000 cumulative
Total number of new affordable housing units (Council and Housing Association) completed per annum	250
The number of Category 1 hazards removed from private sector properties following intervention from Shared Regulatory Services	100
The percentage of empty private sector properties brought back into use during the year through direct action by the Local Authority	TBC in April 2022
The number of additional dwellings created as a result of bringing empty properties back into use	TBC in April 2022
The percentage of residents satisfied with completed regeneration projects	90%
The number of visitors to libraries and Hubs across the city	Monitor KPI, but no target set
The number of books borrowed from libraries and Hubs across the city	Monitor KPI, but no target set
The number of page views on the Hubs website	80,000
The percentage of customers who agreed with the statement 'Overall the Hub met my requirements/ I got what I needed'	95%
The number of visits (page views) to the volunteer portal	75,000

Ensuring children and adults are protected from risk of harm and abuse

We will:	Lead Member	Lead Directorate
<p>Ensure that all people, however vulnerable, retain a voice in their care by:</p> <ul style="list-style-type: none"> Ensuring our social workers take a strengths-based approach to mental capacity and ensure that as far as possible older people retain voice and control; Implementing the new Liberty Protection Safeguards legislation and mainstreaming these within our services; Recommissioning our Advocacy Services in line with the commitments set out in the Cardiff and Vale Advocacy Strategy; Reviewing and enhancing our Direct Payments Services. 	Cllr Susan Elsmore & Cllr Graham Hinchey	Adult Services, Housing & Communities, and Children's Services
Continue to move towards locality working models to bring together multi-disciplinary services based in local communities to promote health and well-being, support independence and prevent unnecessary hospital admissions.	Cllr Susan Elsmore	Adult Services, Housing & Communities
<p>Improve the support available to people with mental health issues by:</p> <ul style="list-style-type: none"> Support the Health Board with their Community Transformation project and their review of services to meet the needs of those individuals who may not require formal care and support services; Further develop the Health and Wellbeing service within the Hubs, providing support and advice and finding community solutions for individuals with low-level mental health issues; Identify additional accommodation and support solutions to support people with mental health issues to move from residential services to live independently. 	Cllr Susan Elsmore	Adult Services, Housing & Communities
<p>Enhance the support available for people living with learning disabilities by:</p> <ul style="list-style-type: none"> Further developing the Complex Needs Day Service, expanding the services to deliver appropriate respite for carers and ensuring that individuals with multiple and severe disabilities can access the community; Improving and increasing overnight respite by June 2022 and setting out proposals for building development by March 2023; Developing proposals for new supported living accommodation options, producing a planned pipeline of projects by September 2022. 	Cllr Susan Elsmore	Adult Services, Housing & Communities
Ensure that all staff have access the appropriate level of training to meet the needs of autistic people in line with the new Code of Practice on the Delivery of Autism Services	Cllr Susan Elsmore	Adult Services, Housing & Communities
Undertake a review of commissioned services during the year to ensure that contract monitoring arrangements are in place and re-tendering process are timetabled based on contract end dates.	Cllr Graham Hinchey	Children's Services

We will:	Lead Member	Lead Directorate
<p>Ensure children and adults are protected from risk of harm and abuse by:</p> <ul style="list-style-type: none"> Embedding the Exploitation Strategy to address new and emerging themes of child and adult exploitation by March 2023; Continuing to work with multi-agency partners to respond the rise in serious youth violence; Embedding the corporate safeguarding self-evaluations by March 2023; Continuing the work identified in the Adult Safeguarding Action Plan and monitoring the volume of referrals received. 	Cllr Graham Hinchey, Cllr Susan Elsmore & Cllr Chris Weaver	Adult Services, Housing & Communities, Children's Services, and Performance & Partnerships
<p>Work with Public Health Wales and other partners to carry out targeted activity to reduce health inequalities across the city, including:</p> <ul style="list-style-type: none"> Promoting health screenings; Undertaking activities to prevent falls; Promoting the take-up of vaccinations. 	Cllr Susan Elsmore	Adult Services, Housing & Communities

Key Performance Indicator	Target
The percentage of Council staff completing safeguarding awareness training	85%
The percentage of Council staff completing the Level 1 online module of the National Training Framework on violence against women, domestic abuse and sexual violence as a percentage of all staff	85%
The percentage of Council staff completing autism awareness training.	85%
The percentage of referrals from South Wales Police regarding high-risk domestic abuse victims, where contact has been attempted by the specialist service within one calendar day of receiving the referral	90%
The number of adult protection enquiries received	Not appropriate to set target
The percentage of adult protection enquiries completed within seven days	99%
The number of children reported during the year where child exploitation was a factor including child sexual exploitation, child criminal exploitation and child trafficking	Not appropriate to set target

Creating safe and inclusive communities

We will:	Lead Member	Lead Directorate
Lead a targeted multi-agency problem-solving group approach to localised complex anti-social behaviour hotspots.	Cllr Lynda Thorne	Performance & Partnerships
Deliver the existing two-year Alley Gating Programme (2021-2023), subject to consultation with local communities, South Wales Police and other stakeholders, and identify priority lanes for the next two-year gating programme (2023-2025) by April 2023.	Cllr Lynda Thorne	Adult Services, Housing & Communities
Publish the Community Safety Partnership's Violence Prevention Strategy by March 2023.	Cllr Lynda Thorne	Performance & Partnerships
Review and update the revised regional Violence against Women, Domestic Abuse and Sexual Violence strategy by December 2022.	Cllr Susan Elsmore	Adult Services, Housing & Communities
Ensure all those who experience domestic abuse can access specialist support by undertaking a full review of refuge accommodation in the city and identifying opportunities for improvement by March 2023.	Cllr Susan Elsmore	Adult Services, Housing & Communities
Implement the Cardiff Prevent Programme by: <ul style="list-style-type: none"> Further developing the Prevent training programme by September 2022; Developing a Communication and Community Engagement Plan by January 2023. 	Cllr Lynda Thorne	Performance & Partnerships
Respond to the Recommendations of the Race Equality Task Force by December 2022.	Cllr Lynda Thorne	Performance & Partnerships
Deliver the Welsh Government's Community Cohesion Delivery Plan for 2022/23.	Cllr Susan Elsmore	Performance & Partnerships

Key Performance Indicator	Target
The extent to which citizens agree that local public services are successfully dealing with anti-social behaviour and crime in their local area	Monitor KPI, but no target set

Promoting the Welsh language

We will:	Lead Member	Lead Directorate
Deliver Cardiff Council's commitments in the city-wide Bilingual Cardiff Strategy 2022-27 and promote and support the growth of the Welsh language to help meet the Welsh Government's 'Cymraeg 2050: A million Welsh speakers' strategy.	Cllr Huw Thomas	Performance & Partnerships
Increase the number and percentage of Welsh speakers in the workforce in line with the 'Bilingual Cardiff: Bilingual Council' Policy and expand capacity to deliver bilingual services by implementing the Welsh Language Skills Strategy 2021.	Cllr Huw Thomas	Performance & Partnerships

Key Performance Indicator	Target
The number of staff with Welsh language skills (20% increase by 2026/27 in line with the Bilingual Cardiff Strategy 2022-27)	993
The number of staff attending Welsh courses (50% increase by 2026/27 in line with the Bilingual Cardiff Strategy 2022-27)	1,684

Working together to support a healthier and more active population

We will:	Lead Member	Lead Directorate
Deliver the Shared Regulatory Services' Business Plan 2022/23.	Cllr Michael Michael	Economic Development
Support grass-roots and community sports by: <ul style="list-style-type: none"> Embedding the new Physical Activity & Sport Strategy 2022-27, and working with partners to develop further plans through 2022/23 that increase participation, attract investment, improve health, tackle inequality, and ensure sustainability of provision; Supporting access to local community sports clubs and organisations, increasing participation in sports and enhancing extra-curricular opportunities through the Community-Focused Schools approach; Supporting community sports clubs with a particular emphasis on under-represented groups such as women and girls, ethnic minority communities, Welsh speakers, disabled people, and the LGBT+ community. Ensuring that Sport Wales's Regional Sports Partnerships reflect the priorities of Cardiff. 	Cllr Peter Bradbury & Cllr Sarah Merry	Economic Development, and Education & Lifelong Learning

We will:	Lead Member	Lead Directorate
<p>Maintain the long-term future sustainability of our leisure centres by:</p> <ul style="list-style-type: none"> Implementing the recommendations that are agreed in response to the review of the Leisure Services contract with GLL. Implementing the planned improvements to Pentwyn Leisure Centre. 	Cllr Peter Bradbury	Economic Development
<p>Improve our parks and public spaces by:</p> <ul style="list-style-type: none"> Growing the number of parks in Cardiff which receive the Green Flag Award – the international standard for the management of parks and green spaces, with the inclusion of parks within the southern arc; Working with partners to implement a plan to increase Cardiff’s tree canopy from 18.9% to 25% by 2030 and to report annual progress against this target; Delivering the actions from the Allotment Strategy 2022-27; Promoting the benefits and supporting the development of the volunteer movement, through the Friends Forum and community-based platforms; Implementing a programme of Section 106, Asset Renewal and Capital for Parks to include sport, play and infrastructure improvements; Working in partnership with Welsh Water to bring the Llanishen Reservoir site back into use for sailing and other recreational purposes. 	Cllr Peter Bradbury	Economic Development
<p>Support the development of a National Park City for Cardiff through the creation of local networks and the partnership of the National Park City Foundation.</p>	Cllr Peter Bradbury	Economic Development

Key Performance Indicator	Target
The percentage of food establishments which achieve a food hygiene standard rating of 3 or above	94%
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	Monitor KPI, but no target set
The number of Green Flag parks and open spaces	16
The number of volunteer hours committed to parks and green spaces	Monitor KPI, but no target set

Well-being Objective 5:

A capital city that works for Wales

The Cardiff economy is of regional and national significance. To continue to deliver for the people of Wales, respond to the challenges of the pandemic and drive up productivity, the focus on delivering more, and better, jobs will be maintained. The Council's vision for a Greener, Fairer, Stronger economy recognises the need to re-animate the city centre, protect jobs and support the recovery of key sectors following the pandemic.

This will form part of an ongoing commitment to support businesses growth and create a high-value economy. An ambitious city development agenda remains a key component of this approach, creating major supply chain opportunities and delivering a modern, well-connected capital served by the best business infrastructure.

Our priorities for delivering Capital Ambition and leading the recovery in 2022/23:

- **Leading the economic recovery in Wales**
- **Leading a recovery programme for the City Centre and Bay**
- **Supporting innovation and business development, with an enhanced package of interventions to help the sectors worst affected by the pandemic**
- **Supporting the recovery of the cultural sector and major events programme**



Progress Made

- The Council's city recovery and renewal strategy, **'Greener, Fairer, Stronger,'** as well as the **City Centre Recovery Strategy and Action Plan were approved and published**, after being informed by constructive engagement sessions over the summer. Strong progress has already been made, **with city centre footfall back to pre-pandemic levels.**
- **The Canal Quarter Development Framework was approved in May 2021**, setting out the delivery aspirations for the area and representing an important step forward for the Canal Quarter project, which will bring new life to the eastern edge of the city centre.
- **The Capital Quarter and John Street developments have been progressed**, which will expand the city's 'grade-A' office space offer, helping to attract new businesses and create jobs during the recovery period.
- The delivery of the **new 15,000-capacity Indoor Arena in Cardiff Bay has taken a crucial step forward**, with the Council's appointment of the consortium of Live Nation and Oak View Group as operators and Robertson as the developer.
- The successful Cardiff University-led, **Council-supported Strength in Places (SIP) bid has been awarded, bringing £50m worth of funding into the region**, which will help develop the city's emerging creative sector and contribute to a strong local recovery.
- **The future of Merchant Place and Cory's buildings – two of Cardiff Bay's finest heritage buildings – has been secured**, with the Council approving the sale of the buildings to Duke Education for redevelopment as a college. This development will allow for the full restoration of the buildings, support the regeneration of the wider local environment and progress the Council's aspirations for the area.
- **The New Theatre's long-term sustainability has been assured** as a result of the Council concluding the property lease with HQ Theatres & Hospitality, which enabled its reopening in September.
- **The Norwegian Church has been revived**, following the Council's transfer of the lease to a charitable body which will invest in the building, hold music and cultural events, whilst respecting its historical links with Norway.
- The Council **supported the delivery of the first large-scale outdoor music events since the onset of the pandemic**, including the Titan Event at Alexandra Head and four nights of concerts at Cardiff Castle curated by local music venues
- **Good progress has been made on the Council's 'Music City' ambition**, with new planning application monitoring arrangements established to support venues and a **new Busking Strategy** developed to support street music and animate public spaces.
- **St David's Hall, The Museum of Cardiff, Cardiff Castle and City Hall have all reopened** and are hosting events and activities in line with current guidelines, with encouraging bookings across all venues.
- **Business rates for hospitality and retail businesses were suspended** for the entire year, providing crucial relief to two of the sectors hit hardest by the pandemic and creating the conditions to accelerate recovery.

Priorities for 2022/23

Leading the economic recovery in Wales

As the city emerges from the pandemic, it is essential that we consider the steps we need to take to accelerate recovery, whilst at the same time recognising that we need to use the crisis as a catalyst to build back stronger, greener, and fairer. To lead the economic recovery in Wales, the Council will play a key role in establishing the new Corporate Joint Committee (CJC) for South Wales and attracting inward investment into our priority sectors through the Western Gateway partnership, ensuring that we support the creation of a sustainable and dynamic post-Covid economy. Furthermore, the Council will progress improvements to Cardiff Central and the Interchange to ensure that the new jobs created in Central Square and the rest of the city are accessible to the wider city-region, in line with our ambition of inclusive economic growth.

It is recognised that labour shortages in certain key sectors, material shortages and cost inflation represent risks to a successful recovery and will need to be mitigated. The Council will therefore continue to collaborate with impacted sectors to identify the necessary support, deliver enhanced into work schemes and progress key infrastructure projects.

Leading a recovery programme for the City Centre and Bay

City centres and high streets must become destination experiences and places of choice. We no longer have to be there, but we must want to; therefore, our longer-term recovery efforts will be balanced between creating and curating a more dynamic, unique, green and inclusive city centre for residents, businesses and visitors, and developing interconnected, thriving '15-minute neighbourhoods,' where residents have easy access to services, green spaces, culture and workspaces by active travel.

Over the coming year, the Council will progress major infrastructure projects that will transform the city, support green, inclusive growth and create good-quality jobs for all of our communities during the pandemic recovery. For example, the Indoor Arena will lead the regeneration and inclusive development of the wider Atlantic Wharf area, while the Canal Quarter will revive a long-overlooked part of the city centre and the Central Quay development will finally provide Cardiff with a seamless link between Cardiff Bay and the city centre.

Supporting innovation and business development, with an enhanced package of interventions to help the sectors worst affected by the pandemic

As we recover from the pandemic, the Council will need to support the growth of our key high-value sectors – including fintech, cyber and creative – which will create well-paid jobs for our residents, help boost Cardiff's productivity and make our city a globally-attractive place for inward investment. The pandemic has fundamentally changed the way that many of us work, so our initiatives will focus on transforming existing buildings to create flexible and affordable working space for start-ups in our priority sectors.

For example, the Council will work with our partners to develop and bring forward proposals for creating new incubation office space as part of the regeneration scheme for Tudor Street, the extension of Chapter Arts Centre and the repurposing of Landmark Place in Churchill Way. Furthermore, our collaboration with Welsh Government to establish a new fund to support business growth will complement these efforts and help us deliver a strong economic recovery.

Supporting the recovery of the cultural sector and major events programme

Culture and events will be placed at the centre of the recovery, embracing the role the sector plays in shaping our city centre. Our cultural and major events sectors have been amongst the most affected by the pandemic, so the Council will continue working with Welsh Government to ensure the delivery of events delayed or cancelled by the pandemic, as well as to explore future opportunities.

Over the coming year, the Council will finalise plans for developing an annual international music festival and we will explore a potential bid to host a major international sporting event. Furthermore, to support the recovery of our cultural venues, the Council will begin delivering the Music Strategy, Cultural City Compact and Tourism Strategy, which will help attract higher numbers of visitors and cement Cardiff's reputation as a thriving cultural capital.

What we will do to make Cardiff a capital city that works for Wales

Leading the economic recovery in Wales

We will:	Lead Member	Lead Directorate
Work with the Cardiff Capital Region City Deal to progress Cardiff projects, support wider city-region projects and input into any Corporate Joint Committee transition arrangements to support the regional Covid-19 recovery strategy.	Cllr Huw Thomas	Economic Development
Work with the UK Government and Welsh Government to implement a programme of investments over the next five years to deliver investment and capacity improvements at Cardiff Central Station.	Cllr Russell Goodway & Cllr Caro Wild	Economic Development
<p>Ensure Cardiff remains an open, competitive and outward-looking international city by:</p> <ul style="list-style-type: none"> Continuing to work with the Cardiff Capital Region, the Welsh Government, the Western Gateway and the UK Government to promote the city as a place to invest; Ensuring the city benefits from Welsh and UK Government funding schemes such as the Shared Prosperity Fund. 	Cllr Huw Thomas	Economic Development



Leading a recovery programme for the City Centre and Bay

We will:	Lead Member	Lead Directorate
<p>Enhance the city centre as a location for businesses and investment and reassert its role as a regional employment centre by working with partners to:</p> <ul style="list-style-type: none"> Progress the development of Metro Central; Progress the Central Quay development extending the business district south of the station; Support the development of new commercial premises that respond to the post-Covid demand for workspace; Work with partners to implement the City Centre Recovery Action Plan; Establish new city centre management arrangements; Deliver the Canal Quarter. 	Cllr Russell Goodway	Economic Development
<p>Write the next chapter in Cardiff Bay's regeneration story by:</p> <ul style="list-style-type: none"> Delivering the new Multi-Purpose Indoor Arena by 2024/25; Working with partners to establish a new Metro route linking Cardiff Central to the Bay, and bring forward new stations to connect communities and regeneration opportunities; Progressing a development strategy for the next phase of the International Sports Village; Bringing forward proposals to protect and revitalise historic buildings in the Bay. 	Cllr Russell Goodway	Economic Development

Key Performance Indicator	Target
The amount of 'Grade A' office space committed to in Cardiff (sq. ft.) (This is a rolling two-year target.)	300,000 sq. ft.

Supporting innovation and business development, with an enhanced package of interventions to help the sectors worst affected by the pandemic

We will:	Lead Member	Lead Directorate
<p>Develop a sustainable post-Covid economy by:</p> <ul style="list-style-type: none"> Supporting the completion of Cardiff Parkway as part of our Industrial Strategy for the East of the city; Working with City Deal partners, the private sector and the University Health Board to explore proposals for the creation of a Science Park Campus at Coryton; Working with Cardiff Clwstwr Creadigol to support the growth of creative enterprises in the city; Working with partners to attract investment into innovation and start-up space across the city and support the sector in adapting to the requirements of a post-Covid economy; Establishing a '15-minute city toolkit' to accelerate district centre regeneration, including housing- and transport-led improvements. 	Cllr Russell Goodway	Economic Development, and Planning, Transport & Environment
<p>Establish Cardiff as a Smart City, where digital technologies and data are seamlessly used to enhance the lives of people and support recovery, by adopting the new Smart City roadmap by December 2022.</p>	Cllr Chris Weaver & Cllr Russell Goodway	Economic Development & Resources
<p>Work with partners to support the retail and hospitality sectors in successfully re-emerging from lockdown by:</p> <ul style="list-style-type: none"> Continuing to work with partners, including FOR Cardiff, to adapt and re-purpose the city for post-Covid recovery; Enhancing the promotion of Cardiff as a visitor destination by establishing a new events strategy and investment in visitor infrastructure; Working with Welsh Government to establish a tax and regulatory environment that can accelerate recovery. 	Cllr Russell Goodway	Economic Development, and Planning, Transport & Environment

Key Performance Indicator	Target
The number of new jobs created and safeguarded where the Council has played an active role	1,000
City centre footfall	Monitor KPI, but no target set

Supporting the recovery of the Cultural Sector and major events programme

We will:	Lead Member	Lead Directorate
<p>Grow Cardiff as a centre of creativity and culture by:</p> <ul style="list-style-type: none"> Supporting the Cardiff Music Board to implement the agreed recommendations of the Sound Diplomacy report, in partnership with the Welsh Government by March 2023; Considering development and investment opportunities for St David's Hall to retain its position as a world-class auditorium; Developing a Cultural City Compact approach with the cultural sector as a means for taking forward a new Cultural Strategy for Cardiff by March 2023. 	Cllr Peter Bradbury	Economic Development
<p>Work with event promoters and the city's cultural venues to rebuild the capital's event and cultural offer, reflecting the ongoing Covid-19 challenges, by:</p> <ul style="list-style-type: none"> Developing a new post-Covid Events Strategy with Welsh Government to champion and reinvigorate the event sector, including establishing a home-grown focussed events sector that delivers a sustainable programme of events, supporting our own businesses in developing our visitor economy; Developing an annual international music festival in the city, with the view to becoming a fixture on the city's events calendar that supports the local cultural sector; Working in partnership with the Welsh and UK Governments to attract a new major international sporting event to Cardiff. 	Cllr Peter Bradbury	Economic Development

Key Performance Indicator	Target
The number of staying visitors	Monitor KPI, but no target set
Total visitor numbers	Monitor KPI, but no target set
Total visitor days	Monitor KPI, but no target set
Attendance at Council venues	Monitor KPI, but no target set

Well-being Objective 6: Cardiff grows in a resilient way

The Council recognises that climate change remains the defining global challenge of our generation. In response, the Council has developed and approved a One Planet Cardiff Strategy and Action Plan, which sets out a roadmap of projects in key areas such as transport, energy, housing, and food that will lead our journey to net zero carbon by 2030.

The Council's recovery and renewal strategy also recognises the opportunities to emerge from the pandemic as a greener and more resilient city. The transformational work to make Cardiff's public spaces Covid-secure has not only helped to safeguard residents and visitors but has also improved the local environment – including reductions in air pollution and carbon emissions.

Our priorities for delivering Capital Ambition and leading the recovery in 2022/23:

- Delivering One Planet Cardiff to decarbonise the city and lead a green recovery
- Transforming Cardiff's public transport and active travel systems
- Putting sustainability and well-being at the heart of the city's growth
- Enhancing Cardiff's flood defences
- Building resilience into our highway network
- Making Cardiff a world-leading recycling city
- Working as one team to keep our streets clean

Cardiff's Transport
White Paper:

Transport Vision to 2030

Changing how we move around a growing city



Progress Made

- **A Final One Planet Cardiff Strategy and Action Plan were approved by Cabinet in October 2021, setting out plans to deliver a carbon neutral council and city by 2030.**
- **A number of key One Planet Cardiff projects have been progressed, including securing the first phase of a low carbon district heat network serving Cardiff Bay, continuing the energy-efficiency retrofit of the Council's estate and making a commitment to design all forthcoming new buildings to near zero carbon performance levels from 2024.**
- **The Clean Air Plan continues to be delivered in collaboration with Welsh Government.** As part of this work, the Council has completed its Bus Retrofit Scheme; 49 buses have been upgraded to meet the latest Euro 6 emission standard, improving Nitrogen Oxide (NOx) emissions by over 90%.
- **36 new electric buses started operating across the city during December 2021 and January 2022.** These new vehicles were purchased following a successful joint bid by the Council and Cardiff Bus, and make up almost a quarter of Cardiff Bus's fleet.
- **The Council is continuing to expand its safe cycling network with 11km of new high-quality routes added since 2017.** An east-west segregated 'pop-up' route linking Canton and Adamsdown via Castle Street and Newport Road was opened at the end of January 2022. A further 'pop-up' route connecting Splott and Lloyd George Avenue is nearing completion and construction of Cycleway 1.2 connecting Senghenydd Road in Cathays with the University Hospital of Wales is progressing well.
- **122 of Cardiff's 127 schools have either produced or are progressing the development of Active Travel Plans.**
- **Consultation on the Replacement LDP draft Vision and Objectives is complete, which has helped to ensure that the economic, social and environmental needs of all our communities are reflected in the future development of the city.**
- **Strengthened operational management arrangements are now in place across Waste Services.** Work has been progressed to establish a modern fleet, with digital system that provide real-time information on delivery. A four-day working week has also been introduced, which has eliminated the bank holiday disruption.



Priorities for 2022/23

Delivering One Planet Cardiff to decarbonise the city and lead a green recovery

One Planet Cardiff sets out an ambitious agenda to meet our carbon neutral commitment, by reducing greenhouse gas emission. As part of this work the Council has completed a detailed carbon baselining and impact assessment to provide a comprehensive understanding of the Council's carbon footprint. Furthermore, a Carbon Impact Evaluation Tool has been developed to appraise proposed projects for carbon and social benefit.

Transforming Cardiff's public transport and active travel systems

Improving Cardiff's transport system remains a strategic priority, particularly the shift to more sustainable and more active modes of transport. Plans to replace as many single-user, fossil-fuelled trips as possible with sustainable modes of travel are fundamental to the wider decarbonisation of the city. Moving forward, the Council will continue to support the delivery of key Transport White Paper projects, including expanding on the Metro plans for new tram-train routes and stations, creating more space in our streets for walking and cycling, and supporting the transition to electric vehicles.

Beyond the Climate Emergency, the pandemic has made supporting public transport even more urgent. Lockdowns and social distancing restrictions have had a major impact on public transport, particularly municipal bus companies, with passenger numbers falling drastically and services reduced. To address this situation, we will work to manage this impact on mobility and ensure passenger numbers recover over the coming year.

Putting sustainability and well-being at the heart of the city's growth

Sustainable communities must be well-planned and well-connected, with infrastructure and public services that are fit for the future. The Council is currently preparing a Replacement Local Development Plan (LDP) for Cardiff, which will help shape the city for the next 15 years to 2036, ensuring the right development happens in the right place at the right time, benefitting communities and the economy and setting out which areas need to be protected. A consultation on the preferred strategy will take place in October 2022, which will help ensure that the voices of all our communities inform the inclusive and sustainable development of our city.

Enhancing Cardiff's flood defences

The frequency and severity of floods is increasing and is expected to further increase as a result of climate change. Recognising the risk flooding presents to the city, as well as the impact that it has on families whose homes and communities experience flooding, the Council has delivered a number of flood risk management schemes across the city. Looking to the year ahead, Cardiff, along with all other Local Authorities in the south-east Wales region, have commissioned a Strategic Flood Consequences Assessment (SFCA), which is due to be completed in the summer of 2022.

This Assessment will inform the Welsh Government's proposed revised guidance on planning for flood and coastal erosion, to recognise the varying degrees of flood risk, now and in the future.

Building resilience into our highway network

The city's highway network is used daily by those who live and work in the city and is fundamental to the economic, social and environmental well-being of the community. Over the coming year, it will remain crucial that localised resurfacing, patching, reconstruction and treatment works continue, in order to build resilience into the network and ensure that it remains the robust and high-quality asset that our residents, communities and businesses rely on.

Making Cardiff a world-leading recycling city

Whilst Cardiff is Britain's leading major city for recycling it is still falling short of the Welsh Government's statutory target of 64%. To improve recycling performance the Council has developed a new Recycling Services Strategy which sets out plans to provide more opportunities for communities to recycle, developing targeted, data-based action, reduce single-use plastics and support the development of a circular economy.

Working as one team to keep our streets clean

Clean streets are a top priority for the city's residents; however, street cleanliness in parts of the city remains a persistent challenge. A number of wards, particularly in the city centre and south of the city, fall under the 90% target for high or acceptable standards of cleanliness. Moving forward, the Council will take forward an area-based approach to frontline services, focused on tackling all forms of littering.

What we will do to make sure that Cardiff grows in a resilient way

Delivering One Planet Cardiff to decarbonise the city and lead a green recovery

We will:	Lead Member	Lead Directorate
<p>Achieve the vision of a carbon-neutral Council by 2030 by:</p> <ul style="list-style-type: none"> Delivering the short-term actions within the One Planet Cardiff Action Plan including: <ul style="list-style-type: none"> Energy efficiency improvements in the Council estate; Delivery of the Cardiff Heat Network; A programme of tree planting and sustainable biodiversity management; Developing a set of annual carbon reduction targets, both for the Council's operational activities and the wider city emissions, to monitor progress by December 2022. 	Cllr Huw Thomas	Planning, Transport & Environment
<p>Deliver the Design and Build contract for Phase 1 of the Cardiff Heat Network as per the procured programme.</p>	Cllr Michael Michael	Planning, Transport & Environment
<p>Develop options for potential large-scale renewable energy generation projects on Council land and bring forward detailed business cases for approval by February 2023.</p>	Cllr Michael Michael	Planning, Transport & Environment
<p>Deliver a Housing Energy Efficiency Retrofit programme across all tenures of housing, including 2,000 domestic retrofits per year by 2024 composed in the short term of:</p> <ul style="list-style-type: none"> Up to 700 delivered through Housing Revenue Account funding (Council stock); Up to 700 delivered through Welsh Government funding (mixed tenure stock); Up to 600 delivered by Housing Associations (social housing stock) via our Affordable Warmth Partnership. 	Cllr Michael Michael & Cllr Lynda Thorne	Planning, Transport & Environment
<p>Ensure good air quality by:</p> <ul style="list-style-type: none"> Ensuring compliance of EU Limit value for NO2 is maintained on Castle Street by ongoing monitoring and assessment of solution for a permanent scheme; Updating the Clean Air Strategy and Action Plan and implementing further measures to improve air quality; Reviewing real-time air quality data to assess and identify trends in pollution to assess further interventions that will further reduce air pollution; Continuing to support both bus and taxi sectors to accelerate towards achieving 'Zero Tailpipe' emission fleets in advance of 2028. 	Cllr Caro Wild, Cllr Michael Michael & Cllr Susan Elsmore	Planning, Transport & Environment

*PT&E = Planning, Transport and Environment

We will:	Lead Member	Lead Directorate
<p>Support the transition to clean vehicles by:</p> <ul style="list-style-type: none"> Completing an audit of the Council's fleet and adopting a Green Fleet Strategy, setting out the Council's transition schedule to a low emission fleet by August 2022; Developing a new electric by default procurement policy, with a strict "exemptions by exception" basis; Ensuring that a minimum of 100 Council vehicles are replaced by electric vehicles by March 2023; Assessing the service delivery impact of a transition to an electric vehicle fleet. 	Cllr Michael Michael	Resources
<p>Complete a mapping exercise of electric vehicle infrastructure by March 2023 to fully assess the future investment and delivery options for the city to transition to zero-emission vehicles by 2030.</p>	Cllr Michael Michael	Planning, Transport & Environment
<p>Promote healthy, local and low-carbon food through delivering the Cardiff Food strategy, including:</p> <ul style="list-style-type: none"> Developing a plan to increase local food production opportunities (commercial and community-based) and integrate into local supply chains by March 2023; Working with the Education directorate to develop plans to ensure that school meals are healthy and rely on more sustainable and lower carbon supply chains; Developing a land use strategy to address inequality of access to healthy fresh food across the city by integrating into the Replacement LDP process. 	Cllr Michael Michael	Planning, Transport & Environment

Key Performance Indicator	Target
The Citywide Annual Average Nitrogen Dioxide (NO2) concentrations at roadside locations	30µg/m3
Nitrogen Dioxide (NO2) concentrations within Air Quality Management Areas (AQMA)	35µg/m3
Nitrogen Dioxide (NO2) concentrations on Castle Street(The modelled concentration submitted to Welsh Government in the Council's Clean Air Plan.)	28µg/m3
The number of Council vehicles which are electric	100

*PT&E = Planning, Transport and Environment

Transforming Cardiff's public transport and active travel systems

We will:	Lead Member	Lead Directorate
<p>Work in partnership with Welsh Government, Transport for Wales and the Burns Delivery Unit to design and deliver a programme of strategic transport projects, including the Metro, public transport and network improvements by 2030, which will include:</p> <ul style="list-style-type: none"> Phase 1 Cardiff Crossrail City Centre to Cardiff Bay Metro by 2026; Phase 2 southern section of Crossrail by 2028; Phase 1 of Northwest Corridor by 2025; New stations at Crwys Road, Butetown and Cardiff Parkway in St Mellons by 2024; New stations at Velindre, Ely Mill, Roath Park, Gabalfa, Newport Road and Pierhead Street by 2026; A Bus Strategy for Cardiff by December 2022; A Park and Ride Strategy for Cardiff by December 2022; Phased implementation of sustainable transport improvements to the Eastern Corridor by 2030; High-quality bus and cycling routes between Cardiff and Newport by 2025. 	Cllr Caro Wild	Planning, Transport & Environment
<p>Continue to progress transport and clean air improvements in the city centre including:</p> <ul style="list-style-type: none"> Central Square by June 2022; City Centre East Phase 1 by March 2023; Castle Street by March 2023; Boulevard de Nantes by December 2023. 	Cllr Caro Wild	Planning, Transport & Environment
<p>Progress the Northern and East-West Bus Corridor WelTAG (Welsh transport appraisal guidance) Studies to support the public transport aspirations contained in the Transport White Paper, future regional bus rapid transit links, and local bus route improvements by September 2023.</p>	Cllr Caro Wild	Planning, Transport & Environment
<p>Programme the delivery of the bridge crossing scheme at Llanrumney as part of a wider regeneration scheme, completing design and planning permissions by June 2022 and delivery commencing summer 2022.</p>	Cllr Caro Wild & Cllr Lynda Thorne	Economic Development
<p>Invest in a new segregated cycling network across the city and deliver:</p> <ul style="list-style-type: none"> Cross City Centre and Bay Pop Up cycleways by spring 2022; Cycleway improvements at Tudor Street by August 2022; Cycleway 1 to the University Hospital Wales by August 2022; Improvements to the Taff Trail, and explore design options for a new Blackweir bridge, by March 2023; Cycleway 5 from city centre to Lawrenny Avenue by August 2023; City centre to Roath Park Cycleway by 2024; A Cardiff to Newport network connection by 2024; A full city-wide network by 2027. 	Cllr Caro Wild	Planning, Transport & Environment

We will:	Lead Member	Lead Directorate
<p>Develop a new Active Travel Network Map by June 2022.</p>	Cllr Caro Wild	Planning, Transport & Environment
<p>Nurture a strong active travel culture in every Cardiff school by 2027 by:</p> <ul style="list-style-type: none"> Engaging with all schools to support the implementation of their Active Travel Plans and enable the proportion of school journeys made by walking, scooting and cycling to be maximised; Delivering infrastructure schemes to facilitate active journeys to schools; Introducing measures to deter car travel to school including School Streets and additional parking restrictions. 	Cllr Caro Wild & Cllr Sarah Merry	Planning, Transport & Environment
<p>Inform the wider application of a 'Healthy Streets' approach by implementing two Healthy Streets projects including traffic filtering, speed reduction measures, greening, street furniture and child friendly enhancements linked to other transport and regeneration initiatives by 2025.</p>	Cllr Caro Wild	Planning, Transport & Environment
<p>Prepare an Intelligent Transport System (ITS) Strategy by March 2023 to establish a programme of Smart City improvements to the transport network and support the modal shift to sustainable travel.</p>	Cllr Caro Wild	Planning, Transport & Environment

Key Performance Indicator	Target
Modal Split for All Journeys: Proportion of people travelling to work by sustainable transport modes (2030 Target 76%)	57%
Proportion of work journeys made by:	
• Walking	18%
• Cycling	16%
• Public Transport	22%
The number of schools supported to implement their Active Travel Plan	42

Putting sustainability and well-being at the heart of the city's growth

We will:	Lead Member	Lead Directorate
Conduct a full review of the Local Development Plan (LDP) by late 2024 in accordance with the Delivery Agreement timetable and engage in dialogue on regional strategic planning arrangements.	Cllr Caro Wild	Planning, Transport & Environment
<p>Create better places through the delivery of new, high-quality, well-designed, sustainable and well-connected communities, by:</p> <ul style="list-style-type: none"> Applying good place-making principles to the city centre, major new settlements and developments, as well as existing communities; Developing a great destination city centre – defined by the new city centre recovery action plan – by 2027; Supporting the vitality and viability of district and local centres and delivering the '15-minute city' approach to all major centres by 2027; Maximising developer contributions from new developments to deliver community infrastructure, affordable housing and wider improvements within local areas. 	Cllr Caro Wild	Planning, Transport & Environment
<p>Deliver the Council's Green Infrastructure Plan, including:</p> <ul style="list-style-type: none"> Updating the Biodiversity and Resilience of Ecosystems Duty (BRED) Forward Plan to respond to the One Planet Cardiff objectives and Action Plan, and the nature emergency; Ensuring the upcoming Replacement LDP process fully addresses green infrastructure matters and includes engagement upon potential policy approaches. 	Cllr Caro Wild & Cllr Peter Bradbury	Planning, Transport & Environment

Key Performance Indicator	Target
The percentage of householder planning applications determined within agreed time periods	>85%
The percentage of major planning applications determined within agreed time periods	>85%
The percentage of affordable housing at completion stage provided in a development on greenfield sites	30% (LDP)
The percentage of affordable housing at completion stage provided in a development on brownfield sites	20% (LDP)
Affordable housing units completed per annum as a percentage of all housing	20%

*PT&E = Planning, Transport and Environment

Enhancing Cardiff's flood defences

We will:	Lead Member	Lead Directorate
Develop a sustainable water, flood and drainage strategy for Cardiff by 2023, including completion of the strategic flood consequence assessment by 30th November 2022.	Cllr Michael Michael	Planning, Transport & Environment
Complete coastal defence improvements in Cardiff East by 2024.	Cllr Michael Michael	Planning, Transport & Environment
Deliver phase 1 of the new Canal Quarter scheme by December 2022, with concept design for phase 2 to be completed by March 2022, and construction, subject to funding, targeted for 2024.	Cllr Michael Michael	Planning, Transport & Environment

Building resilience into our highway network

We will:	Lead Member	Lead Directorate
Continue to deliver the programme to replace all 24,000 residential lighting to low-energy LED lighting by December 2023.	Cllr Caro Wild	Planning, Transport & Environment
Continue to deliver an extensive programme of localised improvements to our roads and footways to remove defects such as potholes to March 2023.	Cllr Caro Wild	Planning, Transport & Environment
Continue to deliver extensive programmes of reconstruction, resurfacing and surface treatments to our roads and footways throughout the city to March 2023.	Cllr Caro Wild	Planning, Transport & Environment

Key Performance Indicator	Target
The percentage of principal (A) roads that are in overall poor condition	<5%
The percentage of non-principal/classified (B) roads that are in overall poor condition	<7%
The percentage of non-principal/classified (C) roads that are in overall poor condition	<7%

*PT&E = Planning, Transport and Environment

Making Cardiff a world-leading recycling city

We will:	Lead Member	Lead Directorate
<p>Deliver the recycling services strategy to achieve 70% recycling performance by 2024/25 by:</p> <ul style="list-style-type: none"> Continuing project work with Welsh Government, Waste & Resources Action Programme (WRAP) and the Welsh Local Government Association (WLGA) to: <ul style="list-style-type: none"> Evaluate and improve trade recycling performance and; Model domestic collections and processing requirements. Undertaking public consultation on the draft Recycling Strategy and incorporate trial results to produce a final draft for approval by the end of 2022. 	Cllr Caro Wild	Planning, Transport & Environment
<p>Reduce the volume of waste, including single-use plastics, across Cardiff by:</p> <ul style="list-style-type: none"> Exploring options to remove 150,000 waste recycling bags from the Council's waste service by December 2022; Working with major venues to consider alternatives to single-use plastic products. 	Cllr Michael Michael	Economic Development

Key Performance Indicator	Target
The percentage of planned recycling and waste collections achieved	99.9%
The percentage of municipal waste collected and prepared for re-use and/or recycled	>64%
The percentage of waste collected at recycling centres that has been prepared for re-use or recycled	85%
The number of Environmental Street Scene investigation actions	25,000
The number of Environmental Street Scene Legal Enforcement Actions (with enforcement actions including Fixed Penalty Notices, cases which proceed to prosecution, Section 46 or other legal notices)	12,500

Working as one team to keep our streets clean

We will:	Lead Member	Lead Directorate
<p>Deliver a comprehensive programme of improvement to the Council's Street Scene services by September 2022 through integration, digitalisation and the use of data to support the efficient and effective use of resources.</p>	Cllr Michael Michael	Economic Development

Key Performance Indicator	Target
The percentage of highways land inspected by the Local Authority found to be of a high or acceptable standard of cleanliness	90%
The number of wards in Cardiff where 90% of the highways land inspected is of a high or acceptable standard of cleanliness	All
The percentage of reported fly-tipping incidents cleared within five working days	95%



Well-being Objective 7:

Modernising and integrating our public services

The Council is committed to a programme of ongoing service improvements, with the need to respond to the demands of the pandemic bringing into sharp focus areas of organisational development.

The Council is therefore progressing a permanent shift to hybrid working to lock in the productivity gains realised during the Covid-19 by maximising the use of assets, making increased use of technology and further supporting the workforce.

Taken together, this will allow the Council to become a greener, more agile organisation, providing more responsible and adaptable services for citizens, and a more flexible working environment for staff.

Our priorities for delivering Capital Ambition and leading the recovery in 2022/23:

- **Developing a comprehensive programme of organisational recovery and renewal**
- **Building upon our digital agenda, incorporating technology into service delivery and exploiting data to drive performance**
- **Delivering leaner and greener Council buildings**
- **Supporting a highly-skilled and productive workforce with the well-being of staff at its core**
- **Using the power of the public purse to support the city's recovery**
- **Making sure that the Council better talks to and listens to the city that it serves**

Progress Made

- **Residents are increasingly connecting with the Council through digital media channels:** *the Council now has 46,000 followers on Facebook and over 9,500 followers on Instagram. Additionally, the number of residents accessing the Cardiff App has exceeded 50,000, enabling residents to access services such as reporting potholes and making Council Tax enquires.*
- **Audit Wales have praised the Council's response to organisational recovery,** *noting that "the Council is harnessing the positive change in working practice arising from the pandemic to inform its future operating model for its workforce".*
- **A comprehensive programme has been undertaken with staff as part of the work to develop a hybrid working model,** *with a survey launched in the summer of 2021 receiving 2,851 responses. 70% described themselves as 'more' or 'a little more' productive since working from home and two-thirds of respondents reported an improved sense of well-being. 44% of line managers reported an increase in productivity, and a quarter reported an increase in improved staff morale and improved well-being amongst the team.*
- **All targets within the Corporate Property Strategy 2015-20 were achieved,** *with capital receipts amounting to over £35.8m and a reduction of over £20.5m in total running costs secured. A new five-year (2021-26) strategy was approved by Cabinet in December 2021.*
- **Work has been undertaken with the Council's Employee Networks to understand the potential barriers and challenges to recruitment.** *As part of this, a Joint Employee Network Survey has been created to establish a benchmark of membership and to understand the lived experiences of employees working for the Council.*
- **Over the past 12 months the Council has been developing and implementing improved contract management arrangements** *which will provide improved oversight of contract performance against six key performance themes.*
- **The Council's scrutiny committees have played a full role in informing Council policy and service improvement.** *A number of steps have been undertaken to strengthen the role of the scrutiny committees, including the introduction of a 'tracker' approach to monitoring scrutiny recommendations.*

Priorities for 2022/23

Delivering a comprehensive programme of organisational recovery and renewal

Capital Ambition set out a programme of modernisation to improve efficiency, better support service delivery, and promote social and environmental change. Covid-19 has rapidly accelerated this agenda, catalysing a shift to hybrid working and the delivery of service innovation at an unprecedented pace and scale.

To retain the opportunities realised during the pandemic, the Council has developed – and is in the process of delivering – a programme of organisational recovery and renewal.

As part of this work, the Council is implementing a hybrid working model, which seeks to maintain the benefits of increased home and flexible working arrangements, whilst mitigating risks identified. The transition to this working model is enabled by the Council's investment in digital infrastructures, services and skills.

This will need to be continued post-pandemic, including the allocation of agile working devices and investment in meeting room facilities, 'touch down' points, and desk booking and utilisation technology.

Building upon our digital agenda, incorporating technology into service delivery and exploiting data to drive performance

Technology offers residents greater choice and convenience when accessing services, whilst providing staff with even greater flexibility to deliver. An increasing number of citizens are choosing to access services via digital means, with this trend only becoming more evident during the Covid-19 pandemic.

Providing access to an enhanced range of services online will therefore continue to be a priority post-pandemic, as the Council continues to accelerate its digital agenda.

The Council is also continuing work to improve the collection, presentation, and analysis of data across the public service system to inform decision-making. Work to align the Council's Data Strategy with the delivery priorities and improvement challenges identified through the planning and policy framework will help make the best use of Council data.

Delivering leaner and greener Council buildings

The Council uses property to deliver or support the delivery of statutory and community services. As the Council's new Corporate Property Strategy 2021-2026 recognises, it is therefore important that the estate is modernised and configured to align with the wider strategic and financial objectives of the Council.

For instance, the One Planet Cardiff strategy identifies a clear role for the Council's estate in de-carbonising the city by 2030. To meet this target, the Council will progress new physical adaptations and behavioural approaches across the estate. Furthermore, the hybrid working programme will also change the way we work, how we use our properties and will lead to a re-assessment of operational property requirements. The Council will work to align service need to workforce change, ensuring investment in reconfigured working environments.

Moving forward, it is important that the estate is managed in a dynamic way, able to respond to changing service need and enhance service delivery through provision of good-quality environments.

Supporting a highly skilled and productive workforce with the well-being of staff at its core

The Council's award-winning programme of staff engagement is supported by a package of measures designed to promote welfare, including a range of health and well-being services, such as the 24/7 Employee Assistance Programme and the Employee Counselling Service.

The Council's commitment to staff also includes a range of training opportunities through Cardiff Academy. Work is also being progressed to understand the potential barriers and challenges to recruitment, including developing appropriate interventions.

Sickness absence, however, remains too high. Although a number of service areas are characterised by good performance and discounting Covid-related sickness significantly improves Council performance, there is an ongoing need to reduce sickness absence levels. A targeted approach will continue to be applied to improve performance, including a continued focus on reducing long-term sickness absence through effective case management.

Using the power of the public purse to support the city's recovery

The Council spends over £390 million a year procuring a diverse range of goods, services and works from over 8,000 suppliers, service providers and contractors. The Council therefore has a responsibility to manage public money with probity, to ensure that value for money is achieved and to manage it in such a way that wider Council objectives can be supported.

Capital Ambition makes clear that the power of the Council's spending and investment decisions must be fully leveraged to create local employment opportunities whilst promoting social and environmental improvements. The changes to working practices realised during the pandemic, paired with the urgent need to support the city's economic recovery, means that this agenda must be accelerated.

Making sure that the Council better talks to and listens to the city that it serves

The Council has, over a number of years, placed an emphasis on engaging with residents. The Council's Ask Cardiff Survey has one of the largest sample sizes in Wales and provides invaluable insight into the needs of our communities.

Following national trends, the latest Ask Cardiff Survey shows that citizen satisfaction with Council services has fallen over the last year. Work will be undertaken to address this moving forward, along with further work to engage with, and involve, hard-to-reach groups in decision-making. This will ensure that the Council is alert to the voice of the community.



What we will do to modernise and integrate our public services

Developing a comprehensive programme of organisational recovery and renewal

We will:	Lead Member	Lead Directorate
<p>Develop a Hybrid Working Model by:</p> <ul style="list-style-type: none"> Reviewing touchdown spaces and developing a touchdown working space model by May 2022; Completing a programme of engagement with staff and managers by June 2022; Developing a draft Hybrid Working Policy by September 2022; Introducing a Hybrid Working Business Case in line with the Core Office Accommodation Business Case by October 2022. 	Cllr Chris Weaver	Resources, Economic Development and Performance & Partnerships

Key Performance Indicator	Target
The percentage of devices that enable agile and mobile working across the organisation	67%



Building upon our digital agenda, incorporating technology into service delivery and exploiting data to drive performance

We will:	Lead Member	Lead Directorate
<p>Improve the Council's digital offer and expand the breadth of Council services available to citizens on all Council platforms by:</p> <ul style="list-style-type: none"> Allowing users to report graffiti and check digital parking permits with the Chatbot, and receive information on Housing, Planning processes and Homelessness by September 2022; Allowing users to report graffiti, problem parking, lighting faults and request hygiene collection services on the Council website and app by September 2022; Implement new web form product across the website to enable improved information capture relevant to services; Complete an Alexa skills proof of concept on the Chatbot and investigate new "service location" features for the Council app and website by December 2022; Undertaking a programme of background maintenance and upgrades on the bot, app and website by March 2023. 	Cllr Chris Weaver	Resources
<p>Deliver the Council's Data Strategy to support performance reporting and evidence-based decision making by:</p> <ul style="list-style-type: none"> Adopting a new City Performance Dashboard by May 2022; Adopting a new Corporate Performance Dashboard by June 2022; Developing a Community Safety Dashboard by October 2022; Developing a Management Dashboard by March 2023; Delivering a programme of staff training on data management, analysis and presentation by March 2023. 	Cllr Chris Weaver	Resources, and Performance & Partnerships

Key Performance Indicator	Target
The number of customer contacts to the Council using digital channels	10% increase on 2021/22 outturn
The total number of webcast hits (Full Council, Planning Committee, Scrutiny Committees, Audit Committee, Cabinet)	10,000
The number of Facebook followers	50,000
The number of Instagram followers	10% increase on 2021/22 outturn
The number of people registered with the Cardiff Gov App	10% increase on 2021/22 outturn

Building upon our digital agenda, incorporating technology into service delivery and exploiting data to drive performance

We will:	Lead Member	Lead Directorate
<p>Deliver a leaner and greener estate and protect the council’s historic buildings by:</p> <ul style="list-style-type: none"> Meeting the targets of the One Planet Cardiff strategy by reducing the carbon footprint in the built environment by 30% by the end of 2025/26; Completing 100% of Priority 1 programmed asset works to maintain Council buildings in a safe compliant condition; Developing a plan to implement the hybrid working model in 2022/23, utilising Council property assets and reducing revenue costs by £6m by the end of 2025/26; Disposing of land and property to achieve the £25m general fund capital receipts target by end of 2025/26. 	Cllr Russell Goodway	Economic Development

Key Performance Indicator	Target
Reduce the carbon footprint in the built environment (Target to be achieved by 2026)	30%
Reduce the annual running cost of the operational property estate (Target to be achieved by 2026)	£6,000,000
The percentage completion of all Priority 1 works	100%
General fund capital receipts (Target to be achieved by 2026)	£25,000,000

Supporting a highly-skilled and productive workforce with the well-being of staff at its core

We will:	Lead Member	Lead Directorate
Develop a new five-year Workforce Strategy by March 2023.	Cllr Chris Weaver	Resources
<p>Reduce sickness absence rates by:</p> <ul style="list-style-type: none"> Continuing to support staff well-being, particularly through providing additional support for staff suffering with poor mental health; Strengthening management practice across all directorates, with a focus on reducing long-term sickness absence rates. 	Cllr Chris Weaver	Resources
Implement strategies that are aligned to the Gold Level Corporate Health Standard Award.	Cllr Chris Weaver	Resources
<p>Ensure that the Council’s workforce is representative of the communities it serves by:</p> <ul style="list-style-type: none"> Ensuring that any development of new policies and processes or changes to current policies and processes continue to promote a diverse and representative workforce; Promoting the work of our employee networks; Supporting careers events in our least represented communities; Reviewing the new Cardiff Works Ready Scheme by January 2023 to understand the impact it has to increase the Cardiff Works pool – making it more representative of the communities we serve. 	Cllr Chris Weaver	Resources, and Adult Services, Housing & Communities
<p>Ensure Cardiff Council is a ‘Fair Work’ employer by:</p> <ul style="list-style-type: none"> Reviewing long-term agency placements and taking appropriate actions in line with the policy of reducing the use of agency workers on long-term assignments; Reviewing agency workers placed with the Council via the Into Work Service. 	Cllr Chris Weaver	Resources, and Adult Services, Housing & Communities

Key Performance Indicator	Target
The percentage of staff that have completed a Personal Review (excluding school staff)	100%
The number of working days/shifts per full-time equivalent (FTE) Local Authority employee lost due to sickness absence	9.5

Using the power of the public purse to support the city's recovery

We will:	Lead Member	Lead Directorate
Increase year-on-year social value/ community benefits delivered through the Council's annual procurement programme utilising the TOMs (Themes, Outcomes, Measures) National "Social Value" Framework.	Cllr Chris Weaver	Resources
Continue to support the Foundational Economy by making our procurement spend more accessible to local small businesses and the third sector.	Cllr Chris Weaver	Resources
Develop a Socially Responsible Procurement Strategy and Delivery Plan to shape the Council's procurement approach for the next four years.	Cllr Chris Weaver	Resources
Ensure the Council's procurement programme fully supports the delivery of the Council's aim of being a Carbon-Neutral City by 2030.	Cllr Chris Weaver	Resources

Key Performance Indicator	Target
The percentage of overall spend with Cardiff-based organisations	52%
The percentage of overall spend with Cardiff Capital Region-based organisations.	66%
The percentage of overall spend with Welsh-based organisations	70%
The percentage of new contracts (above £250,000) which include social value commitments	20%
The financial value of the social value committed to within contracts awarded in the year	Baseline
The financial value of the social value delivered within the year	Baseline

Making sure that the Council better talks to and listens to the city that it serves

We will:	Lead Member	Lead Directorate
Develop and publish a new citizen engagement strategy by October 2022 in line with the Local Government and Elections (Wales) Act 2021.	Cllr Chris Weaver	Performance & Partnerships, and Governance & Legal
Progress and deliver our customer service agenda with a focus on: <ul style="list-style-type: none"> Tailored customer service training for all staff relevant to their roles and responsibilities; Delivering an improved complaints process. 	Cllr Chris Weaver	Resources

Key Performance Indicator	Target
Citizen satisfaction with Council services	70%
The percentage of canvass response (either via automatic verification or direct response)	90%
The number of new potential electors identified by using local data sources and sending an invitation to register	3,000

Managing the Covid-19 pandemic

We will:	Lead Member	Lead Directorate
Support an ongoing partnership approach to pandemic management , as part of a wider programme of comprehensive public protection, including: <ul style="list-style-type: none"> Supporting a surveillance and risk-based response to incidents and outbreaks; Continuing to manage any clusters and outbreaks in high-risk settings. 	Cllr Huw Thomas	Resources, Economic Development and Adults, Housing & Communities

This appendix sets out how the delivery of the Administration's priorities through the Corporate Plan has been informed by and is compliant with statutory requirements.

Delivering Capital Ambition

Delivering Capital Ambition, the Council's Corporate Plan, sets out how the Administration's priorities for Cardiff will be achieved, providing clarity on what will be delivered, and by when.

In accordance with the requirements of the Well-being of Future Generations (Wales) Act 2015, Delivering Capital Ambition sets out Cardiff's Well-being Objectives, the steps we will take to achieve them and how we will measure progress.

Glossary of Terms

- **Well-being Objective:** sets out what the Council wants to achieve
- **Outcome Indicator:** a measure of city-wide performance
- **Step:** what the Council will do, and by when, to help achieve each Well-being Objective
- **Key Performance Indicator:** an indicator of operational performance that shows if the steps the Council are taking are effective
- **Target:** sets out a numerical value on Key Performance Indicators to be achieved
- **Self-Assessment:** a process that directorates undertake to help shape Well-being Objectives and identify the steps for inclusion in Delivering Capital Ambition

Setting Well-being Objectives

The Well-being Objectives were set following a self-assessment process undertaken by each directorate. As a result of this exercise a new Well-being Objective – Managing the Covid-19 Pandemic – was adopted for 2021/22.

This process was designed to ensure that each directorate had due regard to the Sustainable Development Principle by encouraging a consideration of the five ways of working:

- **Long term:** The Well-being Objectives and steps in this plan were informed by the Well-being Assessment 2017, the Population Needs Assessment and work on Future Trends undertaken by the Cardiff Public Services Board (PSB).

- **Prevention:** Drawing on the evidence, our Well-being Objectives and steps are designed to tackle both the immediate demand pressures on public services and the root causes of these pressures, most importantly through tackling poverty and inequality.
- **Collaboration:** The Well-being Objectives in this plan were developed in close collaboration with our public service partners, and the Cardiff PSB has adopted the same seven Well-being Objectives in its Well-being Plan, reflecting our shared aspirations and the common understanding of challenges facing the city.
- **Integration:** The Well-being Objectives cut across departmental silos, focussing on what all Council services can do to improve the well-being of the people of Cardiff, and contribute to the seven national Well-being Goals. The Council has also integrated its Strategic Equality Objectives into the Corporate Plan to ensure that the strategic actions for creating a more equal city are embedded in the Council's Planning and Delivery Framework.
- **Involvement:** In developing the Well-being Objectives we have drawn on the results of the annual Ask Cardiff citizen survey – which received over 2,700 responses in 2021 – and on focus groups with 'seldom heard' groups. We continue to involve residents in decisions which affect them; consultation has taken place on specific strategies such as the replacement Local Development Plan, the International Sports Village Masterplan and the draft recycling strategy.

The Council's Policy Framework

Capital Ambition sets out the Administration's policy agenda. The Corporate Plan and the Well-being Plan are key documents in delivering Capital Ambition, as they translate the Administration's priorities into deliverable organisational objectives.

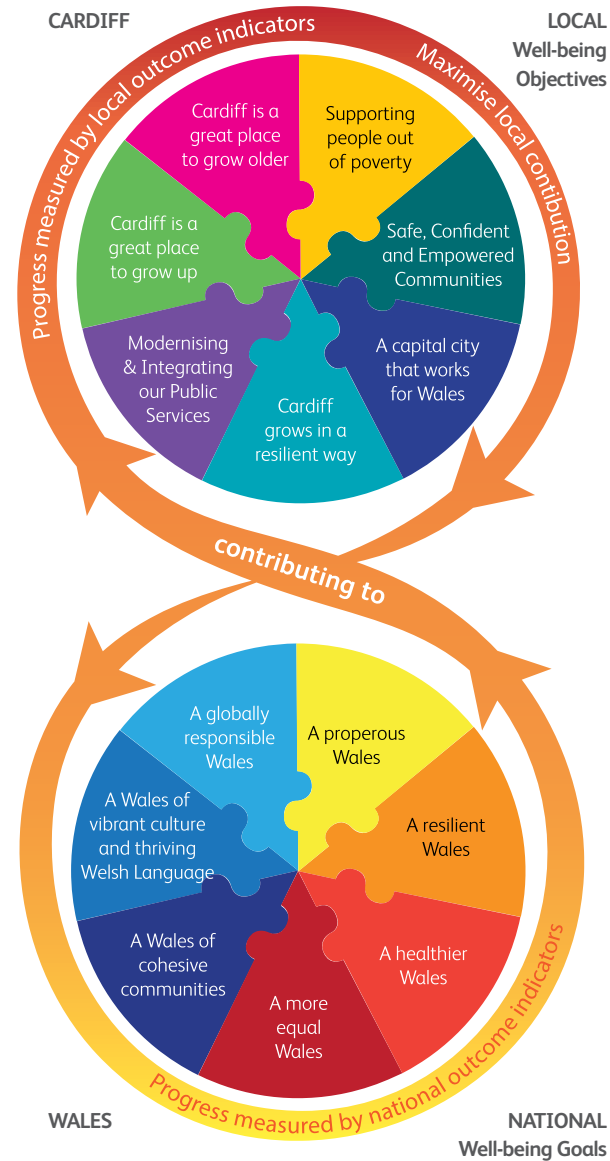
- **Corporate Plan:** focuses on the issues and services which the Council has prioritised.
- **Well-being Plan:** focuses on areas of collaborative advantage in the delivery of public services. Both the Council and the Public Services Board will measure progress towards achieving the Well-being Objectives using the same indicators of city performance. Not only will this enable partners in Cardiff to keep track of how the city is performing, it will also help demonstrate Cardiff's contribution towards achieving the Welsh Government's aim of improving well-being nationally.

Contribution to National Well-being Goals

The Welsh Government has set out national Well-being Goals under which Cardiff Council and the Cardiff PSB have agreed complementary local Well-being Objectives. In order to measure Cardiff's progress towards achieving the seven Well-being Objectives, a series of high-level outcome indicators were selected which provide objective measures of the city's performance.

Outcome indicators are high-level indicators which measure long-term trends. They provide an overview of the city's performance, both over time and relative to other cities and Local Authorities. The trends they measure are difficult to influence directly and no single body or organisation can be held accountable for delivering them.

A full set of outcome indicators is published annually by the Cardiff Public Services Board, most recently in the [Cardiff in 2021](#) analysis, which provides an annual snapshot of how the city is performing.



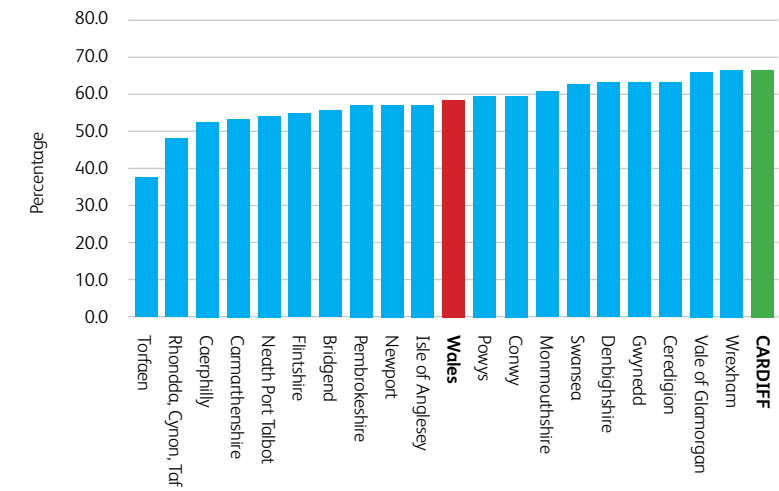
Well-being Objective 1: Cardiff is a great place to grow up

Measuring Progress against the Well-being Objective: Outcome Indicators



Improving City Performance: Achievement at A level²

Percentage of 17 year old pupils entering at least 2 A levels achieving 3 A*-C, 2018/19

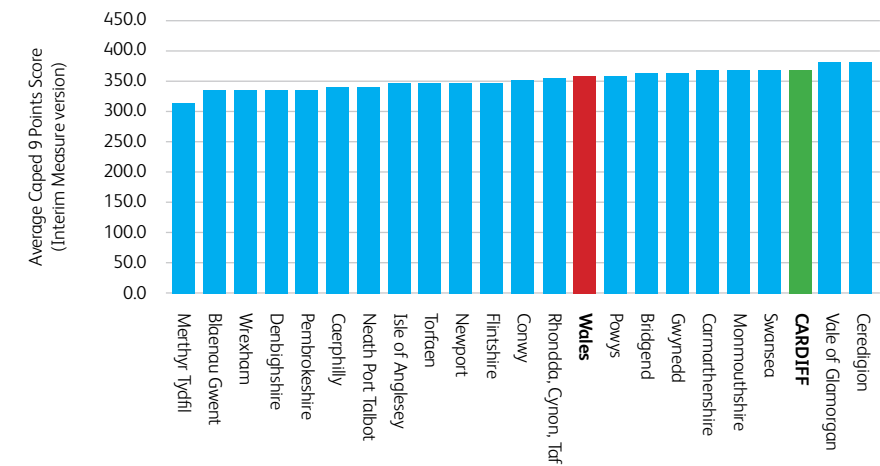


Source: Welsh Government



Improving City Performance: Achievement in Secondary Schools²

Average Capped 9 points Score (Interim Measure Version), 2018/19



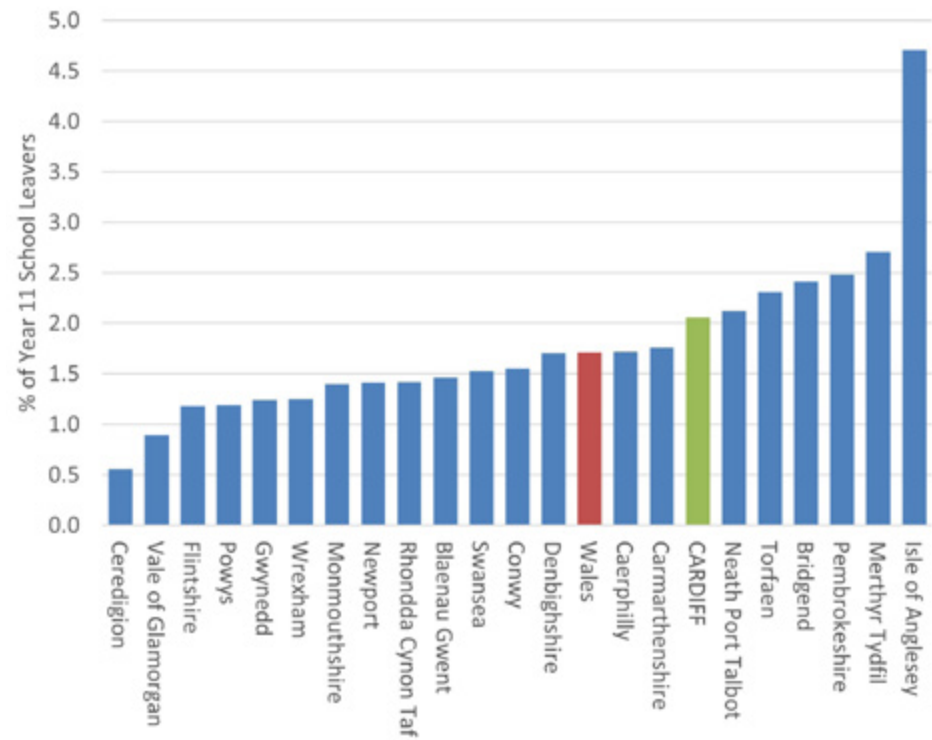
Source: Welsh Government

² This is the latest available data. Due to the coronavirus pandemic, Welsh Government cancelled examinations for 2019/20 and 2020/21 in place of a centre determined grade model. Moving forward, a new assessment is being determined.



Closing the Inequality Gap: 16 year olds not in education, employment or training

Year 11: Percentage NEETS, 2020

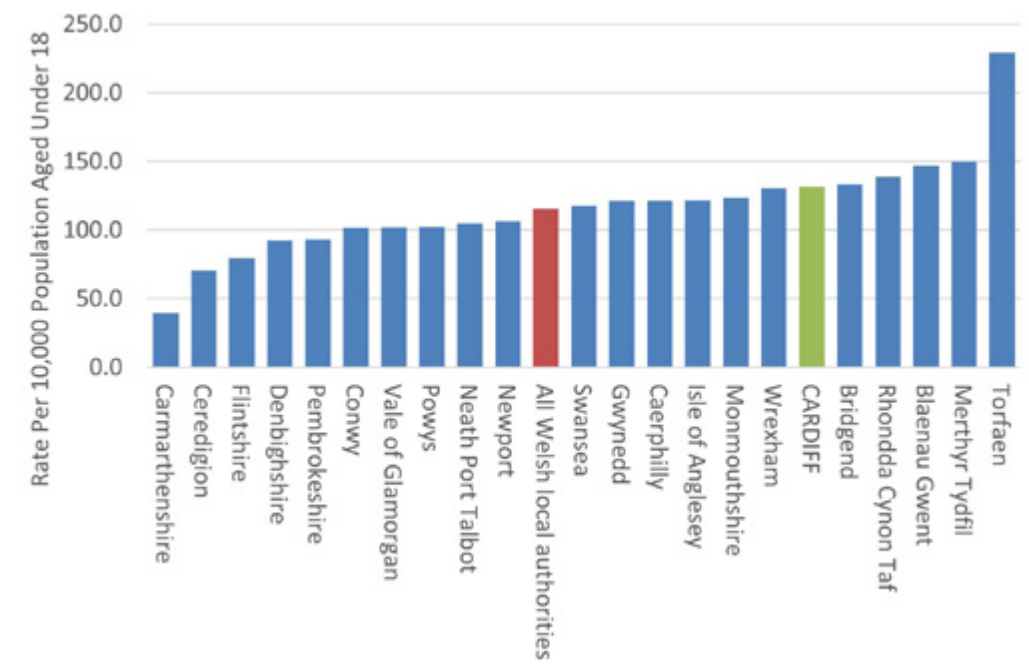


Source: Careers Wales



Improving City Performance: Number of Children Looked After

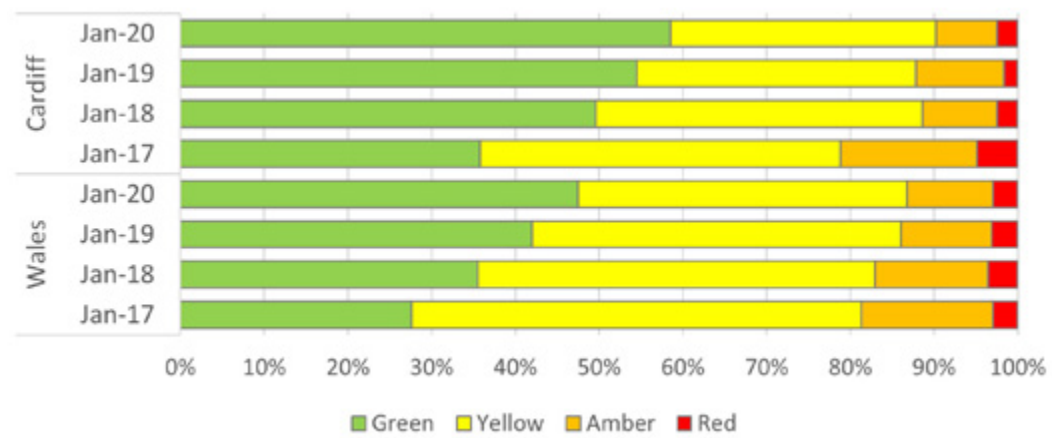
Children looked after at 31 March per 10,000 population aged under 18, 2021



Source: Welsh Government

National School Categorisation: The National School Categorisation System aims to provide a clear structure to review how well a school is performing.³

School Categorisation: Primary, Secondary & Special Schools 2017 -2020



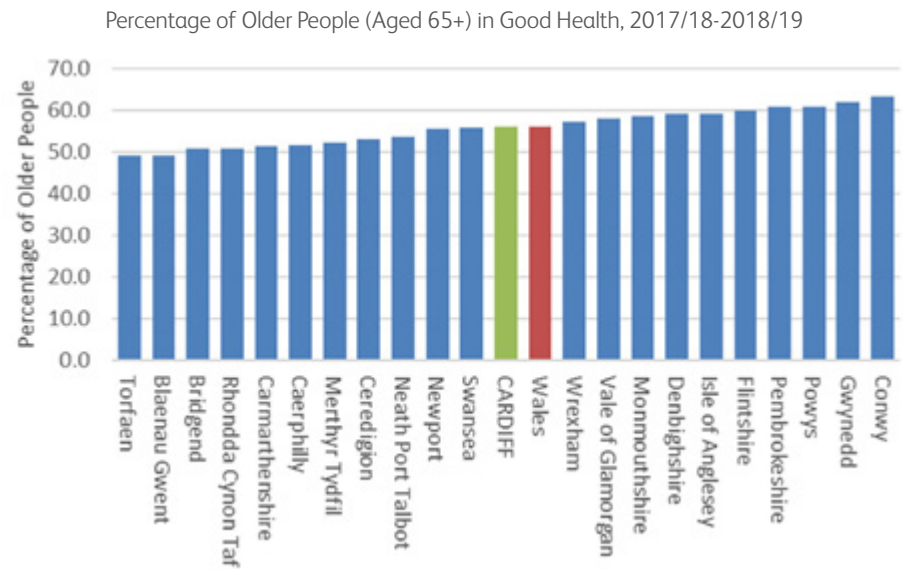
Source: Welsh Government

³ Estyn inspections have been suspended due to the pandemic

Well-being Objective 2: Cardiff is a great place to grow older

Measuring Progress against the Well-being Objective: **Outcome Indicators**

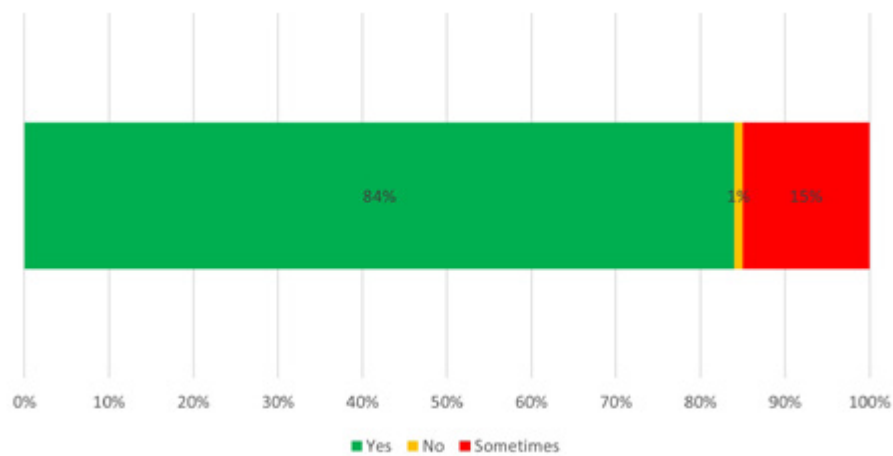
Improving City Performance: Health in older people



Source: Public Health Wales

Improving City Performance: Quality of Local Social Care Services

Percentage of adults in Cardiff who are happy with the care and support they have had, 2019/20



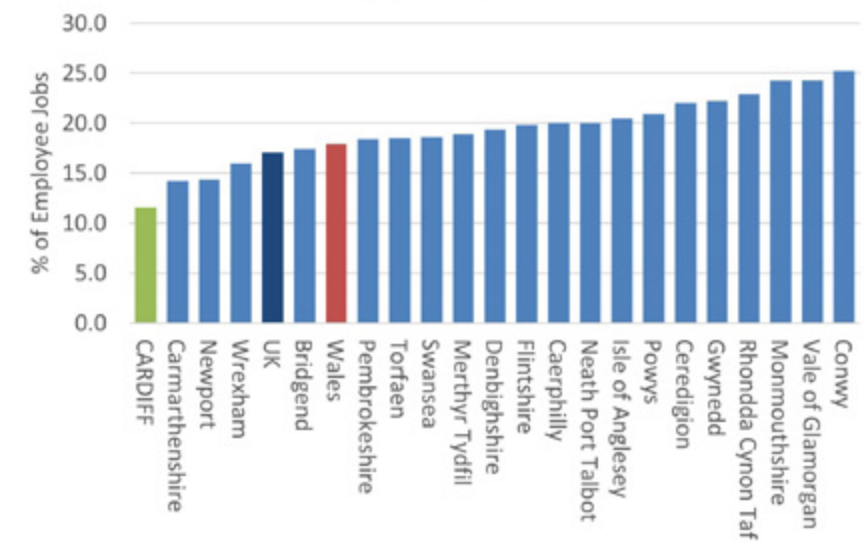
Source: Social Services & Well-being Survey 2019/20, Cardiff Council

Well-being Objective 3: Supporting people out of poverty

Measuring Progress against the Well-being Objective: **Outcome Indicators**

Closing the Inequality Gap: Employees Earning Below the Real Living Wage

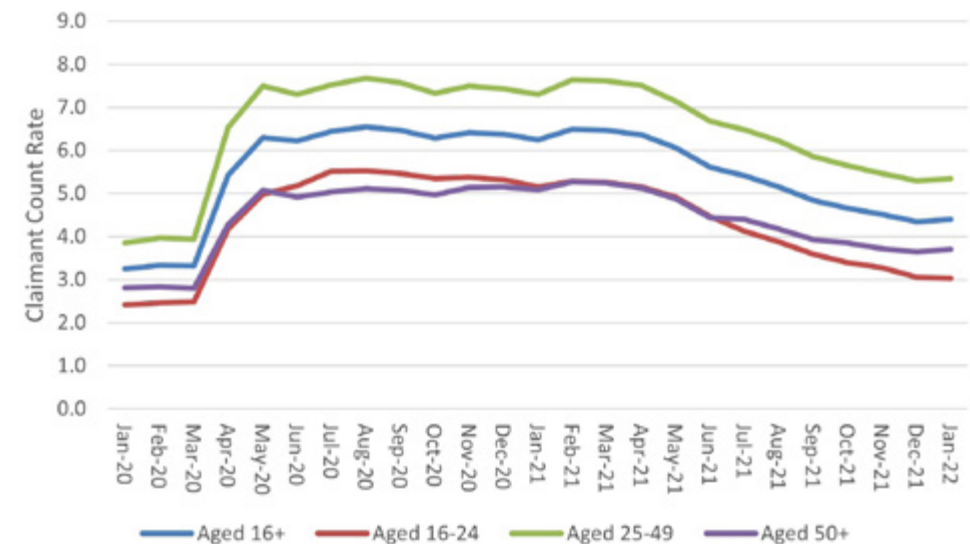
% of Employee Jobs Earning Below Living Wage Foundation's Living Wage (Wales), 2021



Source: Office for National Statistics

Closing the Inequality Gap: Levels of unemployment

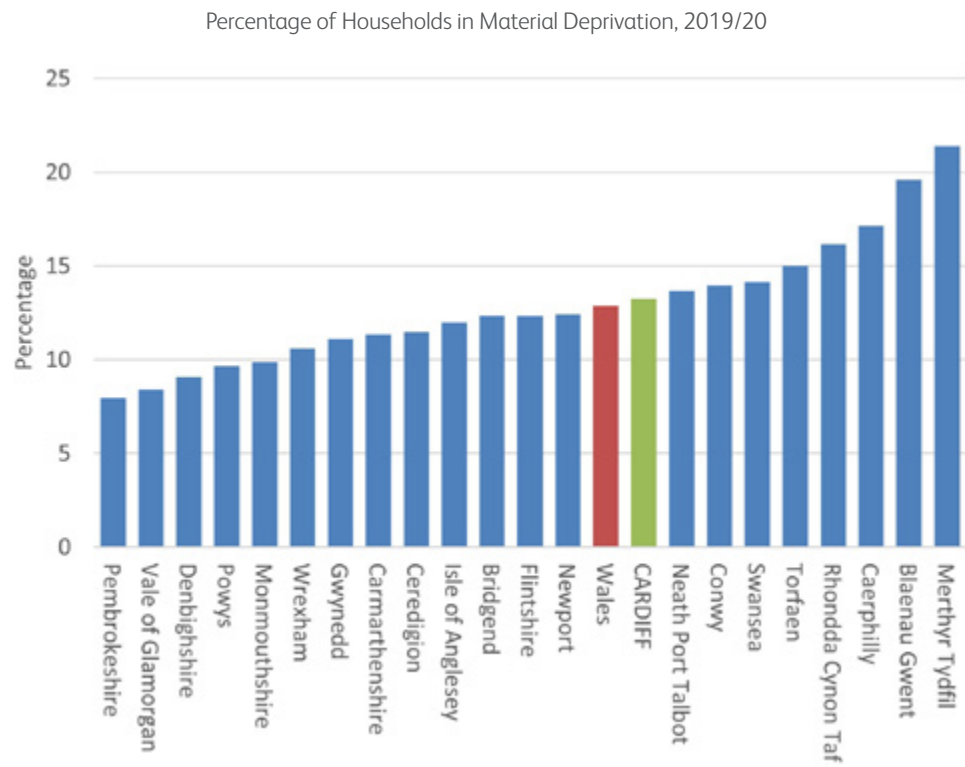
Claimant Count Rate in Cardiff by Age Group, January 2020 to January 2022



Source: Nomis, Office for National Statistics



Closing the Inequality Gap: Levels of Poverty



Source: National Survey for Wales, Welsh Government

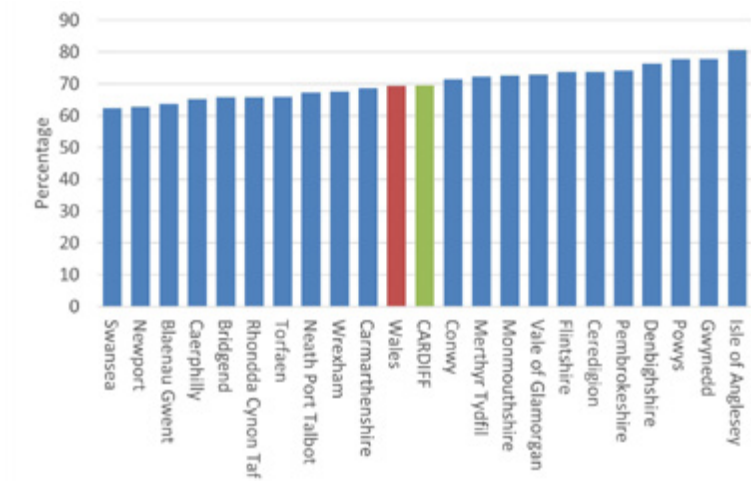
Well-being Objective 4: Safe, confident and empowered communities

Measuring Progress against the Well-being Objective: Outcome Indicators



Improving City Performance: Community Cohesion

Percentage of People Agreeing that they Belong to the Area; That People from Different Backgrounds Get on Well Together; and that People Treat Each Other with Respect, 2020/21

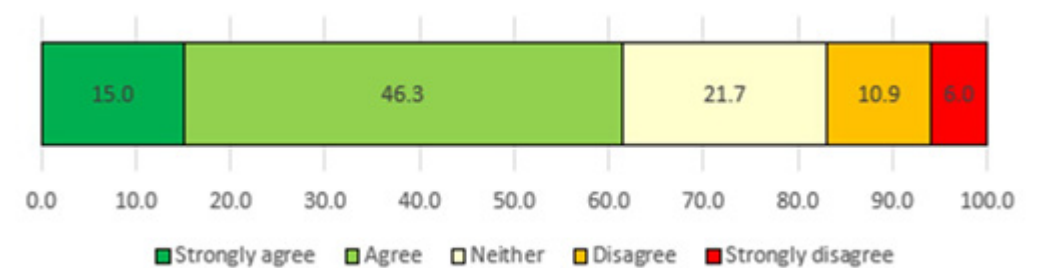


Source: National Survey for Wales, Welsh Government



Improving City Performance: Neighbourhoods

To what extent do you agree or disagree with this statement: My neighbourhood is a place where people get on well together and help each other. (Base: 2,577)

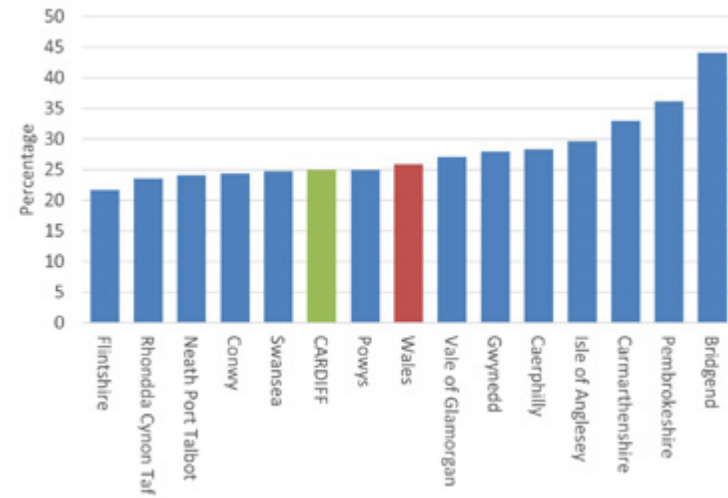


Source: Ask Cardiff 2021



Improving City Performance: Adults who Feel They Can Influence Local Decisions ⁴

Percentage who feel able to influence decisions affecting their local areas, 2020/21

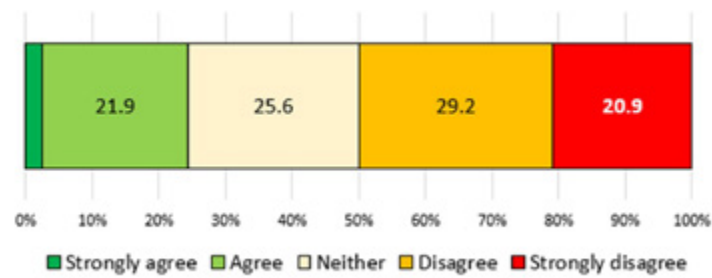


Source: National Survey for Wales, Welsh Government



Improving City Performance: Local issues

To what extent do you agree that you are able to have a say on local issues on how Council services are run in your community? (Base: 2,155)

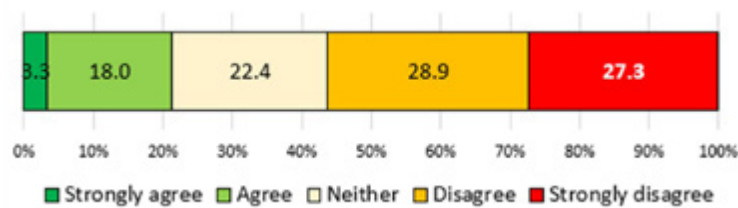


Source: Ask Cardiff 2021



Improving City Performance: Community Safety

To what extent would you agree or disagree that the police and other public services are successfully dealing with anti-social behaviour and crime in your area? (Base: 1,862)



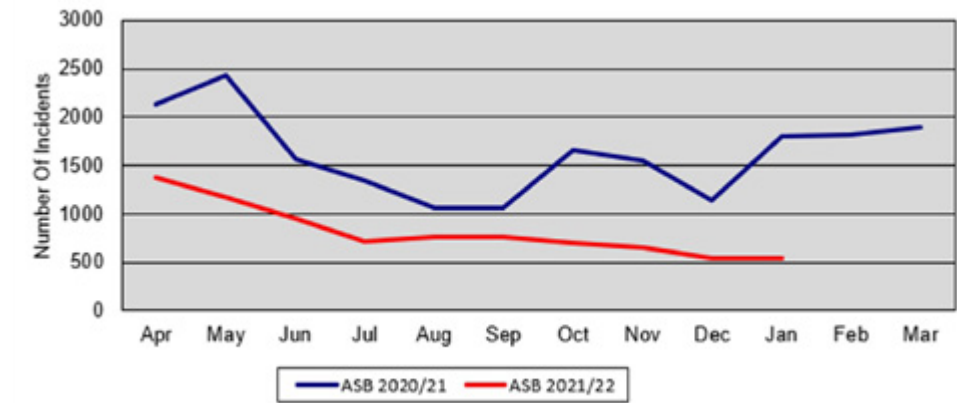
Source: Ask Cardiff 2019 & 2020

⁴ Data is unavailable for eight Welsh Local Authorities.



Closing the Gap: The number of reports of anti-social behaviour to the police

Antisocial Behavior Monthly Trends Chart

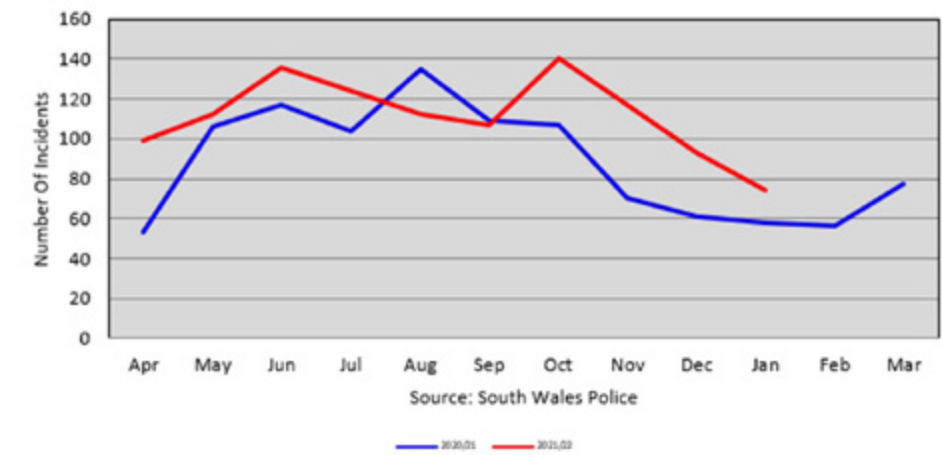


Source: South Wales Police



Closing the Gap: Increase the confidence of victims to report hate crime – to get a sense of the scale of hate-related discrimination in Cardiff

Hate Incidents Monthly Trends Chart



Source: South Wales Police

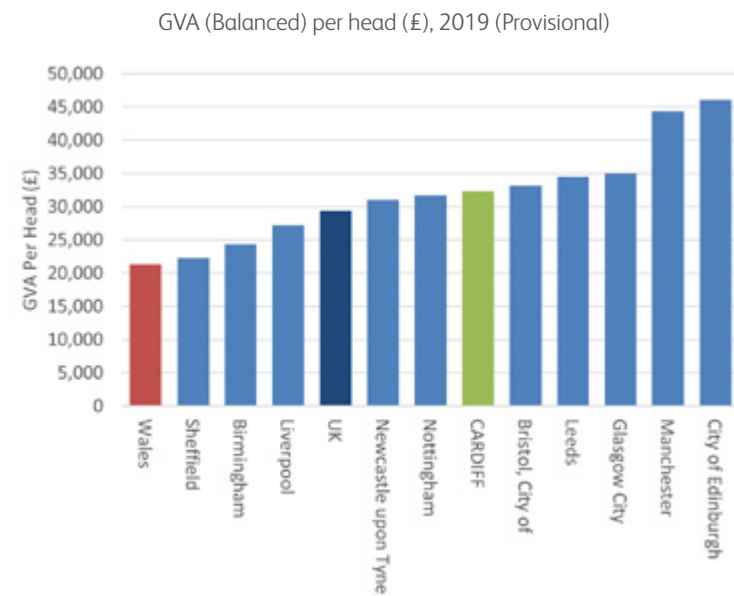
Well-being Objective 5:

A capital city that works for Wales

Measuring Progress against the Well-being Objective: **Outcome Indicators**



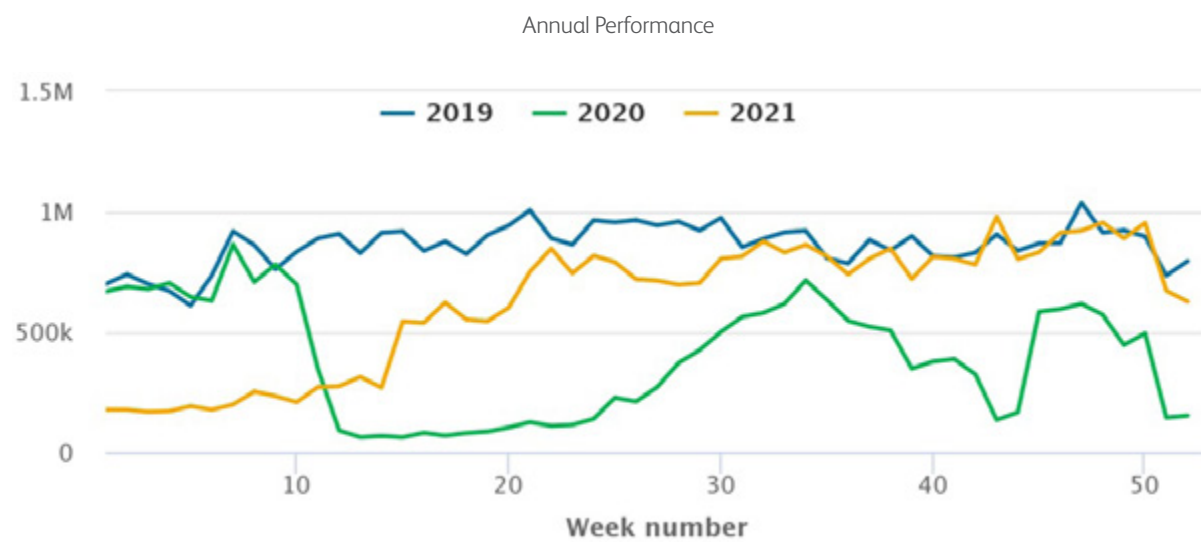
Improving City Performance: Gross Value Added per person



Source: Nomis, Office for National Statistics



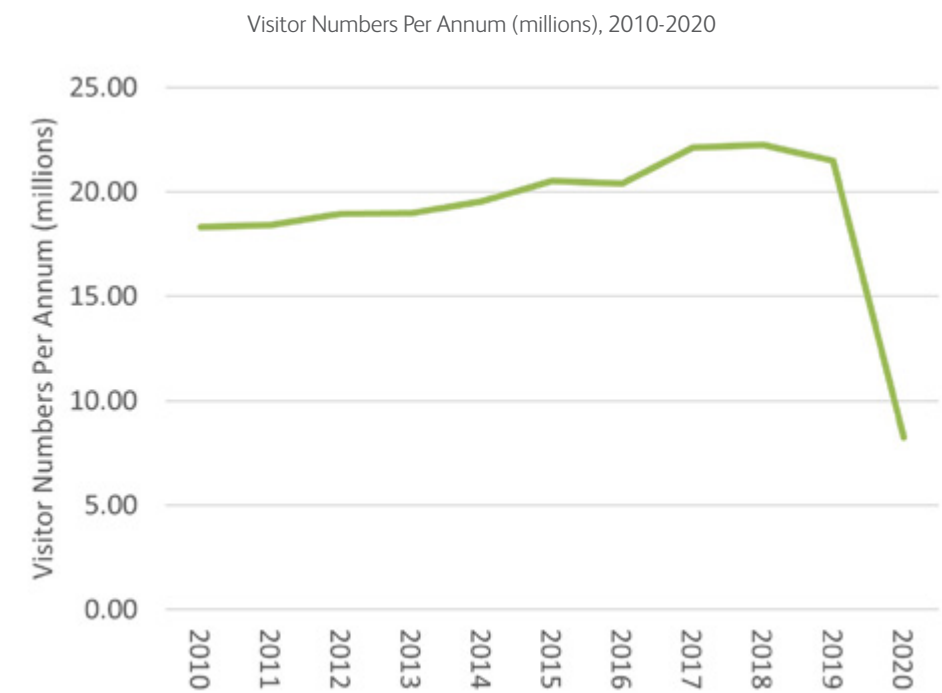
Improving City Performance: City Centre Footfall



Source: Cardiff Council



Improving City Performance: Visitor Numbers



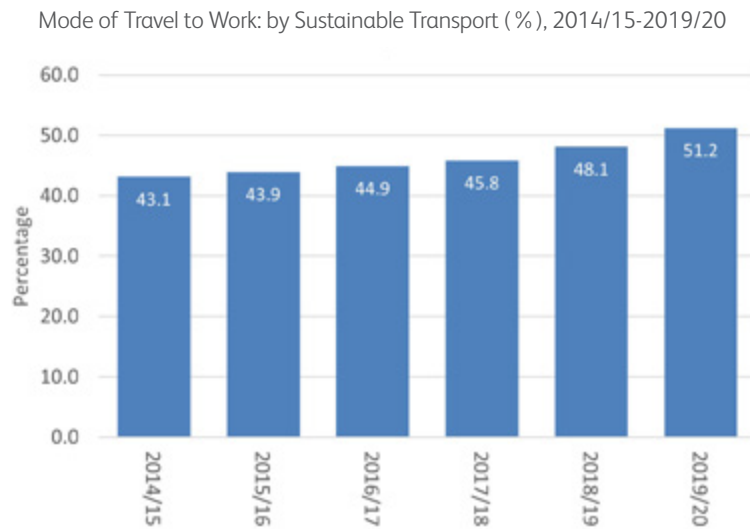
Source: STEAM

Well-being Objective 6: Cardiff grows in a resilient way

Measuring Progress against the Well-being Objective: Outcome Indicators



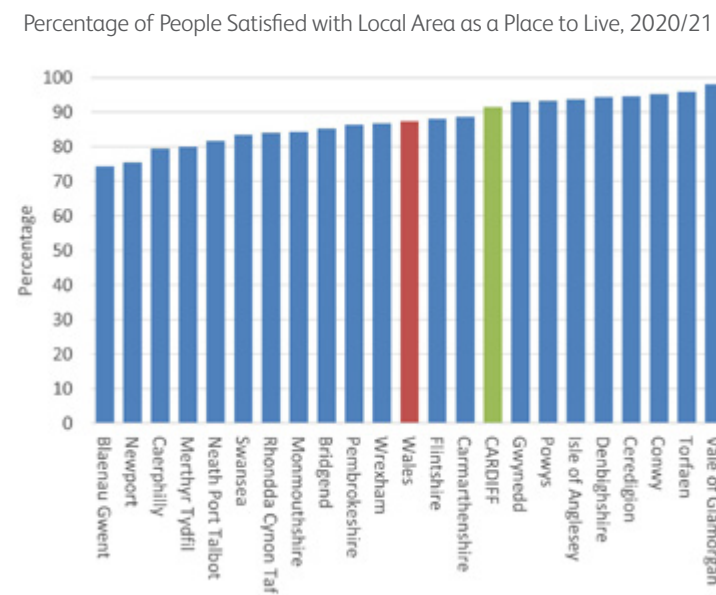
Improving City Performance: Commuting by Sustainable Transport



Source: Transport Survey, Cardiff Council



Improving City Performance: Satisfaction with Local Area

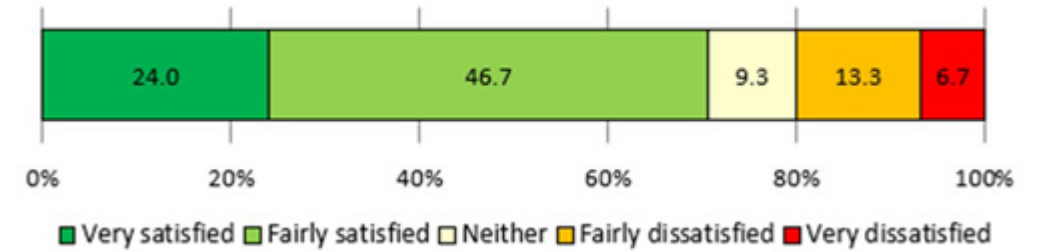


Source: National Survey for Wales, Welsh Government



Improving City Performance: Local Community

How satisfied or dissatisfied are you with your local community as a place to live?
(Base: 2,604)

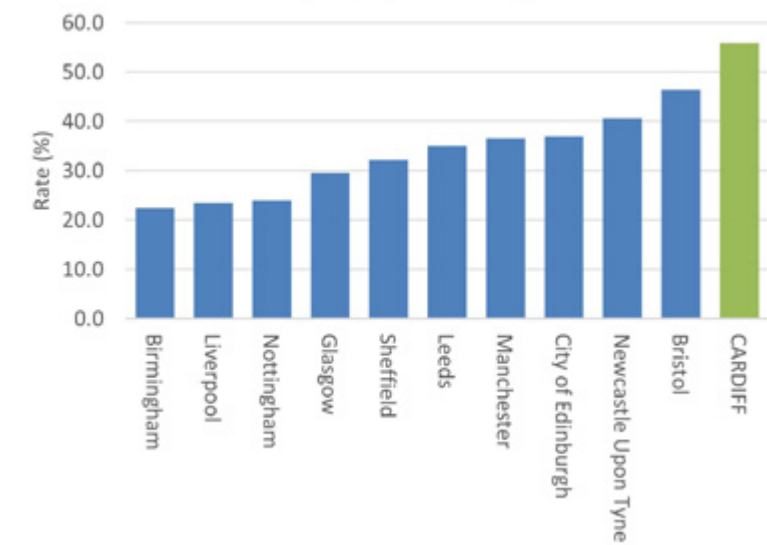


Source: Ask Cardiff 2021



Improving City Performance: Recycling Figures⁵

Reused/Recycled/Composted Rate (%), 2020 (Scotland) and 2020/21 (England & Wales)

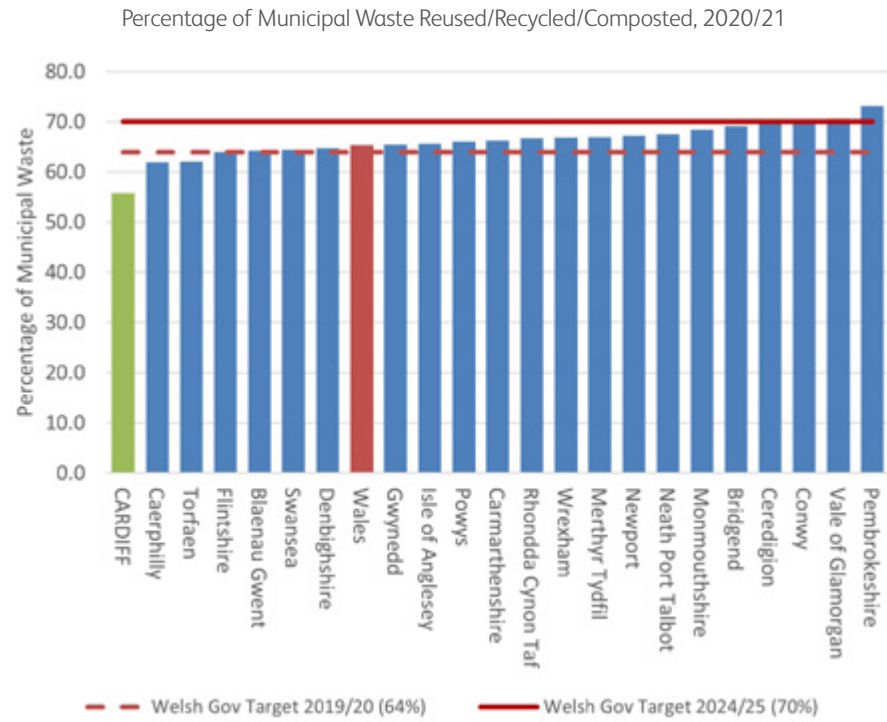


Source: Welsh Government, DEFRA & Scottish Environment Protection Agency

⁵ Latest Available Recycling Rates – 2020/21 for Wales and England, 2020 for Scotland. The calculation of the recycled rate differs slightly between the three nations.



Improving City Performance: Municipal Waste - Reused/Recycled/Composted



Source: Welsh Government

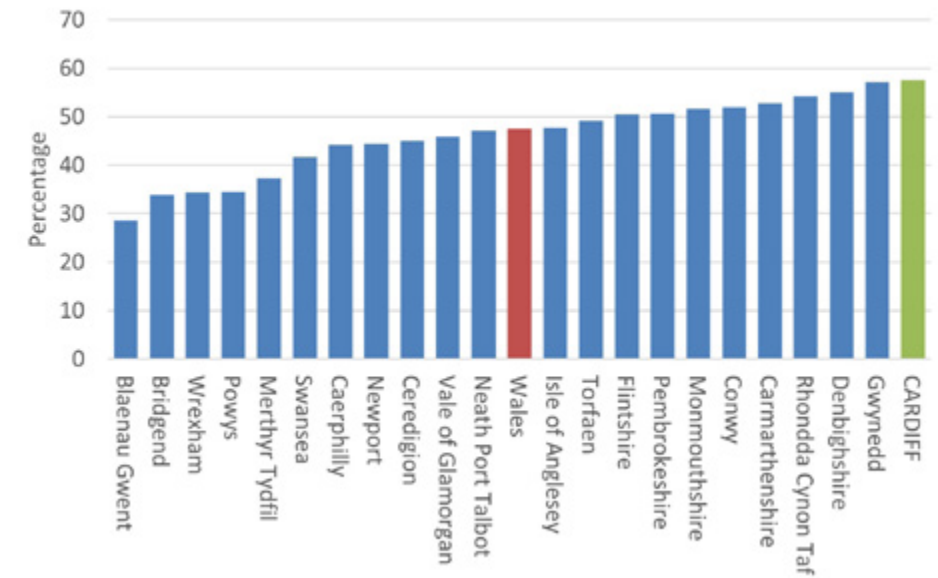
Well-being Objective 7: Modernising and integrating our public services

Measuring Progress against the Well-being Objective: Outcome Indicators



Improving Council Performance: Satisfaction with services in the local area

Percentage of People that Agree the Named Local Authority Provides High Quality Services, 2019/20

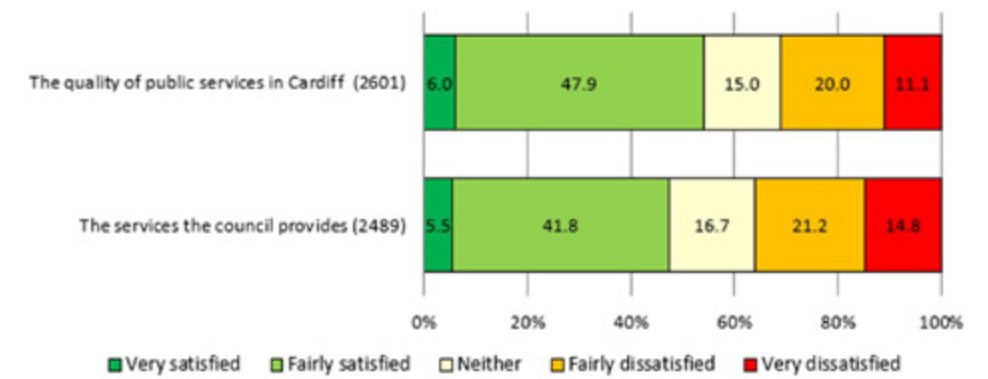


Source: National Survey for Wales, Welsh Government



Improving Council Performance: Quality of Council Services

Overall, how satisfied are you with the following?



Source: Ask Cardiff 2021

Corporate Plan 2022-25 Target setting Observations

REF/PAGE	Observation/for Cabinet's further reflection
WBO1	
S1.6	The Panel sought assurance that CYPSC would be involved in arrangements in relation to ' Begin to develop a strategic framework for the future prioritisation of 21st Century School and Local Development Plan investment. ' We note the Leaders assurance that this will happen. We also note whilst Band B included academic rigour via Cardiff University WISERD, the role of scrutiny is a critical part of this process.
S1.14 (New)	The Panel sought assurance that scrutiny of the Central South Consortium (CSC) to deliver school improvement and measure school performance as the new accountability and assessment framework emerges would continue, particularly as the CSC was highlighted as a recommendation in the Estyn report. Members note the Education Service is currently awaiting guidance from Welsh Government regarding the new accountability and assessment framework. and will continue to work with CSC in delivering school improvements. The Service has built on the progress of the schools causing concern, and yellow and green schools processes, to put in place an all-schools risk meeting that operates 4 times per year but want to strengthen this with CSC, looking particularly at teaching and learning. Service has shared the Cardiff strategic priorities with CSC principal improvement partners to work on when looking at all schools' risk meetings.
S1.16 (New)	The Panel sought clarification in relation to " Deliver an integrated model of Youth Support Services ", and what that means. We note that this arose out of the Covid recovery whilst looking more closely with colleagues across the authority at integrating services for young people. It relates to a wider piece of work across a range of services across the city
KPI 1.6, KPI 1.8 KPI 1.14	Attendance of children looked after; Successful EOTAS and Children Looked After transitions at year 11; Members highlighted the lower results compared to all pupils. The Panel noted that in terms of outcomes and attainment standards for children looked after, Education & Lifelong Learning acknowledged that results need to improve and has committed additional, dedicated resource to the service to support those children & young people, which is a key component to driving up standards and outcomes. In terms of EOTAS (Education Other Than At School) pupils, this is a group of challenged and disengaged young people, impacted by the pandemic where digital youth work works well. We note the Council is looking to quality

Scrutiny comments and observations for further consideration

	<p>assure all the different provisions to improve outcomes and build on current provisions. It is an area of focus for the Cabinet which mirrors scrutiny's concerns. The target reflects current performance, but when adding Cardiff 2030, sets out the next steps in the Council's education journey.</p> <p>Performance has improved over the past 5 years and the Council is now getting into more difficult to solve areas. We note the Chief Executive's comment that the work the Council is doing to identify needs for this cohort via the vulnerable assessment profiling is much stronger than it was and in a good position to make inroads in ensuring needs are identified and support is in place for these young people.</p> <p>The Panel also notes that in relation to working practices across Education and Children's Services, strides have been made to share data and resources and is ongoing.</p>
KPI1.30 KPI1.32	<p>The Panel commended the performance reported to date, with many areas on target, including the Family Gateway. However, highlighted that Support4Families has not yet met its target.</p> <p>We note officers' response that the current target is 2000, a cumulative target pending quarter 4 results and the service area is confident that they can reach the target. Current results are only slightly lower than this time last year.</p>
KPI1.33	<p>Youth Justice Service: Members enquired why only 7 had been referred to the team.</p> <p>We note the Chief Executive's response that, in relation to first-time entrants, the results reflect a welcome change of practice, including diversionary activities and police showing a reluctance to criminalise young people. This has been audited by Youth Justice Cymru which resulted in taking the Cardiff YJS Board out its higher level of monitoring. We note that there may be other factors playing out in terms of how the courts have operated, but mainly due to change of practice.</p>
KPI 1.34	<p>The percentage of children re-offending within 6 months of their previous offence: Members highlighted that performance appears to be decreasing and the target of 40.0% seems high, asking how Cardiff compares with other local authorities in relation to reoffending rates?</p> <p>We note the Chief Executive's view that reoffending rates are a difficult area, partly as it takes time for the reoffending rate to be reflective of the changes of practice being made. We were assured by the Corporate Director that there has been a significant reduction in the reoffending rates,</p>

Scrutiny comments and observations for further consideration

	and comparisons show Cardiff doing significantly better than it was. It was impacted by Covid but will keep a keen eye on this and where it settles.
WBO2	
Corporate Plan, page 21.	<p>Community Resource Team: The Panel noted KPI results for the Community Resource Team have been consistently well below target since the outbreak of the pandemic.</p> <p>The Panel recognises that partnership working with the RPB to address CRT issues is included in the Corporate Plan, however the narrative needs to be expanded to provide greater detail to the reader on the current joint working with partners in this area. Specifically, the narrative should include how the current work will be developed and enhanced going forward.</p>
	Cross-directorate work: The Panel recommends more emphasis is included in the draft Corporate Plan on the importance of cross-directorate work within the Council to achieve well-being objective 2.
Corporate Plan, page 24 – S2.10	Quality of Care: The Panel recommends within the draft Corporate Plan, more explanation on the Quality Assurance Framework recently implemented is provided. This narrative should include the framework's purpose and how it works.
Corporate Plan, page 24	<p>Social Care Workforce: As referenced at the meeting, the Community & Adult Services Scrutiny Committee have previously been informed a key focus for the service area in response to heightened pressures and demands, is to grow the social care workforce.</p> <p>The Panel commends the emphasis on growing and valuing the social care workforce within the proposed narrative of the Corporate Plan.</p>
KPI 2.7	<p>Delayed Transfers of Care: The Panel queried when the data for delayed transfer of care will be reinstated. The Panel note it is hoped this data collection will likely be reinstated at the start of the next financial year.</p> <p>Further to this, we also note there is now a much better understanding about the whole system of prevention, admission, and discharge into or from hospital. As a result, more meaningful KPIs in relation to this area of work are also looking to be developed.</p>
WBO3	
KPI 3.15 KPI 3.16	Homelessness: The Panel stated the number of rough sleepers housed who have maintained their accommodation is still consistently below target. In addition, we also noted the target for this KPI has also been lowered from 70% to 65% in this new Corporate Plan.

Scrutiny comments and observations for further consideration

	<p>In conjunction, the target for the number of people who experienced successful outcomes through the Homelessness Reconnection Service has also been lowered in the new draft Corporate Plan (the target is now 75%, it was 80%).</p> <p>Given the Council's revised approach to addressing homelessness since 2020, and all its associated steps, the Panel queried why targets are not being achieved and why the targets have been lowered.</p> <p>The Panel notes the complex needs of the cohort and that the Reconnection Service was suspended for a period, due to the pandemic. In line with this, the Panel also raised how the cost-of-living crisis could affect overall demand on these services and present difficulties in achieving targets.</p> <p>We were informed KPI 3.15 is a new indicator introduced last year and so provided baseline information to inform target setting.</p> <p>The Panel overall had concerns that the lowering of these targets could suggest a lowering of ambition. Though the Panel recognises the need for targets to be achievable, given the importance of this KPI, and the Council's revised work in addressing homelessness since 2020, we wish to formally note our concern over the lowering of these targets and reiterate, and stress, the need to ensure targets remain high to ensure ambition is continually pushed, and better results are always achieved.</p>
WBO4	
Corporate Plan S4.2	<p>Shared Regulatory Services (SRS): Members highlighted the step in the Corporate Plan is to deliver the SRS business plan. During our discussions in December 2021. at the mid-year performance report panel review, Members were made aware of the staffing recruitment and retention issues facing SRS in Cardiff, and nationally. Members sought assurance these had been resolved. Members note the Chief Executive's response that SRS is still facing pressures, not least the demobilisation of covid infrastructure coupled with the need to prioritise work, that the Head of SRS has not flagged any public health safety concerns per se but has flagged that concerns and pressures for staff remain. Members recommend that the Corporate Plan include narrative on SRS to this effect.</p>
Corporate Plan S4.20 (New)	<p>Violence Prevention Strategy: The Panel recommends more narrative is included on the upcoming Violence Prevention Strategy such as its aims and purpose to reflect its importance.</p>
Corporate Plan S4.27	<p>Regional Sports Partnerships: the Economy & Culture Scrutiny Committee has recently completed an Inquiry into Community Sport in Cardiff, focused</p>

Scrutiny comments and observations for further consideration

	<p>on understanding the impact on Cardiff of Sport Wales's Regional Sports Partnerships. The Inquiry Report has been submitted to Cabinet and is due to be presented to Cabinet 24 February 2022. Members highlighted the Corporate Plan makes no reference to the need to engage with Sport Wales to develop a model that works for Cardiff. Members note and agree with the response from the Leader that Cardiff is well positioned regarding community sport and the Chief Executive's response that there is an opportunity to develop a firm proposal to discuss with Sport Wales.</p> <p>Members recommend the Corporate Plan would benefit from including wording to this effect, to aid transparency and accountability, and Member's note the Leader's point that Cardiff's position could be better reflected in the Corporate Plan.</p>
KPI4.1	<p>Total number of new Council homes completed and provided: The Panel questioned if the Council is on track to complete the target of 750 new Council Homes by the end of March 2022 and 1,000 new council homes by December 2022. The Panel note the confirmation that the Council is on track to achieve these targets.</p>
KPI 4.4	<p>Libraries & Hubs: Members recognise that attendances are low because of covid. Given that libraries and hubs have reopened, Members suggested a publicity campaign should be undertaken to promote them and reassure the public regarding safety measures in place. Members note the Leader's agreement of the need to reassure and remind citizens and his expectation that the service area would have a publicity campaign to do this.</p>
KPI4.9 KPI4.10	<p>The percentage of Council staff completing Safeguarding Awareness Training: The Panel highlighted concerns over the poor results for the number of staff completing safeguarding and domestic abuse training.</p> <p>The Panel notes the results can in part be aligned to data cleansing recently undertaken. The Panel notes there will be a more concentrated focus on raising these results through comms and managerial direction, including a new dashboard for managers to access and determine which staff members need to undertake the training.</p> <p>In addition, the panel notes the challenges around encouraging front line council service staff to undertake this training.</p>
KPI 4.11	<p>The Panel queried why the number of referrals to South Wales Police regarding domestic abuse was low and sought clarity on the process for this KPI.</p> <p>The Panel notes the emphasis of this KPI is surrounding response time and it was confirmed there has been a dip in performance surrounding responding in one calendar day. However, the executive has been assured by the</p>

Scrutiny comments and observations for further consideration

	<p>service that performance overall is good. It was suggested reporting on responses within 2 days also be included.</p>
<p>KPI4.11 KPI4.14 (New)</p>	<p>The extent to which citizens agree local public services are successfully dealing with anti-social behaviour and crime in their local area.</p> <p>The Panel considers there is still a notable absence of Anti-Social Behaviour specific KPIs. However, we are pleased to see that a KPI has recently been developed relating to domestic abuse and one is being developed on how successfully bodies are dealing with ASB instances.</p> <p>The Panel queried, if, in line with their previous comments, a KPI could be developed on ASB instance in the city.</p> <p>From the response we note the emphasis that ASB is largely seen as a police matter, and a wider suite of KPIs are supplied to the Community Safety Partnership Leadership Board to ensure a broader understanding of city's ASB context.</p> <p>In addition, the Panel notes the work of Partnership problem solving groups shows, depending on the nature of the issue and the nature of the community, the issues that need to be measured can vary. We note a suite of KPI's are being developed in line with nature of this problem.</p> <p>However, as the issue of community safety is high on the agenda for Cardiff's residents, and to provide a landscape picture of ASB instance in the city and insight into whether it is improving, the Panel recommends a KPI is developed on ASB instances. Or, if this is already presented to the CSP Leadership Board – included in the Corporate Plan.</p>
WBO5	
<p>KPI5.3 KPI5.5</p>	<p>Visitors to City: Members highlighted that no targets for 2022-23 have been set for KPIs 5.3, 5.4 and 5.5. Members understand the rationale for not having targets for 2021-22, when covid lockdowns significantly reduced visits to Cardiff. The situation is changing, with the successful vaccination programme and the Welsh Government reducing restrictions, and it is important that Cardiff promotes itself to ensure it is seen as a destination of choice as the market opens up. Members wish to accept the offer from the Leader to provide further details on the work the Council and partners, such as For Cardiff and Visit Cardiff, are undertaking to market Cardiff.</p>
WBO6	
KPI6.4	<p>Electric Vehicles: The Panel questioned whether the target of 100 electric vehicles by March 2023 was realistic, given the fact that performance was only at 24 for Q3 this year.</p> <p>The Panel was advised that there were a number of charging facilities now at County Hall and this would be replicated across the city in other Council</p>

Scrutiny comments and observations for further consideration

	<p>facilities. There were challenges relating to the types of vehicles, but expectations are set at this level corporately.</p> <p>The Panel queried whether there would be facilities at City Hall to which they were advised that there were some nearby, but plans are more for Council depots where vehicles sit overnight.</p> <p>Currently there should be around 71 charging points installed by the end of the month – including 25 in Cowbridge Road, as well as some in Lamby Way and County Hall. This would then be widened in the second phase. 7 electric refuse vehicles and electric cars are also being delivered this week. The Panel were advised that there was a good degree of confidence within the service area that this target could be achieved for March 2023.</p>
KPI. 6.13	<p>Affordable Housing: The Panel explored the issues with meeting the target for the percentage of affordable housing that had been completed on developments on greenfield sites. Indications from Planning were that targets were being achieved on green and brownfield sites. This varied from application to application but overall, the Panel was reassured that the Council was achieving, if not exceeding those targets.</p>
KPI.6.16	<p>Recycling: The Panel questioned the risk to the Council of being fined for not achieving the 64% WG recycling target. Furthermore, given that the Recycling Strategy will not be approved until December 2022, the Panel queried what the further consequences will be if the Council does not then achieve the 70% WG target by 2024/25? The Panel were reassured that the risk was currently low as, from discussions with WG, there is agreement and understanding that the Strategy is the Council's response to these targets. It was reported that the pilot was going extremely well with a dramatic reduction in contamination. It was recognised that there were challenges that were unique to Cardiff and the Strategy set out ways to address this in order to achieve the targets.</p> <p>The Panel expressed frustration that Commercial waste providers do not have to meet similar recycling targets, to which they were advised that this does inadvertently affect the Council's performance as they also operate a Commercial waste service. The Panel recommends that the Council lobby Welsh Government to set targets for private companies to recycle their Commercial waste.</p>
KPI. 6.20	<p>Cleanliness of Highways: The Panel referred to previous reassurances that additional resources would be provided in this area and yet the performance still continues to fall each quarter. The Panel questioned whether this extra resource had been provided as well as what was being done in the community to promote and maintain street cleanliness? The Panel was advised that a Blitz team was in place and the proposal for the next financial year was to significantly increase the resource that is going directly into that team. There will be a much greater intensity of provision from that team, particularly in areas that are a problem with a view to</p>

Scrutiny comments and observations for further consideration

	<p>getting better outcomes. The Council was also looking at a proposal for increasing the estate management resources.</p> <p>The Panel queried what was being done regarding enforcement as there was a need to be tougher on this and increase the presence of enforcement officers. The Panel was informed that there would be potential budget reallocation to strengthen this area. Added to this would be a restructuring of the cleansing service with strengthening of the supervisory tier, which would lead to better outcomes.</p>
WBO7	
KPI7.3	<p>Webcast hits: The Panel is pleased to see how the number of webcast hits has increased. However, given that at Q3 2021/22 we are already 500 over the proposed target of 10,000 for 2022/23 you may look to be more ambitious/stretching. We acknowledge it's difficult to judge how far to stretch but we welcome your offer to review the target in light of the Panel's comments.</p>
KPI7.4 KPI7.5 KPI7.6	<p>Facebook; Instagram; Cardiff App: The significant numbers of residents now engaging with the Council via Facebook, Instagram and the App is encouraging. These KPI's all appear to have taken a significant jump in 2020/2021. The Panel questioned whether a '10% increase on the previous outturn' is a sufficiently stretching target, given the increasing numbers of young people (16/17-year-olds) that will expect to connect with the Council through the channels they are most comfortable with? We suggest these targets are worthy of review.</p>
KPI7.7 (New)	<p>The percentage reduction in the carbon footprint: The target is 30% by 2026. As a new KPI, Members were interested in whether it relates to Council run buildings only and how the Council proposes to gather performance data on carbon use?</p> <p>We note the target is based on historic building energy performance and 3 Strategies, with associated action plans for reducing the carbon footprint, will record the data. One Planet Cardiff, the Property Strategy 2021-16 (a major target of which is closely tied in with de-carbonisation of the corporate estate) and the forthcoming Core Office Strategy (which will address the inefficiency of existing core office heating systems). The target will also be a feature of Directorate Delivery Plans.</p>
KPI7.10	<p>Capital income generated: The previous 5-year Corporate Property Strategy target was £20m. The outcome £35.8. The proposed target for the next 5</p>

Scrutiny comments and observations for further consideration

	<p>years is £25m. Given the plan to implement a hybrid working model in 2022/23, utilising Council property assets and reducing revenue costs by £6m by the end of 2025/26, is £25m capital receipts low? The Panel felt we could expect there to be a significant reduction in office space required.</p> <p>Given performance over previous years Cabinet consider this is the right target, the Council can only squeeze its footprint so far before having nothing to sell off. We note detail will be in the Property Strategy.</p>
KPI7.12	<p>Sickness Absence: The outturn is forecast at 12.24 days. The Panel asked what steps will be taken to get to the target set at 9.5? Cabinet believe the Council's comprehensive well-being programme can bring figures down next year, particularly work to address long-term absence. Stress risk assessments are underway which will strengthen the approach.</p> <p>The Panel notes SRS and other services have much lower levels of absence and reiterates scrutiny's recommendation to share best practice internally within the Council.</p> <p>The Panel notes the context for each service is very relevant to sickness absence and, without the Covid element of the figures, there is in fact some underlying improvement. However, we urge you to address historical culture in some service areas.</p>
KPI7.17	<p>Maintaining customer/citizen satisfaction with Council services:</p> <p>The Panel noted that citizen satisfaction with Council services has fallen over the last year. The Corporate Plan states there will be a new engagement strategy by October 2022. As the target for this KPI used to be 75%, we questioned its reduction by 5% because previous year's results haven't been good? From Members perspective Cabinet should perhaps be more aspirational, particularly with a new engagement strategy to address the matter.</p> <p>Members note you consider 70% is right for now, as the Council has never actually achieved 70%. We also note it reflects falling trends across the country in terms of satisfaction with public services, and Cardiff tops the list in National Survey for Wales.</p>

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APPENDIX C

Corporate Plan 2022-25: Performance Panel Recommendations and Requests

The recommendations of the Performance Panel have been welcomed. The responses have been grouped into three categories (below), depending on the nature of the Panel’s comments, with a response or explanatory note included as necessary.

- 8 Recommendations
- 7 Accepted
- 1 Partially Accepted
- 0 Not Accepted

REF/PAGE	Observation/for Cabinet’s further reflection	Response	Status
WBO2	Cross-directorate work: The Panel recommends more emphasis is included in the draft Corporate Plan on the importance of cross-directorate work within the Council to achieve well-being objective 2.	The opening narrative to this Well-being Objective has been expanded to include: <i>“A key part of this will be the ongoing focus on joined-up planning and integrated service delivery across all Council directorates.”</i> <u>Relevant page of the Corporate Plan (designed version):</u> Page 20	Recommendation Accepted
Corporate Plan, page 24 – S2.10	Quality of Care: The Panel recommends within the draft Corporate Plan, more explanation on the Quality Assurance Framework recently implemented is provided. This narrative should include the framework’s purpose and how it works.	Additional text has been added to the narrative regarding the Quality Assurance Framework. <i>“Quality monitoring work will be undertaken through the Quality Assurance Framework which delivers high-quality, strengths-based social work and care. This will ensure that the assessments meet regulatory requirements and identify outcomes for individuals that reflect their voices and needs.”</i> <u>Relevant page of the Corporate Plan (designed version):</u> Page 22	Recommendation Accepted

Corporate Plan S4.2	<p>Shared Regulatory Services (SRS): Members highlighted the step in the Corporate Plan is to deliver the SRS business plan. During our discussions in December 2021. at the mid-year performance report panel review, Members were made aware of the staffing recruitment and retention issues facing SRS in Cardiff, and nationally. Members sought assurance these had been resolved. Members note the Chief Executive’s response that SRS is still facing pressures, not least the demobilisation of covid infrastructure coupled with the need to prioritise work, that the Head of SRS has not flagged any public health safety concerns per se but has flagged that concerns and pressures for staff remain.</p> <p>Members recommend that the Corporate Plan include narrative on SRS to this effect.</p>	<p>Additional text has been added to the narrative regarding Shared Regulatory Services.</p> <p><i>“More broadly, the work of Shared Regulatory Services will continue to play a vital role in ensuring public health and public safety. Having played a crucial role in responding to the Covid-19 crisis, the service is now re-focusing on core business provision in the context of rising demand pressures and ongoing pandemic management support. The expertise of the service will be effectively deployed as part of a joined-up partnership approach to public health and public protection.”</i></p> <p><u>Relevant page of the Corporate Plan (designed version):</u> Page 37</p>	Recommendation Accepted
Corporate Plan S4.20 (New)	<p>Violence Prevention Strategy: The Panel recommends more narrative is included on the upcoming Violence Prevention Strategy such as its aims and purpose to reflect its importance.</p>	<p>Additional narrative has been included regarding the forthcoming Violence Prevention Strategy.</p> <p><i>“As part of this work, a new statutory Violence Prevention Strategy will be developed with partners, focusing on building local intelligence, protecting those who are vulnerable, targeting violent offenders, and progressing a preventative approach to serious violence.”</i></p> <p><u>Relevant page of the Corporate Plan (designed version):</u> Page 37</p>	Recommendation Accepted
Corporate Plan S4.27	<p>Regional Sports Partnerships: the Economy & Culture Scrutiny Committee has recently completed an Inquiry into Community Sport in Cardiff, focused on understanding the impact on Cardiff of Sport Wales’s Regional Sports Partnerships. The Inquiry Report has been submitted to Cabinet and is due to be presented to Cabinet 24 February 2022. Members highlighted the Corporate Plan makes no reference to the need to</p>	<p>A new bullet point has been added to the step below to capture the ongoing work with Sport Wales.</p> <p>Support grass-roots and community sports by:</p> <ul style="list-style-type: none"> • Embedding the new Physical Activity & Sport Strategy 2022-27, and working with partners to develop further plans through 2022/23 that increase participation, 	Recommendation Accepted

	<p>engage with Sport Wales to develop a model that works for Cardiff. Members note and agree with the response from the Leader that Cardiff is well positioned regarding community sport and the Chief Executive’s response that there is an opportunity to develop a firm proposal to discuss with Sport Wales. Members recommend the Corporate Plan would benefit from including wording to this effect, to aid transparency and accountability, and Member’s note the Leader’s point that Cardiff’s position could be better reflected in the Corporate Plan.</p>	<p>attract investment, improve health, tackle inequality, and ensure sustainability of provision;</p> <ul style="list-style-type: none"> • Supporting access to local community sports clubs and organisations, increasing participation in sports and enhancing extra-curricular opportunities through the Community-Focused Schools approach; • Supporting community sports clubs with a particular emphasis on under-represented groups such as women and girls, ethnic minority communities, Welsh speakers, disabled people, and the LGBT+ community; • <i>Ensuring that the Sport Wales’s Regional Sports Partnerships reflect the priorities of Cardiff.</i> <p><u>Relevant page of the Corporate Plan (designed version):</u> Page 44</p>	
<p>KPI4.11 KPI4.14 (New)</p>	<p>The extent to which citizens agree local public services are successfully dealing with anti-social behaviour and crime in their local area.</p> <p>The Panel considers there is still a notable absence of Anti-Social Behaviour specific KPIs. However, we are pleased to see that a KPI has recently been developed relating to domestic abuse and one is being developed on how successfully bodies are dealing with ASB instances.</p> <p>The Panel queried, if, in line with their previous comments, a KPI could be developed on ASB instance in the city.</p> <p>From the response we note the emphasis that ASB is largely seen as a police matter, and a wider suite of KPIs are supplied to the Community Safety Partnership Leadership Board to ensure a broader understanding of city’s ASB context.</p>	<p>The Corporate Plan already contains indicators on Anti-Social Behaviour. Results of the Ask Cardiff survey question “The extent to which citizens agree that local public services are successfully dealing with anti-social behaviour and crime in their local area” is included in the Corporate Plan itself and “The number of reports of anti-social behaviour (ASB) to the police” has also been included as an outcome indicator in the new Corporate Plan.</p> <p>Together these two indicators give an assessment at a city-wide level of ASB. As ASB data is primarily police data, this is reported to the Community Safety Leadership Group. The board has developed a data dashboard that is bringing all data relating to crime and ASB together that can be analysed by the Council and partners and support evidence-based action.</p> <p>ASB is also, very often, ‘local’ in nature. The Council has therefore piloted a multi-agency problem-solving</p>	<p>Recommendation Partially Accepted</p>

	<p>In addition, the Panel notes the work of Partnership problem solving groups shows, depending on the nature of the issue and the nature of the community, the issues that need to be measured can vary. We note a suite of KPI's are being developed in line with nature of this problem.</p> <p>However, as the issue of community safety is high on the agenda for Cardiff's residents, and to provide a landscape picture of ASB instance in the city and insight into whether it is improving, the Panel recommends a KPI is developed on ASB instances. Or, if this is already presented to the CSP Leadership Board – included in the Corporate Plan.</p>	<p>approach to ASB hotspots over the past year that responds to the particular issues in those communities. This has been successful, and there is a budget allocation for expanding it. The problem-solving approach requires collecting data that responds to the specific issues that are being felt in that place – this work is situational and responsive, so performance indicators will vary by locality but include data such as reported ASB, number of young people accessing diversionary provision and support, and levels of vehicle-related crime amongst others.</p>	
<p>KPI5.3 KPI5.5</p>	<p>Visitors to City: Members highlighted that no targets for 2022-23 have been set for KPIs 5.3, 5.4 and 5.5. Members understand the rationale for not having targets for 2021-22, when covid lockdowns significantly reduced visits to Cardiff. The situation is changing, with the successful vaccination programme and the Welsh Government reducing restrictions, and it is important that Cardiff promotes itself to ensure it is seen as a destination of choice as the market opens up. Members wish to accept the offer from the Leader to provide further details on the work the Council and partners, such as For Cardiff and Visit Cardiff, are undertaking to market Cardiff.</p>	<p>Officers to arrange for the Economy & Culture Scrutiny Committee to receive an update on FOR Cardiff and Visit Cardiff.</p>	<p>Action</p>
<p>KPI.6.16</p>	<p>Recycling: The Panel questioned the risk to the Council of being fined for not achieving the 64% WG recycling target. Furthermore, given that the Recycling Strategy will not be approved until December 2022, the Panel queried what the further consequences will be if the Council does not then achieve the 70% WG target by 2024/25? The Panel were reassured that the risk was</p>	<p>The Council will continue to support Welsh Government proposals for occupiers of all non-domestic premises, including businesses, to recycle their commercial waste.</p> <p>Towards the end of 2021, Cardiff Council's Trade Waste team began to implement a new approach to commercial recycling collections, where they only accept contracts</p>	<p>Recommendation Accepted</p>

	<p>currently low as, from discussions with WG, there is agreement and understanding that the Strategy is the Council's response to these targets. It was reported that the pilot was going extremely well with a dramatic reduction in contamination. It was recognised that there were challenges that were unique to Cardiff and the Strategy set out ways to address this in order to achieve the targets.</p> <p>The Panel expressed frustration that Commercial waste providers do not have to meet similar recycling targets, to which they were advised that this does inadvertently affect the Council's performance as they also operate a Commercial waste service. The Panel recommends that the Council lobby Welsh Government to set targets for private companies to recycle their Commercial waste.</p>	<p>with businesses who recycle and are piloting segregated recycling collections. This work is focusing on businesses wanting to change and the Council's schools. However, wider improvements to recycling performance from businesses across Cardiff will be difficult to be realised until the legislation changes take place in 2023.</p>	
KPI7.3	<p>Webcast hits: The Panel is pleased to see how the number of webcast hits has increased. However, given that at Q3 2021/22 we are already 500 over the proposed target of 10,000 for 2022/23 you may look to be more ambitious/stretching. We acknowledge it's difficult to judge how far to stretch but we welcome your offer to review the target in light of the Panel's comments.</p>	<p>Proposed target to be maintained given that the number of online meetings held during lockdown inflated the number of webcast hits. However, the target will be reviewed as part of the new citizen engagement strategy.</p>	Target Reviewed
KPI7.4 KPI7.5 KPI7.6	<p>Facebook; Instagram; Cardiff App: The significant numbers of residents now engaging with the Council via Facebook, Instagram and the App is encouraging. These KPI's all appear to have taken a significant jump in 2020/2021. The Panel questioned whether a '10% increase on the previous outturn' is a sufficiently stretching target, given the increasing numbers of young people (16/17-year-olds) that will expect to connect with the Council through the channels they are most comfortable with? We suggest these targets are worthy of review.</p>	<p>The targets have been reviewed and are considered appropriate. The increase in performance during 2021/22 is greater than previous years and is attributable to the shift to online services during the periods of lockdown. The targets included in the Corporate Plan would deliver a significant increase in digital engagement and is considered deliverable.</p>	Target Reviewed

<p>KPI7.12</p>	<p>Sickness Absence: The outturn is forecast at 12.24 days. The Panel asked what steps will be taken to get to the target set at 9.5? Cabinet believe the Council's comprehensive well-being programme can bring figures down next year, particularly work to address long-term absence. Stress risk assessments are underway which will strengthen the approach.</p> <p>The Panel notes SRS and other services have much lower levels of absence and reiterates scrutiny's recommendation to share best practice internally within the Council.</p> <p>The Panel notes the context for each service is very relevant to sickness absence and, without the Covid element of the figures, there is in fact some underlying improvement. However, we urge you to address historical culture in some service areas.</p>	<p>Best practice on sickness management is shared within the Council through regular meetings between services, HR Officers and Occupational Health. As part of this process, successful approaches to case management are discussed and the best practice developed and implemented by other services is shared.</p> <p>Organisational best practice is identified and reviewed by HR Officers supporting attendance cases, and this further ensures that there is a consistent approach to the management of sickness across services and schools.</p> <p>Proactive research will also be undertaken with other organisations both in the public and private sector regarding their management of sickness in order to continue to improve our management of this.</p>	<p>Recommendation Accepted</p>
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**CARDIFF COUNCIL BILINGUAL CARDIFF: 5-YEAR WELSH
LANGUAGE STRATEGY 2022-27**

LEADER (COUNCILLOR HUW THOMAS)

AGENDA ITEM 4

Reason for this Report

1. To note the content of the Bilingual Cardiff Strategy 2022-2027 (**Appendix I**) in accordance with the Welsh Language Standards (No.1) Regulations 2015 under the Welsh Language (Wales) Measure 2011 and recommend to full Council for approval.
2. To note the content of the Independent Review of the Bilingual Cardiff Strategy 2017-2022 (**Appendix V**)

Background

3. The Welsh Language (Wales) Measure 2011 established a legal framework to impose duties on certain organisations to comply with standards in relation to the Welsh language by way of sub-legislation (Welsh Language [No.1] Regulation Standards 2015). The Standards may be viewed on the Bilingual Cardiff intranet page or by following [this link](#).
4. Standard 145 of the Welsh Language Standards (No.1) Regulations 2015 requires the Council to produce and publish a revision of its five-year strategy to promote the Welsh language by the 31st of March 2022. The first Bilingual Cardiff strategy was agreed in 2016 and implemented from 2017 to 2022. The revised strategy sets out how the Council will continue to promote and facilitate the use of Welsh in Cardiff. It also includes a target to increase the number of Welsh speakers in the city in line with statutory requirements and other specific actions to facilitate the use of the Welsh language and provide conditions for the language to thrive. The Bilingual Cardiff Strategy 2022-27 has been adapted to follow the three themes presented by the Welsh Government in its *Cymraeg 2050* strategy to achieve a million Welsh speakers by 2050.

Welsh Language Standard 145 states:

You must produce, and publish on your website, a 5-year strategy that sets out how you propose to promote the Welsh language and to facilitate the use of the Welsh language more widely in your area; and

the strategy must include (amongst other matters) (a) a target (in terms of the percentage of speakers in your area) for increasing or maintaining the number of Welsh speakers in your area by the end of the 5 year period concerned, and (b) a statement setting out how you intend to reach that target; and you must review the strategy and publish a revised version on your website within 5 years of publishing a strategy (or of publishing a revised strategy).

5. The 2011 census results demonstrated that the number of Welsh speakers in Cardiff had more than doubled over a 25-year period and indicated that 11.1% of the city's population identified as Welsh speakers. It is anticipated that the 2021 census results will demonstrate that the number and percentage of Welsh speakers in Cardiff has continued to grow with projections suggesting that 42,584 (11.6%) of the city's population identify as Welsh speakers in 2021. The aim of the Bilingual Cardiff Strategy 2022-27 is to support continued growth in the number of Welsh speakers, increase the use of the language in work, education and social settings, and provide conditions that are favourable for the language to thrive.
6. It is a statutory duty under standard 145 to include a target in the Bilingual Cardiff Strategy 2022-27 to increase the number of Welsh speakers in Cardiff by the end of the 5-year-period. In order for Cardiff to play its part in supporting the Welsh Government's vision of a million Welsh speakers by 2050, we will need to see a percentage increase of 7.73% in the number of Welsh speakers (aged 3+) in Cardiff between 2022 and 2027. This represents increasing the number of Welsh speakers in Cardiff by 3,342 between 2022 (43,223) and 2027 (46,565). This target has been included in the Bilingual Cardiff Strategy.
7. The methodology used for this target was to apply the annual percentage increase required in Cardiff to support the achievement of a million Welsh speakers in Wales by 2050 (from the 562,016 reported in the 2011 Census). This equates as annual increase of 1.5% in the number of Welsh speakers in Cardiff.
8. Based on data provided in Cardiff Council's draft WESP the number of pupils entering Welsh-medium education between 2022 and 2027 will be approximately 3,518. This is higher than the required increase set by Cymraeg 2050. However the numbers entering Welsh-medium education do not equate to the numbers who continue and complete and become confident Welsh speakers and therefore a degree of caution must be applied to these figures.
9. In addition to the numbers entering Welsh-medium education, migration by Welsh speakers from other areas of Wales represents a significant demographic driver. Data sources for such migration, however, are unreliable but, as a conservative estimate, it is anticipated this may represent an additional 500 a year making a total of 2500 by the year 2027.
10. As noted above data on the numbers of Welsh speakers migrating to Cardiff is difficult to verify quantitatively but it is anticipated that the required increase

in Welsh speakers will be made up of 60-70% through Welsh-medium education and learning and 30-40% inward migration.

11. The Welsh Government published its Cymraeg 2050 strategy in 2017 with the aim of achieving a million Welsh speakers by 2050. The Bilingual Cardiff Strategy 2022-27 has adopted the three themes (and their associated areas of work) presented by Cymraeg 2050. The three themes are:

- Increase the number of Welsh speakers
- Increase the use of Welsh
- Creating favourable conditions – infrastructure and context

The Bilingual Cardiff Strategy 2022-27 has been aligned with the requirements of Cymraeg 2050 and includes a number of actions and targets to ensure the Council can meet the national strategy's requirements.

12. The first Bilingual Cardiff Strategy established the Bilingual Cardiff Forum as a partnership network of organisations in Cardiff to support the delivery of the strategy's identified actions and initiatives. The revised Bilingual Cardiff Strategy 2022-27 will continue to be delivered in partnership with the well-established Bilingual Cardiff Forum and not by one organisation alone. The membership of the Forum will be further developed and extended over the lifetime of the strategy and will introduce a new focus on working across the Southeast Wales region. A list of the current Forum partners is included in Appendix II of the Bilingual Cardiff Strategy 2022-27.

13. The promotion and facilitation of the Welsh language in Cardiff is a process and will not be complete within the 5-year period of the revised strategy. The first Bilingual Cardiff Strategy established partnership working through the Bilingual Cardiff Forum and has delivered a wide range of actions and initiatives to support the Welsh language. The vision for this revised strategy is to move away from the implementation of services to a more ambitious programme of activity to develop the use of the Welsh language and its promotion within all Cardiff's communities. It also includes commitments to work with Local Authority colleagues across the Southeast Wales region.

14. The Bilingual Cardiff Strategy has been developed alongside the Cardiff Council's Welsh in Education Strategic Plan (WESP) 2022-2032. Access to Welsh medium education is a critical part of achieving the Welsh Government's aim to achieve a million Welsh speakers by 2050. Welsh medium education in Cardiff has experienced significant growth over the last 30 years and more and more families wish for their children to have access to their education in Welsh. By developing both strategies together, it has been possible to identify actions and initiatives to support the use the Welsh language outside of school, provide opportunities for parents to engage with the language, and further develop Welsh language provision for pupils in English medium and dual stream schools. Both strategies are mutually complementary and will support the Council's commitment to meet the aims described in Cymraeg 2050.

Welsh in Education Strategic Plan 2022-32

15. All Local Authorities in Wales are required to submit a Welsh in Education Strategic Plan (WESP). Formerly the WESPs were implemented over a period of three years. However, following Welsh Government direction, the Council's WESP will apply for a period of 10 years from 2022 to 2032. The WESP provides the strategic direction for planning and delivering Welsh-medium and Welsh-language education within the Local Authority area.
16. Cardiff's WESP covers the period 2022-2032. It is underpinned and informed by Welsh Government's Welsh-medium Education Strategy and has been developed alongside the Bilingual Cardiff Strategy 2022-27.
17. Commitments to increase the number of Welsh speakers and the use of the Welsh language described in Cymraeg 2050 will be supported by the delivery of the WESP and the provision of Welsh-medium primary and secondary education. The actions and targets described in the WESP support the Bilingual Cardiff Strategy 2022-27 and both include aligned visions and actions to promote the Welsh language in Cardiff.
18. The Bilingual Cardiff Strategy 2022-27 action plan has been aligned with the WESP 2022-32. Relevant actions and targets in the action plan have been revised to reflect the targets presented in the WESP and an additional column has been added to confirm the WESP outcomes supported by those actions and targets.
19. The Bilingual Cardiff Strategy 2022-27 and the WESP 2022-32 share the vision to support the Welsh Government aim to achieve a million Welsh speakers by 2050. They also support the continued development of a truly bilingual Cardiff where Welsh medium education and childcare are available to all and the Welsh language is protected and nurtured for future generations to use and enjoy.

Consultation

20. An internal consultation survey on the Bilingual Cardiff Strategy 2022-27 was presented in September 2021 to the Council's staff to seek their views on the draft Bilingual Cardiff Strategy 2022-27.
21. The public consultation on the Bilingual Cardiff Strategy came to an end on the 15th of November 2021. The consultation asked Cardiff's citizens to prioritise the identified areas of work to support the delivery of the three main themes described above. The comments, suggestions and recommendations received as a result of the consultation have been given consideration and incorporated into the Bilingual Cardiff Strategy 2022-27 and its action plan. Further information on the results of the consultation is offered below.
22. The Bilingual Cardiff Strategy 2022-27 has also been subject to extensive consultation with the Bilingual Cardiff Partners Forum, the Bilingual Cardiff Member Working Group, Trade Unions and the Council's Policy Forum and Equalities Team.

23. Both the internal and public consultations on the Bilingual Cardiff Strategy 2022-27 were managed on behalf of Bilingual Cardiff by the Cardiff Research Team.
24. The comments received in relation to the internal and public consultations on the Bilingual Cardiff Strategy 2022-27 have been compiled into reports by the Cardiff Research Team. They have been included as **Appendix III** and **Appendix IV** respectively.
25. It should be noted that some comments received would require changes in legislation - such as the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards – or for the Council not to comply with its statutory duties and agreements to support Welsh Government strategies such as Cymraeg 2050. Changes of this kind are beyond the Council's responsibility and remit and therefore comments which would require such changes to be actioned have not been included in the internal and public consultation reports.

Internal Consultation Results

26. **543** responses were received to the internal staff consultation with **20.6%** of respondents identifying as Welsh speakers and **18.1%** of respondents identifying as Welsh learners. This provides a total of **38.7%** of staff respondents with some level of Welsh language skills. In addition, **37.9%** of respondents have received Welsh language training and **41.7%** of respondents would be interested in receiving Welsh language training.
27. The priorities under **Theme 1 Increasing the number of Welsh speakers** were ranked by respondents as follows:
- 1. The Early Years**
 - 2. Statutory Education**
 - 3. Language Transmission in the Family**
 - 4. The Education Workforce**
 - 5. Post-compulsory Education**
28. The priorities under **Theme 2 Increasing the use of Welsh** were ranked by respondents as follows:
- 1. Social Use of Welsh**
 - 2. Services**
 - 3. The Workplace**
29. The priorities under **Theme 3 Creating Favourable Conditions - Infrastructure and Context** were ranked by respondents as follows:
- 1. Culture and Media**
 - 2. Community and the Economy**
 - 3. Cardiff and the Wider World**
 - 4. Language Planning**
 - 5. Infrastructure**
 - 6. Digital Technology**

7. Evaluation and Research

30. The Internal Consultation report provides a selection of the comments received and the level of priority for the areas of work supporting the Three themes presented in the Bilingual Cardiff Strategy 2022-27 action plan. The action plan has been revised as a result of the comments received.

Public Consultation Results

31. A total of **464** responses were received as a result of the public consultation with over a third of respondents (**35.5%**) confirming they were Welsh speakers. **61.6%** of respondents who identified as Welsh speakers confirmed they use the language daily. **22.3%** of respondents who did not identify as a Welsh speakers confirmed that they were learning the language.

32. **62.6%** of respondents confirmed they had children and, of these, **44.3%** noted their children were receiving or have received Welsh medium education.

33. The priorities under **Theme 1 Increasing the number of Welsh speakers** were ranked by respondents as follows:

1. **The Early Years**
2. **Language Transmission in the Family**
3. **Statutory Education**
4. **The Education Workforce**
5. **Post-compulsory Education**

34. The priorities under **Theme 2 Increasing the use of Welsh** were ranked by respondents as follows:

1. **Social Use of Welsh**
2. **Services**
3. **The Workplace**

35. The priorities under **Theme 3 Creating Favourable Conditions - Infrastructure and Context** were ranked by respondents as follows:

1. **Culture and Media**
2. **Community and the Economy**
3. **Evaluation and Research**
4. **Language Planning**
5. **Cardiff and the Wider World**
6. **Digital Technology**
7. **Infrastructure**

36. The Public Consultation report provides a selection of the comments received and the level of priority for the areas of work supporting the three Themes presented in the Bilingual Cardiff Strategy 2022-27 action plan. The action plan has been revised as a result of the comments received.

Implementation & Monitoring

37. Standard 146 requires the Council to assess the extent to which the targets and actions in the strategy have been met 5 years after publishing the strategy. The assessment will include the latest available number of Welsh speakers and their ages, and a list of the activities that the authority has arranged or funded during the previous 5 years in order to promote the use of the Welsh language.

Standard 146 States:

Five years after publishing a strategy in accordance with standard 145 you must—

- (a) assess to what extent you have followed that strategy and have reached the target set by it, and**
- (b) publish that assessment on your website, ensuring that it contains the following information—**
 - (i) the number of Welsh speakers in your area, and the age of those speakers.**
 - (ii) a list of the activities that you have arranged or funded during the previous 5 years in order to promote the use of the Welsh language.**

38. As the delivery of the strategy is based on partnership working, all partners listed in **Appendix II** of the Bilingual Cardiff Strategy 2022-27 have agreed to implement and monitor progress against the relevant actions within the action plan on behalf of their organisations.
39. The delivery of the actions presented in the Bilingual Cardiff Strategy 2022-27 action plan is reported and monitored in quarterly meetings of the Bilingual Cardiff Members Forum. As part of the consultation process the membership of the Forum was split into three sub-groups to address the Strategy's three core themes. This model will continue over the lifetime of the Strategy to provide increased expertise in both managing and delivering actions and initiatives.
40. The Strategy's delivery will also be monitored (and maintained as a recurring agenda item) for the quarterly meetings of the Bilingual Cardiff Working Group.
41. The Bilingual Cardiff Working Group is a cross-party group of Cardiff Councillors and takes a lead role, in conjunction with our partner organisations, in developing a truly bilingual Cardiff where citizens and Cardiff Council staff can access services and support in either language equally.

Assessment of the first Bilingual Cardiff Strategy

42. A report assessing the implementation of Cardiff Council's first Bilingual Cardiff Strategy (2017-22) has been provided by Nico, an external consultancy specialising in Welsh language translation and policy. The report is included as **Appendix V**.

43. In *Closing the Gap*, the 2019/20 Assurance Report, the Welsh Language Commissioner notes the following:

5-year strategies have huge potential to make local authorities promotion agencies for the Welsh language within their areas, coordinating and driving efforts in areas as diverse as education, economy, planning, youth, tourism, care and so on. The strategies have led to more strategic attention to the Welsh language by a number of organisations, but it is not clear how many new activities have been put in place as a direct result of the strategies, and it seems no significant new budgets and resources have been dedicated to implement them in most cases.

There is an opportunity on the horizon to change this, with a requirement for organisations to review and formulate new strategies in 2021 and 2022. Now is the time to start planning and measuring impact in order to ensure that the strategies have a real impact on the position of the Welsh language in the community during this decade.

(Review of the Bilingual Cardiff Strategy 2017-22 (Nico) pg. 1)

The Review of the Bilingual Cardiff Strategy 2017-22 gives consideration to the position expressed by the Welsh Language Commissioner above and provides a number of conclusions and recommendations:

Standards 145 and 146

To address the Council's compliance with the standards in question, it is clear that the Council has fully met the requirements of standard 145 by setting a target in terms of the percentage and number of speakers in the area, together with outlining in the strategy how it would aim to achieve that target in the form of an action plan and targets.

This review meets the requirement in standard 146 in terms of assessing the extent to which the Council has followed the strategy and met the target set, and in turn, the assessment offers useful feedback for the production of a revised and ambitious 5-year strategy to be published in due course.

Overall impact of the strategy

As noted above, Census data is not yet available to measure the exact extent of the success of the Council's strategic intervention in terms of the numbers and ages of Welsh speakers in the area, but indications from other reliable sources suggest a stable and gradual increase.

It would be difficult to attribute any increase in numbers directly to the strategy's community activities, but, as the Commissioner's advice document on assessing the achievement of 5-year strategies notes, it is also difficult to attribute an increase in everyday use to specific activities. The Council is therefore encouraged to consider the Commissioner's advice document in the context of the second Cymraeg 2050 target to double the daily use of Welsh, by setting qualitative and quantitative measurements to track the impact and success of specific activities. The feedback from partners offers an excellent starting point for this.

Status of the language

*Although the 5-year strategy is founded by the promotion standards, the Bilingual Cardiff strategy has provided an opportunity for the Council to seek to expand on the statutory requirements of the other standards to which it is subject under the Measure such as the policy making and operational standards, for example with the Welsh language skills of its staff, the Cardiff street-naming policy and policy guidance for developers. These all relate to promoting the **status of the language** and this should be identified as good practice to emulate. It is important that Bilingual Cardiff continues to look for opportunities to raise the profile and status of the language in the city as well as its work in increasing the number of speakers and opportunities to use the language.*

(Review of the Bilingual Cardiff Promotion Strategy 2017-22 (Nico) pgs. 31-32)

As noted in the first review, it is important to celebrate the strengths of the Bilingual Cardiff Strategy and lessons learned should continue to be examined and good practice shared. A number of opportunities arise for the Council on the cusp of the implementation of a new promotion strategy and WESP along with other strategic developments at Council level and with partners.

The recommendations below are based on the new context of the 5-year strategies, interviews with partners and an assessment of progress to date, and are intended to provide an element of challenge in planning for the future with the Bilingual Cardiff Strategy for 2022-2027:

Recommendation 1 2021 Census data

The new Strategy should be reviewed following the publication of Census data on the Welsh language in 2022/23 with critical scrutiny of targets, adapting them as necessary. It will be necessary to be prepared to work with internal and external partners to meet challenge in any particular demographic area and to propose some new targets.

Recommendation 2 Children and young people

With reviews of the Council's youth services currently taking place, together with the developments with Child Friendly Cardiff, there is an opportunity to put plans in place now to expand Welsh-medium provision over the next 5-10 years. The mapping exercise to identify gaps in provision referred to in the draft WESP, (objective 1 Outcome 5), should lead directly to proportionate investment in Welsh language services and resources that fits with the vision of the WESP and the new Promotion Strategy.

Recommendation 3 Bilingual Cardiff Forum

The strength of the Forum is its communication and links with partners/stakeholders. There is a need to consider how best to include:

- (i)** *officers from the Council (Education, Child Friendly Cardiff and Youth Services specifically) to share knowledge and good practice and ensure a shared understanding of goals;*

(ii) a wider base of partners e.g., from business and economy.

Recommendation 4 Measuring impact

In order to be able to measure the strategy's progress effectively by 2027, the Welsh Language Commissioner's advice on assessing the strategy should be considered alongside the practical examples of evidence gathering given by partners. A decision should be made as to the evidence that could demonstrate the impact of interventions, in terms of change in behaviour / attitude / use of Welsh as well as what success means in quantitative terms.

Recommendation 5 WESP 2022-31 (Outcomes 1 and 5)

Following the consultation process on the Promotion Strategy and the WESP, stronger links between the two strategies should be ensured so that the strategic goals can be easily cross-referenced as they evolve into practical actions (specifically Outcome 1 and 5 of the WESP).

Recommendation 6 Caerdydd Ddwyeithog / Bilingual Cardiff

The Council should expand the resources of the Bilingual Cardiff team. Policy advice and expertise from the team could add value, provide valuable input and assurance of compliance as other departments plan their services in alignment with the Council's strategic goals.

(Review of the Bilingual Cardiff Promotion Strategy 2017-22 (Nico) pgs. 32-33)

44. The recommendations received from Nico in its assessment of the Bilingual Cardiff Strategy 2017-22 have been given consideration and actioned and this is detailed below.
45. **Recommendation 1** (amending targets when 2021 Census data is received) has been included as an additional action for Themes 1, 2 and 3 in the Bilingual Cardiff Strategy 2022-27 action plan.
46. **Recommendation 2** (mapping Welsh medium children and youth services) Additional actions have been included under Theme 2 in the Bilingual Cardiff Strategy 2022-27 action plan, including the establishment of a Bilingual Cardiff Youth Forum, and the provision of a supporting events budget.
47. **Recommendation 3** (expanding the Bilingual Cardiff Forum membership to include relevant Council officers and additional organisational partners) has been included as an additional action under Theme 3 in the Bilingual Cardiff strategy 2022-27 action plan.
48. **Recommendation 4** (measuring the impact of the Bilingual Cardiff Strategy 2022-27) has been included as an additional action under Theme 3 in the Bilingual Cardiff Strategy 2022-27 action plan.
49. **Recommendation 5** (strengthening the relationship between the Bilingual Cardiff Strategy 2022-27 and the WESP 2022-32) - further details of the alignment between the two strategies is presented in the **Welsh in Education Strategic Plan 2022-27 section** above (sections **15-20**).

50. **Recommendation 6** (expansion of Bilingual Cardiff's resources with particular focus on policy development) – funding opportunities are currently being explored.

Potential Funding Opportunities

51. Agreement in principle has been received from the Welsh Government to fund the Welsh Education Promotion Officer post described in the strategy's action plan.

52. Increasing the resources available to the Bilingual Cardiff team will support the development of policy advice provision, as well as expanding translation services, for public sector partners in Wales.

Reasons for Recommendations

53. Standard 145 of the Welsh Language Standards (No.1) Regulations 2015 requires the Council to produce and publish a five-year strategy which sets out how we will promote and facilitate the use of Welsh. The Bilingual Cardiff Strategy 2022-27 represents the first revision of this strategy and, in accordance with the Standards, must be agreed and published by the start of the 2022-23 financial year.

54. Standard 146 of the Welsh Language Standards (No.1) Regulations 2015 requires the Council to assess the extent to which the Council has followed the five-year strategy and met the target set to increase the number of Welsh speakers. Nico's Independent Review of the Bilingual Cardiff Strategy 2017-2022 provides that assessment to meet the requirements of Standard 146 and this will be published on the Council's website following approval.

Legal Implications

55. The report recommends referring the strategy to full Council for approval. The standard legal implications with regards approval of strategies have been set out below.

56. The Council has to be mindful of the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards when making any policy decisions and consider the impact upon the Welsh language and the report deals with all these obligations.

Equality Duty

57. In considering this matter, the Council must have regard to its public sector equality duties under the Equality Act 2010 (including specific Welsh public sector duties). This means the Council must give due regard to the need to:

- (1) eliminate unlawful discrimination;
- (2) advance equality of opportunity; and
- (3) foster good relations on the basis of protected characteristics.

The protected characteristics are: age, gender reassignment, sex, race – including ethnic or national origin, colour or nationality, disability, pregnancy and maternity, marriage and civil partnership, sexual orientation, religion or belief – including lack of belief.

When taking strategic decisions, the Council also has a statutory duty to have due regard to the need to reduce inequalities of outcome resulting from socio-economic disadvantage ('the Socio-Economic Duty' imposed under section 1 of the Equality Act 2010). In considering this, the Council must take into account the statutory guidance issued by the Welsh Ministers ([WG42004 A More Equal Wales The Socio-economic Duty Equality Act 2010 \(gov.wales\)](#)) and must be able to demonstrate how it has discharged its duty.

An Equalities Impact Assessment aims to identify the equalities implications of the proposed decision, including inequalities arising from socio-economic disadvantage, and due regard should be given to the outcomes of the Equalities Impact Assessment.

Well-being of Future Generations (Wales) Act 2015

The Well-Being of Future Generations (Wales) Act 2015 ('the Act') places a 'well-being duty' on public bodies aimed at achieving 7 national well-being goals for Wales - a Wales that is prosperous, resilient, healthier, more equal, has cohesive communities, a vibrant culture and thriving Welsh language, and is globally responsible.

In discharging its duties under the Act, the Council has set, and published, well-being objectives designed to maximise its contribution to achieving the national well-being goals. The well-being objectives are set out in Cardiff's Corporate Plan 2021-24. When exercising its functions, the Council is required to take all reasonable steps to meet its well-being objectives. This means that the decision makers should consider how the proposed decision will contribute towards meeting the well-being objectives and must be satisfied that all reasonable steps have been taken to meet those objectives.

The well-being duty also requires the Council to act in accordance with a 'sustainable development principle'. This principle requires the Council to act in a way which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs. Put simply, this means that Council decision makers must take account of the impact of their decisions on people living their lives in Wales in the future. In doing so, the Council must:

- Look to the long term
- Focus on prevention by understanding the root causes of problems
- Deliver an integrated approach to achieving the 7 national well-being goals
- Work in collaboration with others to find shared sustainable solutions

- Involve people from all sections of the community in the decisions which affect them

The decision maker must be satisfied that the proposed decision accords with the principles above; and due regard must be given to the Statutory Guidance issued by the Welsh Ministers, which is accessible using the link below:

<http://gov.wales/topics/people-and-communities/people/future-generations-act/statutory-guidance/?lang=en>

Financial Implications

58. This report sets out the five-year Welsh Language Strategy and accompanying action plan. In the event of any actions being undertaken to fulfil objectives set out in the Strategy then any associated costs would need to be found from within the existing budgetary resource allocation or from externally funded sources. Where externally funded sources are identified then consideration needs to be given of any terms and conditions associated with the funding and advice sought.

HR Implications

59. The implementation of the strategy relies on a number of other strategies including Cardiff Council's Welsh in Education Strategic Plan (WESP) 2022-2032. A number of HR implications were identified in the Cabinet report (14th October 2021) regarding this plan which would impact on the overall delivery of the Bilingual Cardiff Strategy 2022-27.

60. The provision of training in Welsh language for employees within the Council will continue and developed as required. Any resource requirements that are required to develop this will need to be assessed at the time and development will be dependent on this.

61. Services within the Council will continue to be encouraged to review their essential and desirable Welsh language posts and data will be monitored as part of the Council's annual report.

Property Implications

62. There are no immediate property implications contained within the recommendations of this report.

Equality Impact Assessment

63. An Equality Impact Assessment has been completed and concludes that the Bilingual Cardiff: 5-Year Welsh Language Strategy would have a positive impact on the development of the Welsh language (**Appendix II**).

RECOMMENDATIONS

The Cabinet is recommended to

- 1) To note the Bilingual Cardiff: 5-Year Welsh Language Strategy 2022-27 (**Appendix I**) and recommend it to full Council for approval.
- 2) To note the content of the Independent Review of the Bilingual Cardiff Strategy 2017-2022 (**Appendix V**).

SENIOR RESPONSIBLE OFFICER	Gareth Newell Head of Performance & Partnerships
	18 February 2022

The following appendices are attached:

Appendix I Bilingual Cardiff: 5-Year Welsh Language Strategy 2022-27

Appendix II Equality Impact Assessment

Appendix III Internal Consultation Report by the Cardiff Research Team

Appendix IV Public Consultation Report by the Cardiff Research Team

Appendix V Review of the Bilingual Cardiff Strategy 2017-2022 (Nico Cyf)

DRAFT BILINGUAL CARDIFF STRATEGY 2022-27

Prepared in line with the requirements of Welsh Language Standard 145
under the Welsh Language Standards (No.1) Regulations 2015.

This document is available in Welsh / Mae'r ddogfen hon ar gael yn Gymraeg.

OVERVIEW

The Welsh Language (Wales) Measure 2011 established a legal framework to impose duties on certain organisations to comply with standards in relation to the Welsh language by way of sub-legislation (Welsh Language Standards (No.1) Regulations 2015).

The standards issued to the City of Cardiff Council are listed in *'The City of Cardiff Council Compliance Notice – Section 44 Welsh Language (Wales) Measure 2011'*.

Standard 145 requires the Council to produce and publish a five-year strategy which sets out how we will promote and facilitate the use of Welsh.

This strategy will include a target to increase the number of Welsh speakers within Cardiff as well as specific actions to facilitate the use of the language to support the Welsh Government's Cymraeg 2050 vision to achieve a million Welsh speakers by 2050.

The first Bilingual Cardiff Strategy was put in place for 2017-2022 and this represents its first revision and will be operational for 2022-2027. It will be reviewed and approved by Cardiff Council's Cabinet and published by March 2022.

Welsh Language Standard 145 states:

You must produce, and publish on your website, a 5-year strategy that sets out how you propose to promote the Welsh language and to facilitate the use of the Welsh language more widely in your area; and the strategy must include (amongst other matters)

- (a) a target (in terms of the percentage of speakers in your area) for increasing or maintaining the number of Welsh speakers in your area by the end of the 5-year period concerned, and
- (b) a statement setting out how you intend to reach that target; and you must review the strategy and publish a revised version on your website within 5 years of publishing a strategy (or of publishing a revised strategy)

CONTACT

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1. BILINGUAL CARDIFF

Mission Statement

Work with partners to double the number of Welsh speakers in Cardiff by 2050 through the Bilingual Cardiff Strategy, in line with Welsh Government's vision.

Vision

Our vision is to develop a truly bilingual Cardiff. A Cardiff where our citizens can live, work and play, as well as access services and support in Welsh or English equally.

A capital city where bilingualism is promoted as something completely natural, and where the Welsh language is protected and nurtured for future generations to use and enjoy.

Cardiff has been one of the fastest growing major cities in Britain, and this growth has had a positive impact on the Welsh language.

Over the last 25 years, the number of Welsh speakers in Cardiff has more than doubled with the latest census figures indicating that over 16 % of the city's population have one or more skills in the Welsh language.

As the city grows our aim is to increase both the number and percentage of Welsh speakers and learners in Cardiff. We fully support Cymraeg 2050, the Welsh Government's vision for a million Welsh speakers by 2050.

In order for Cardiff to play its part in achieving this vision, we would need to increase the number of Welsh speakers (aged 3+) in Cardiff by 15.9%. Based on the projected number of Welsh speakers of 42,584 in the 2021 Census, this would require an increase to 49,355 in the 2031 Census. In order to support the commitment to increase the number of Welsh speakers in line with the targets set by Cymraeg 2050, we will need to increase the number of Welsh speakers (aged 3+) in Cardiff by 3,386 during the lifetime of this Strategy 2022-27 and this is included as an objective in the action plan.

The targets for the increase in the number of Welsh speakers in Cardiff will be revised following the publication of Census 2021 data.

Our approach set out in this document is structured to reflect the strategic areas outlined in the Welsh Government's Cymraeg 2050 Welsh language strategy. Cymraeg 2050 is structured around 3 strategic areas which have been identified with the aim of increasing the use of Welsh.

The Bilingual Cardiff Strategy 2022-27 sets out our strategic priorities under each of these areas and identifies the change that we will need to make to realise our vision of a bilingual Cardiff.

This is a strategy for the city as a whole, not for any one organisation. Delivering the strategy relies on partnership working between public sector partners, between the public, private and education sectors; and, most importantly of all, with the people of Cardiff.

The first Bilingual Cardiff Strategy has created valuable and productive relationships with partners across the city under the Bilingual Cardiff banner. They include organisations such as Mudiad Meithrin, yr Urdd and Menter Caerdydd, higher and further education providers such as Cardiff University and Cardiff and Vale College, and cultural organisations such as the Wales Millennium Centre and Literature Wales.

The revised strategy for 2022-27 will deepen these relationships through the agreement and delivery of ambitious and wide-ranging outcomes and objectives as part of the Bilingual Cardiff action plan. Bilingual Cardiff will also look to extend the partners network both in terms of representation for the citizens of Cardiff and through the inclusion of regional partners across the Southeast Wales region.

Supporting young people, families and communities to learn, speak, use and choose Welsh will also be at the heart of delivering our ambitions. Recent years have seen a significant increase in the growth of Welsh medium education in the city with an ever-increasing number of our children and young people now receiving their education in Welsh.

The education system and the Council's Welsh in Education Strategic Plan 2022-32 will play a key role in ensuring the future growth of the language as we aim to increase the number of children – and parents – who have the opportunity to learn and speak Welsh and have opportunities to use the language outside the school gates.

2. A BILINGUAL CAPITAL: CARDIFF'S LANGUAGE PROFILE

The city has seen a significant increase in the number and percentage of Welsh speakers, with numbers doubling in the 20 years between the 1991 and 2011 censuses. The 2011 census statistics indicate that 16.2% of the population of Cardiff have one or more skills in the Welsh language (ability to read, write or/and understand Welsh), and 36,735 or 11.1% of the county's population are Welsh speakers.

The number of Welsh speakers is projected to be 42,584 in 2021¹. This projection will be validated, and all related targets revised as necessary, following publication of the 2021 Census data.

Comparison in the number and percentage of Welsh speakers between 1991 and 2021:

CARDIFF			
1991	2001	2011	2021 (projected)
18,071 (6.6%)	32,504 (11%)	36,735 (11.1%)	42,584 (11.6%) ²

Cardiff has experienced a consistent rise in both the number and percentage of Welsh speakers over the last 30 years and is currently the local authority with the third highest number³ of Welsh speakers in Wales.

The concentration of Welsh speakers across the city's electoral wards ranges from 7-9% in areas such as Llanrumney, Adamsdown and Butetown to 17-19% in Creigiau / St. Fagans, Pentyrch and Canton⁴. It is anticipated that the 2021 Census results will demonstrate a sustained increase in both the number and percentage of Welsh speakers across the city of Cardiff.

1. Based on the Welsh Government's Annual Population Survey and Local Authority Profile Data

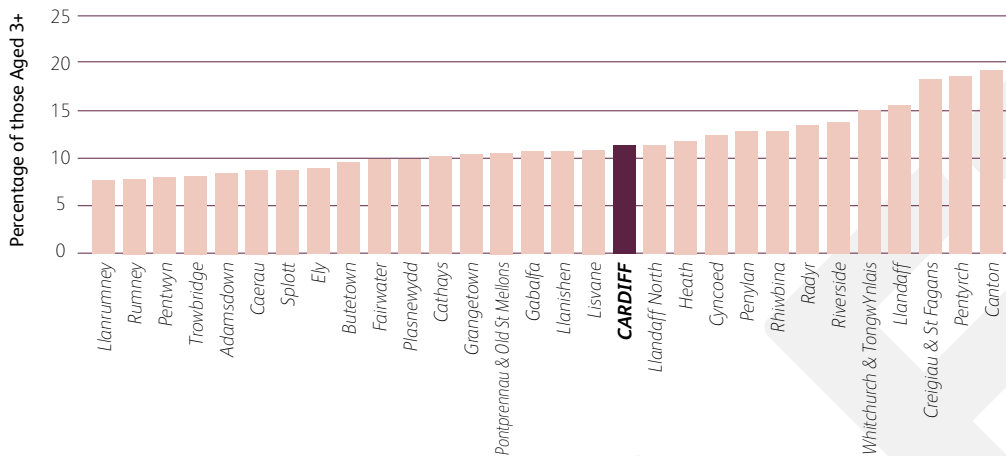
2. Based on WG's projected population for Cardiff in 2021 (365,317)

3. Annual Population Survey

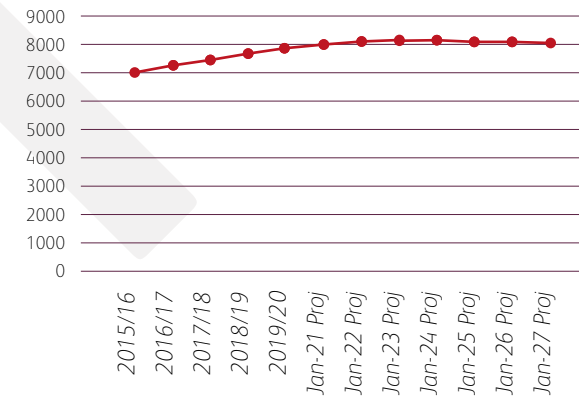
4. 2011 Census data.



Percentage of Population Aged 3+ able to speak Welsh, 2011 (Census)



Number of students enrolled in Welsh medium education 2004/5 – 2027 (projected)



The growth in the number of Welsh speakers in Cardiff has been driven by two well documented trends:

1. A significant number of Welsh speakers have migrated to Cardiff since the 1980s.
2. The expansion of Welsh medium primary and secondary education driven by policy, practice and the commitment of parents and teaching staff.⁵

The projected number of pupils takes account of the most recent data for take up of places provided by the Pupil Level Annual School Census (PLASC) in the last three years. The

projected numbers begin to fall from January 2024 due to a reduction in the birth rate and the consequent reduction in the numbers entering primary schools.

The city has three Welsh medium secondary schools, and seventeen Welsh primary schools (of which two are dual stream primary schools). The most recent numbers on roll data confirmed 4707 pupils in attendance at primary level, and 2756 aged 11-16 years at secondary level (April 2021). Further information about Cardiff’s language profile may be viewed [here](#).

5. Please see The City of Cardiff Council Welsh in Education Strategic Plan 2022-32

3. POLICY CONTEXT

The production, publication and implementation of a five-year strategy to promote the Welsh language is a statutory requirement derived from the Welsh language standards (No.1) Regulations 2015.

The Bilingual Cardiff Strategy for 2022-27 represents both a revision and continuation of the first Bilingual Cardiff Strategy (2017-2022) and builds upon work undertaken in Cardiff to meet the needs of the city's Welsh speakers, learners and communities.

In addition, this Strategy provides a core foundation in meeting the 'well-being' goal - A Wales of vibrant culture and thriving Welsh language – in accordance with the Well-being of Future Generations (Wales) Act 2015.

The following section sets out the statutory and policy framework within which this new strategy sits:

Welsh Language (No.1) Regulation Standards 2015

The Welsh Language (Wales) Measure 2011 established a legal framework to impose a statutory on public bodies in Wales to comply with standards of conduct with regard to the Welsh language. Cardiff Council has implemented these standards since March 2016.

The standards to ensure that:

- the people of Wales have a legal right to use the Welsh language;
- the Welsh language is not treated less favourably than the English language; and
- the use of the language is promoted and facilitated in all aspects of the Council's work and service delivery.

The Welsh language standards replaced the system of Welsh language schemes presented by the 1993 Welsh Language Act and the Council has a statutory duty to produce and publish an annual report detailing their implementation.



The Well-being of Future Generations (Wales) Act 2015

This Act aims to improve the social, economic, environmental and cultural well-being of Wales. The Act will make the public bodies listed in the Act think more about the long term, work better with people and communities and each other, look to prevent problems and take a more joined-up approach. One of the seven Well-being goals listed in the Act is “A Wales of vibrant culture and thriving Welsh language”.

Cymraeg 2050

Published in 2017 this is the Welsh Government’s vision of achieving a million Welsh speakers by the year 2050. It introduces three core themes which will facilitate the achievement of this ambition:

- Increasing the number of Welsh speakers
- Increasing the use of Welsh
- Creating favourable conditions – infrastructure and context

The Bilingual Cardiff Strategy details Cardiff Council’s commitment and objectives to support the Welsh Government’s vision and its action plan follows the three themes noted above.

Delivering Ambition: Cardiff Council’s Corporate Plan 2020-22 & Cardiff Wellbeing Plan 2018-2022

Delivering Capital Ambition, the Council’s Corporate Plan, sets out how the Administration’s priorities for Cardiff will be achieved, providing clarity on what will be delivered, and by when. Capital Ambition identifies four priorities:

- Working for Cardiff: Making sure that all our citizens can contribute to, and benefit from, the city’s success.
- Working for Wales: A successful Wales needs a successful capital city.
- Working for the Future: Managing the city’s growth in a sustainable way.
- Working for Public Services: Making sure our public services are delivered efficiently, effectively and sustainably in the face of the rising demand and reducing budgets.

The Cardiff Well-being Plan sets out the Cardiff Public Sector Boards’ priorities for action over the next 5 years, and beyond. The plan focuses on the areas of public service delivery which fundamentally require partnership working between the city’s public and community services, and with the citizens of Cardiff.

Cardiff 2030

This is Cardiff Council's vision for education and builds on extensive engagement and consultation with school leaders, governors, wider educators, partners and stakeholders, together with many children and young people, between January and July 2019.

It sets out to consolidate the gains made under Cardiff 2020 but also marks out a broader scope and greater ambition for learning in Cardiff for the future. This embraces learning beyond formal statutory schooling and looks to strengthen the place of schools in relation to learning throughout the city more broadly.

Under five key goals it shapes, at a high level, the actions that we believe will be needed to realise our ambitions for education in Cardiff to 2030. The actions to achieve these goals will be based firmly on the two key themes of shared responsibility and partnership, and on the recognition of children and young people's rights in all that we do.

Child Friendly Cardiff

Cardiff is the first city in Wales to participate in the UK committee for UNICEF's national Child Friendly Cities and Communities initiative. The ambition is for Cardiff to be recognised as a Child Friendly City: a city with children and young people at its heart, where the rights of children and young people are respected by all, a great place to grow up.

Cardiff Council will work together with its partners to create a city where all children and young people can share their voice and have an input on decisions being made that will affect them.

4. CARDIFF COUNCIL'S WELSH IN EDUCATION STRATEGIC PLAN 2022-2032

The Welsh Education Strategic Plan (WESP) is prepared under Section 84 of The School Standard and Organisation (Wales) Act 2013 and complies with the Welsh in Education Strategic Plans (Wales) Regulations 2019.

They place a statutory requirement on local authorities to prepare and deliver a Welsh in Education Strategic Plan (WESP). The Act enables Welsh Ministers to approve the Plan submitted, approve the Plan with modifications or reject the Plan and require the authority to prepare another.

The WESP focuses on the targets in the Welsh Medium Education Strategy and local authorities are expected to report annually on performance against these targets. In accordance with Welsh Government guidance the WESP will be implemented over a ten-year period from 2022 to 2032.

Cardiff Council will publish its 10-year Welsh in Education Plan (WESP) for 2022-2032 in February 2022. The consultation and publication timetables for both the Bilingual Cardiff Strategy and the WESP have been harmonised to facilitate the inclusion of mutual objectives and outcomes.

A key recommendation in Nico's assessment of the implementation of the first Bilingual Cardiff Strategy (2017-22) was to strengthen the relationship between the two strategies and to align targets.

This work has been undertaken in partnership with the Council's Education department and the Bilingual Cardiff Strategy 2022-27 action plan has been revised and an additional column added to confirm the WESP Outcomes supported by specific initiatives and actions.

The commitments made in the Bilingual Cardiff Strategy to increase the number of Welsh speakers in Cardiff must be supported by the expansion of Welsh medium education presented in the WESP and therefore this alignment is appropriate and both strategies will be published concurrently.

5. WORKING WITH PARTNERS

The first 5-year Bilingual Cardiff Strategy was launched in 2017. The strategy established the principle of partnership working with partners and stakeholders across the city.

This 5-year strategy for 2022-27 builds on these established and productive relationships to support and fulfil our shared vision of a truly bilingual city.

The Bilingual Cardiff Forum, which includes representation from the Bilingual Cardiff partners, undertakes the role of implementing and monitoring this strategy on behalf of their organisations, whilst the Bilingual Cardiff team leads on facilitating the Strategy from the Council's perspective as well as reporting progress to the Welsh Language Commissioner as part of the Council's Welsh Language Standards Annual Report. Please see **Appendix II** for further information on Bilingual Cardiff's lead partners.

The organisations comprising the Bilingual Cardiff Forum have also contributed to the Council's work and a number of partners have presented relevant projects or their organisations contribution towards the implementation of the Bilingual Cardiff Strategy Action Plan to the Bilingual Cardiff Working Group.

The Working Group is a cross-party representative group of Cardiff Council councillors who provide an overview of the implementation of the Bilingual Cardiff Strategy and its supporting action plan.



6. CYMRAEG 2050 STRATEGIC THEMES

Theme 1: Increase the number of Welsh speakers

Vision	Increase the number and percentage of Welsh speakers in Cardiff
Outcome	The number and percentage of Welsh speakers in Cardiff continues to increase and meets the identified targets to achieve the Welsh Government's goals of a million Welsh speakers by 2050
Areas of Work	<ul style="list-style-type: none"> • Language transmission in the family • The early years • Statutory education • Post-compulsory education • The education Workforce, resources and qualifications
Areas of Work	<ul style="list-style-type: none"> • Promote the benefits of using Welsh in the home and raise awareness of the Welsh language and its history and culture with families who do not speak Welsh. • Promote Welsh medium education with Black Asian and Minority Ethnic and under-represented communities in Cardiff. • Increase the number of pupils receiving Welsh medium primary and secondary education. • Develop opportunities for children and young people in English medium settings to positively connect with the Welsh language. • Implement the Welsh in Education Strategic Plan 2022-32. • Increase the education and training workforce who are qualified to teach Welsh as a subject and to teach other subjects through the medium of Welsh.

Theme 2: Increasing the use of Welsh

Vision	A truly bilingual capital city
Outcome	The use of the Welsh language significantly increased and normalised

Areas of Work	<ul style="list-style-type: none"> • The workforce • Services • Social use of Welsh
Areas of Work	<ul style="list-style-type: none"> • Increase the number of Cardiff Council staff who can speak Welsh. • Increase the number of Cardiff Council staff who receive Welsh language training. • Provide Bilingual Cardiff partner organisations with best practice guidance to increase the number of their staff who speak Welsh and the number who receive Welsh language training. • Deliver high quality Welsh language services and meet the requirements of the Welsh language standards. • Establish a Youth Forum to empower young people to deliver Welsh language social events. • Develop a programme of activities for young people who speak Welsh as a second language.

Theme 3: Creating favourable conditions – infrastructure and context

Vision	Creation and maintenance of suitable conditions and an environment where the Welsh language and its speakers can thrive.
Outcome	The Welsh language is supported through linguistic planning, economic development, digital platforms and culture.
Areas of Work	<ul style="list-style-type: none"> • Community and economy • Culture and media • Wales and the wider world • Digital technology • Linguistic infrastructure • Language planning • Evaluation and research
Areas of Work	<ul style="list-style-type: none"> • Develop a resource to detail all Welsh language employment and development opportunities in the city. • Maintain and further develop programmes of cultural activities for children and young people, families, and adults and older people. • Develop an information pack detailing all Welsh language services and support available in Cardiff. • Ensure that the Welsh language is at the heart of innovation in digital technology to enable the use of Welsh in all digital contexts. • Promote the use of Welsh in all new developments in Cardiff.



APPENDICES

Bilingual Cardiff: 5 Year Welsh Language Strategy 2022 - 2027

APPENDIX 1 - BILINGUAL CARDIFF 5 YEAR ACTION PLAN

STRATEGIC THEME 1: INCREASE THE NUMBER OF WELSH SPEAKERS

Areas of Work:

1. Transferring the language within the family,
2. Early years,
3. Statutory education,
4. Post-compulsory education,
5. Education workforce, resources and qualifications

Objective	Target	Timetable	Reporting Source	Delivery Partner(s)	WESP Outcome(s) Supported
1. All targets for Theme 1 to be revised following receipt of 2021 Census data	Targets and priorities to be assessed following receipt of Census data and further refined/ adapted.	Census data is anticipated to be published in 2023	2021 Census	Cardiff Council	
2. Campaign to promote the use of Welsh in the home – promoting bilingualism and multi-language within non-Welsh speaking households in Cardiff	An increase in the number of families participating in Welsh and bilingual activity within the home – e.g. S4C's Clwb Cwtsh and similar activity by the Forum's partners.	Agree and launch the campaign by September 2022 and progress to be reported annually by the delivery partners.	Delivery partner reports to the BC Forum	Mudiad Meithrin Cymraeg i Blant (Welsh for Children) Menter Caerdydd S4C The Urdd Cylch methrin (nursery groups)	Outcomes 1, 2, 3, 4 & 5

Objective	Target	Timetable	Reporting Source	Delivery Partner(s)	WESP Outcome(s) Supported
3. Promote Welsh-medium education among non-Welsh speaking families to increase awareness of the history of the Welsh language and foster pride in the language.	Develop and introduce a language awareness campaign by July 2024 Partner with the Cylchau Meithrin, Cardiff Council services (e.g. Flying Start, Early Years and Childcare) and CAVUHB health workers and midwives to deliver the promote Welsh medium Education and Welsh Language awareness.	March 2024 Roll out the campaign in July 2024.	Agree the language awareness campaign in the March 2023 BC Forum meeting Delivery partner reports to the BC Forum	Cardiff Council Cardiff University Education Consortia Menter Caerdydd The Urdd CAVUHB Cylch meithrin (Nursery groups)	Outcomes 1, 2, 3, 4 &
4. Increase the provision of Welsh language training for parents who send their children to Welsh-medium schools.	An increase in the number of non-Welsh speaking parents sending their children to Welsh-medium schools in Cardiff who receive Welsh language training through the Forum's partners.	Initial provision to be submitted by September 2022 and participation statistics to be reported annually by delivery partners with target to be met by March 2027.	Delivery partner reports to the BC Forum	National Centre for Learning Welsh Menter Caerdydd Mudiad Meithrin The Urdd CAVC Welsh Language Immersion Unit	Outcomes 1, 2, 3, 4, 5 & 6

Objective	Target	Timetable	Reporting Source	Delivery Partner(s)	WESP Outcome(s) Supported
5. Increase in Welsh-medium early years' social opportunities and raise awareness of this provision.	A 25 % increase in Welsh-medium early years' social provision provided by the Forum's partners.	Provision to be developed by September 2022 and participation statistics to be reported annually by delivery partners with target to be met by March 2027.	Delivery partner reports to the BC Forum	Mudiad Meithrin Cymraeg i Blant (Welsh for Children) Cardiff and Vale College Cardiff primary schools. Menter Caerdydd The Urdd Cardiff and Vale Health Board Welsh Language Commissioner	Outcome 1
6. Pilot initiative to work intensively in 2 different areas of the city around a primary school experiencing a reduction in the number of children seeking a place in reception/nursery class	Identify and agree a pilot scheme with two primary schools by September 2024. Pilot launched for academic year 2024/25.	September 2023 June 2024	Delivery partner reports to the BC Forum and Cardiff Council's Welsh Education Forum (WEF)	Menter Caerdydd Mudiad Meithrin The Urdd Cardiff Welsh-medium primary schools Cardiff colleges and universities	Outcomes 1 & 2

Objective	Target	Timetable	Reporting Source	Delivery Partner(s)	WESP Outcome(s) Supported
7. Increase in percentage of the people who can speak Welsh	<p>Census results to show that 11.6 % of Cardiff's population can speak Welsh.</p> <p>Annual increase consistent with 13 % of Cardiff population able to speak Welsh by 2027 to be confirmed by the National Survey for Wales and the Language Use Survey</p>	<p>Census report by 2023.</p> <p>Reports based on the National Survey for Wales and the Language Use Survey annually at the Forum's March meeting with the target to be met by March 2027.</p>	<p>National Census</p> <p>National Survey for Wales and Language Use Survey</p>	Cardiff Council	
8. Funding, appointing and maintaining the post of Welsh Education Promotion Officer (across the Southeast Wales Region)	<p>Agree the funding application with the Welsh Government.</p> <p>Agree the priorities and duties of the post with the BC Forum partners and appoint the officer.</p> <p>Line management for the officer and workplace support.</p>	<p>Funding in place by April 2022</p> <p>By September 2022</p> <p>September 2022 onwards</p>	<p>Funding agreement with Welsh Government.</p> <p>Job description and person specification agreed by Forum partners and successful completion of recruitment.</p> <p>The Mentrau to report annually to the BC Forum</p>	<p>Cardiff Council</p> <p>Forum Partners</p> <p>Southeast Wales</p> <p>Mentrau Iaith</p>	Outcomes 1, 2, 3, 4 & 7

Objective	Target	Timetable	Reporting Source	Delivery Partner(s)	WESP Outcome(s) Supported
9. Agree and co-deliver Welsh-medium education promotion initiatives with organisations representing minority ethnic communities	2 promotional initiatives to be undertaken in conjunction with organisations representing minority ethnic communities on an annual basis.	Promotional initiatives to commence in September 2023	Delivery partner reports to the BC Forum	Cardiff Council C3SC All BC Forum partners Welsh Language Immersion Unit Cardiff Welsh-medium primary and secondary schools.	Outcomes 1, 2, 3, 4, 5 & 6
10. An increase in the number of places available within primary and secondary Welsh-medium secondary education in Cardiff.	23.2 % of Reception pupils taught through the medium of Welsh by January 2027. 14.7 % of Year 7 pupils taught through the medium of Welsh by 2026/27.	Progress to be reported annually following the publication of the annual report on the WESP with the target to be met by March 2027.	Cardiff Council WESP Annual Report	Cardiff Council	Outcomes 1, 2, 3, 4 & 6
11. Increase the provision for Welsh-medium additional learning needs.	4.4 % of additional learning needs provision to be provided through the medium of Welsh by 2027	Progress to be reported annually following the publication of the annual report on the WESP with the target to be met by March 2027.	Cardiff Council WESP Annual Report	Cardiff Council	Outcome 6

Objective	Target	Timetable	Reporting Source	Delivery Partner(s)	WESP Outcome(s) Supported
<p>12. An increase in the number of secondary school pupils studying qualifications assessed through the medium of Welsh.</p>	<p>14 % of secondary school pupils study qualifications through the medium of Welsh by 2027.</p>	<p>Progress to be reported annually following the publication of the annual report on the WESP with the target to be met by March 2027.</p>	<p>Cardiff Council WESP Annual Report</p>	<p>Cardiff Council</p>	<p>Outcome 3</p>
<p>13. An increase in the number of students studying further and higher education courses through the medium of Welsh.</p> <p>Develop and co-ordinate a campaign to promote Welsh-medium education and training for further and higher education students.</p> <p>Explore opportunities to fund a Transition Officer to support the objective and promotional campaign.</p>	<p>50 % of Welsh speaking students studying at Cardiff universities and colleges study through the medium of Welsh.</p> <p>Launch the promotional campaign by September 2024.</p> <p>Case study to be developed and presented to BC Forum partners by September 2023.</p>	<p>March 2027</p> <p>September 2024</p> <p>September 2023</p>	<p>Cardiff colleges and universities' annual reports.</p> <p>Agreement of the campaign in the September 2024 BC Forum meeting.</p> <p>Case study agreed in the September 2023 BC Forum meeting.</p>	<p>National Centre for Learning Welsh</p> <p>Cardiff and Vale College Education Consortia</p> <p>University of South Wales</p> <p>Cardiff University Cardiff</p> <p>Metropolitan University</p> <p>Coleg Cymraeg Cenedlaethol</p> <p>Cardiff Welsh-medium secondary schools</p>	<p>Outcome 7</p>

Objective	Target	Timetable	Reporting Source	Delivery Partner(s)	WESP Outcome(s) Supported
<p>13. Develop the education workforce to increase the number teaching Welsh as a subject and teaching through the medium of Welsh. This includes teachers in the English-medium education sector who have the ability to use Welsh confidently and across the curriculum and additional specialist staff to support Welsh medium ALN provision.</p>	<p>Continue to monitor data and intervene as necessary.</p>	<p>Progress to be reported annually to the BC Forum with the target to be met by March 2027.</p>	<p>Cardiff colleges and universities' annual reports.</p>	<p>National Centre for Learning Welsh</p> <p>Cardiff and Vale College</p> <p>Education Consortia</p> <p>University of South Wales</p>	<p>Outcomes 3, 4, 6 & 7</p>
<p>Develop and deliver support for teachers from English-medium schools to up-skill to enable them to teach through the medium of Welsh including membership of the Sabbatical scheme and long-term support to practise and improve language skills.</p>	<p>10 teachers receive this support annually from September 2024.</p>	<p>Delivery of support by September 2024.</p>	<p>Cardiff colleges and universities' annual reports.</p>	<p>Cardiff University</p> <p>Cardiff Metropolitan University</p> <p>Coleg Cymraeg Cenedlaethol</p>	<p>Outcomes 3, 4 & 7</p>
<p>Promote the Welsh Government's offer to provide free Welsh lessons to young people aged 16-25 years old and the education workforce with the Bilingual Cardiff Forum partners.</p>		<p>April 2022 onwards</p>	<p>BC Forum meetings and in communications to BC Forum partners</p>		<p>Outcomes 3, 4, 6 & 7</p>

STRATEGIC THEME 2: INCREASING THE USE OF WELSH

Areas of Work:

1. The workforce,
2. Services,
3. Social use of Welsh

Objective	Target	Timetable	Reporting Source	Delivery Partner(s)	WESP Outcome(s) Supported
1. All targets for Theme 2 to be revised following receipt of 2021 Census data	Targets and priorities to be assessed following receipt of Census data and further refined/adapted.	Census data is anticipated to be published in 2023	2021 Census	Cardiff Council	
2. Establish a Bilingual Cardiff Youth Forum. All BC Forum partners to identify one young person to represent them as members of the Youth Forum. Identify and confirm funding to fund activity and events agreed by the Bilingual Cardiff Youth Forum. Support the membership of the Youth Forum to be Welsh language champions on social media platforms.	Populate the Youth Forum and offer the necessary support to ensure it meets from 2022/23 onwards. Enable the Youth Forum to run a programme of events each year by offering an events budget. Link the Youth Forum events programme and other event funding programmes such as the Arts Council of Wales Night Out and Literature Wales Writers in Action.	April 2022 April 2023 April 2023	Delivery partner reports to the BC Forum	Cardiff Council Arts Council of Wales Yr Urdd Menter Caerdydd Literature Wales All BC Forum Partners	Outcomes 3, 4 & 5

Objective	Target	Timetable	Reporting Source	Delivery Partner(s)	WESP Outcome(s) Supported
<p>3. Conduct a mapping exercise for Welsh medium children and young people's provision provided by Cardiff Council to identify potential gaps in provision and address them through actions and funding.</p>	<p>A comprehensive account of the Welsh medium children and young people's services provided by the Council.</p> <p>Present the findings of the mapping exercise to the Bilingual Cardiff Forum.</p> <p>Identify opportunities to develop additional provision to address identified gaps.</p>	<p>August 2022</p> <p>September 2022</p> <p>April 2023</p>	<p>Cardiff Council mapping exercise</p>	<p>Cardiff Council</p>	
<p>4. Develop a network of ambassadors who have already received Welsh-medium education to promote the language and access to Cardiff's primary and secondary schools.</p> <p>Support the ambassadors by inviting them to meet families to promote Welsh-medium education.</p> <p>Develop supporting resources (e.g. interviews with ambassadors) to be presented as digital resources and through the social media accounts of BC Partners and Council services (e.g. admissions, early years).</p> <p>Develop a campaign in conjunction with the ambassadors and BC Forum partners to promote Welsh-medium education with multi-lingual audiences.</p>	<p>All partners to identify ambassadors who will appeal to communities across Cardiff to increase access to Welsh-medium education.</p> <p>Develop and agree an engagement programme with families.</p> <p>Identify and agree a budget to support the production of resources.</p> <p>Identify representative organisations to support and agree the engagement campaign.</p>	<p>September 2023</p> <p>September 2024</p> <p>September 2024</p> <p>September 2025</p>	<p>Delivery partner reports to the BC Forum</p> <p>Agreement of the engagement programme in the September 2024 BC Forum meeting</p> <p>Budget identified and agreed in the September 2024 BC Forum meeting.</p> <p>Agreement of the engagement programme in the September 2025 BC Forum meeting</p>	<p>Cardiff Council</p> <p>Menter Caerdydd</p> <p>Cardiff Welsh-medium primary and secondary schools</p> <p>Cardiff colleges and universities</p> <p>The Urdd</p> <p>All BC Forum partners</p>	<p>Outcomes 1, 2, 3 & 4</p>

Objective	Target	Timetable	Reporting Source	Delivery Partner(s)	WESP Outcome(s) Supported
5. Increase activity with 'second language' schools installing clubs, holding workshops and encouraging activities directly with the schools.	Develop strategic partnerships between BC Forum partners, Cardiff Council's WEF, and schools to support long-term provision through the medium of Welsh.	September 2024	Delivery partner reports to the BC Forum	Cardiff Council Menter Caerdydd The Urdd Literature Wales Wales Millennium Centre Arts Council of Wales Cardiff primary and secondary schools	Outcomes 3, 4 & 5
6. Hold an annual 'Gyrfa Gymraeg' Welsh Career event to share information about the wide range of further education courses that can lead to a Welsh post.	Agree to hold it as a separate event or as part of a wider jobs fair. Identify funding for the event to ensure it can be an annual event. To hold the Welsh Career event.	March 2022 September 2022 By March 2023 and then annually.	Delivery partner reports to the BC Forum	Cardiff Council Menter Caerdydd Cardiff Welsh-medium Secondary Schools Cardiff Colleges and Universities Cardiff Commitment	Outcomes 5 & 7
7. An increase in the number of Cardiff Council staff with Welsh language ability.	Increase the number of Council staff with Welsh language skills to 20% of the workforce by 2027.	March 2027	Cardiff Council's Annual Report on Welsh Language Standards	Cardiff Council	

Objective	Target	Timetable	Reporting Source	Delivery Partner(s)	WESP Outcome(s) Supported
8. An increase in the number of Cardiff Council staff receiving Welsh language training.	Increase the number of Council staff who have received training in Welsh to 50% of the workforce by 2027.	March 2027	Cardiff Council's Annual Report on Welsh Language Standards	Cardiff Council	
9. Develop and run a campaign to share best practice in increasing the percentage of the workforce who speak Welsh and/or have received Welsh language training.	An increase in the number of BC Forum Partners' staff that speak Welsh and an increase in the number of those workforces joining Welsh-medium training courses.	March 2024	Delivery partner reports to the BC Forum	National Centre for Learning Welsh Cardiff Council Cardiff Colleges and Universities	
10. Hold Tafwyl every year to promote and raise awareness of the Welsh language and attract Welsh-speaking and non-Welsh speaking communities to socialise and engage with the Welsh language, the Welsh music scene, literature, sport and Welsh culture	Hold Tafwyl each year.	Annual	Menter Caerdydd Tafwyl Report	Menter Caerdydd	Outcome 5

STRATEGIC THEME 3: CREATING FAVOURABLE CONDITIONS: INFRASTRUCTURE AND CONTEXT

Areas of Work:

1. Community and economy,
2. Culture and media,
3. Wales and the wider world,
4. Digital technology,
5. Linguistic infrastructure,
6. Language planning,
7. Evaluation and research

Objective	Target	Timetable	Reporting Source	Delivery Partner(s)	WESP Outcome(s) Supported
1. All targets for Theme 3 to be revised following receipt of 2021 Census data	Targets and priorities to be assessed following receipt of Census data and further refined/adapted.	Census data is anticipated to be published in 2023	2021 Census	Cardiff Council	
2. Expand the Bilingual Cardiff Forum membership to include: i) officers from the Council to share knowledge and good practice and ensure a shared understanding of goals; ii) a wider base of partners e.g. from business and economy.	Additional members to be identified and agreed by the Bilingual Cardiff forum	September 2022	Bilingual Cardiff Forum minutes	Cardiff Council	
3. Create a strapline for the Bilingual Cardiff Strategy and vision	Create and agree the strapline to market the Bilingual Cardiff Strategy 2022/27.	By April 2022.	Agreement in the March 2022 BC Forum meeting.	Literature Wales Cardiff Council All BC Forum partners	

Objective	Target	Timetable	Reporting Source	Delivery Partner(s)	WESP Outcome(s) Supported
4. Create and sustain children's arts activity to support and promote the Bilingual Cardiff Strategy	An increase in the number of arts events and projects provided by the Forum's partners and an increase in the number of children attending them.	Programme of activity to be agreed by March 2023.	Delivery partner reports to the BC Forum	Arts Council of Wales Literature Wales Cardiff Enterprise Millennium Centre Cardiff Schools The Urdd	Outcome 5
5. Increase awareness of the provision, opportunities and access to the arts in Welsh in Cardiff for children, young people and families. Develop and agree a programme of arts activity in Welsh aimed at adults and older people. Provide Welsh-medium creative reading and writing sessions in Cardiff city libraries and hubs.	Delivery partners to submit information on arts activity in Welsh to be shared with the Forum's partners. 6 events to be held annually. 6 sessions to be held annually.	April 2022 April 2024 March 2023	Delivery partner reports to the BC Forum Delivery partner reports to the BC Forum Delivery partner reports to the BC Forum	Arts Council of Wales Literature Wales Menter Caerdydd Merched y Wawr Millennium Centre The Urdd Cardiff Council	Outcomes 3, 4 & 5

Objective	Target	Timetable	Reporting Source	Delivery Partner(s)	WESP Outcome(s) Supported
6. Increase arts collaboration with years 12 and 13 in Secondary Schools and Undergraduates at Cardiff Colleges and Universities	A programme of work agreed between the delivery partners and collaborative activity to be undertaken from the start of the 2023/24 academic year.	September 2023	Delivery partner reports to the BC Forum	Cardiff Colleges and Universities Cardiff Welsh-medium Secondary Schools	Outcomes 4 & 5
7. Develop, create and design a monthly circular of Welsh language employment opportunities and work skills development in the city, from volunteering to full-time jobs.	12 monthly circulars have been set and formatted to be shared with the partners.	April 2022	All partners to receive a monthly circular to share with their networks.	Y Dinesydd All BC Forum Partners	Outcomes 5 & 7
8. Agree and share good practice guidance regarding the use of Welsh and Welsh language considerations for the use of housing developers, housing associations, construction companies, and security companies etc. who work with Cardiff Council.	Distribute the guidance to the Council's partners and encourage the use of and comprehensive consideration of the Welsh language. Reinforce the Council's guidance that a Welsh language name should be given to all housing developments and projects in Cardiff – this includes the unofficial name used for preliminary marketing and the development or project's final, official name.	September 2022	The handbook to be shared with the Forum's partners.	Cardiff Council Menter Caerdydd All BC Forum partners	

Objective	Target	Timetable	Reporting Source	Delivery Partner(s)	WESP Outcome(s) Supported
9. Maintain and promote the Council's street name list and share it internally (e.g. ishare maps and address gazetteer) and externally (Ordnance Survey, Post Office etc.).	<p>Transfer of street names to council resources and relevant external bodies.</p> <p>Strengthen the Council's Street Naming Policy to apply its principles regarding shared spaces to include the naming of parks, green spaces, woodland, transport stations, footpaths and cycleways, and new Council-owned buildings and developments.</p> <p>Engage with local schools (especially schools serving the new Local Development Plan areas) to foster ownership of Welsh language street names in their catchment areas.</p>	<p>March 2023</p> <p>April 2023</p> <p>Engage with schools in Northeast Cardiff by the end of 2023 and schools in Northwest Cardiff by 2025</p>	<p>Delivery partner reports to the BC Forum</p> <p>Revision and expansion of the Council's Street Naming Policy</p> <p>Delivery partner reports to the BC Forum</p>	<p>Cardiff Council</p> <p>Welsh Language Commissioner</p> <p>Cardiff Primary and Secondary Schools</p>	Outcomes 4 & 5
10. Create a lifelong information pack about Welsh language activity and resources in Cardiff.	Agree the final package and promulgate it to communities across Cardiff.	September 2022	Agreement of the information pack in the September 2022 BC Forum meeting	Menter Caerdydd	All Outcomes
11. Work in partnership with information technology companies to advocate for the development and delivery of programmes and resources that support the Welsh language.	Ensure that programmes and information technology resources support Welsh language provision.	March 2027	Delivery partner reports to the BC Forum	<p>Cardiff Council</p> <p>Welsh Language Commissioner</p> <p>Cardiff colleges and universities.</p>	
12. Develop and publish a Grants Policy	Develop a Cardiff Council Grants Policy to meet the requirements under the Welsh Language Standards	March 2022		Cardiff Council	

Objective	Target	Timetable	Reporting Source	Delivery Partner(s)	WESP Outcome(s) Supported
13. Assessment the effectiveness of Bilingual Cardiff strategy interventions.	Assess the impact of the interventions described in the Bilingual Cardiff strategy action plan and measure success in supporting the Cymraeg 2050 themes with reference to Welsh Language Commissioner guidance and Bilingual Cardiff Forum partner best practice.	April 2023 and annually thereafter.	Cardiff Council and Bilingual Cardiff Forum reports on the implementation and completion of the actions described in the Bilingual Cardiff action plan.	Cardiff Council	
14. Revise Cardiff Council's guidance to 3rd parties on the implementation of the Welsh language Standards	Update and revise the 3rd party guidance and include a section the Welsh language standards requirements in terms of tendering.	April 2022	Publication of revised 3rd party guidance	Cardiff Council	
15. Enhance the status of the Welsh language in Cardiff by increasing its prominence in branding for Cardiff Bus and Taxis.	Work in partnership with relevant Council departments and teams to introduce the Welsh term 'Tacsi' as the signage used by Cardiff's new fleet of greener taxis.	April 2023	Change in licensing conditions to include this requirement.	Cardiff Council	
	Increase the use and prominence of Welsh language branding for the Cardiff Bus fleet.	April 2023	Agreement with Cardiff Bus.		
	Investigate the feasibility of the inclusion of requirements concerning the usage of the Welsh language term 'Taxis' in the conditions supporting Cardiff Council grants to replace older taxis with greener models.	April 2023	Inclusion of requirements in relevant grant conditions.		

APPENDIX 2 - LEAD PARTNERS

As a City wide strategy, the success of the Bilingual Cardiff vision as outlined in this strategy depends on collaborative working with our partners and stakeholders. The following lead partners have agreed to implement and monitor progress against the relevant actions within the action plan.

Arts Council Wales

Arts Council Wales was established in 1994 and is the official body that funds and develops the arts in Wales. Funded by the Welsh Government and the National Lottery they support artists and arts organisations carrying out programmes of work across Wales in order to make the arts central to the life and wellbeing of the nation.

Cardiff Rugby

Cardiff Rugby are one of the four professional Welsh regional rugby union teams. Based in Cardiff, the capital of Wales, the team play at Cardiff Arms Park and are owned by Cardiff Rugby Ltd, who also own and run Cardiff Rugby Football Club. From 2003 to 2021 the club were known as the Cardiff Blues before changing their name to Cardiff Rugby prior to the start of the 2021-22 season.

Cardiff Public Service Board

As part of the implementation of the Well-being of Future Generations Act (Wales) 2015, all local authorities in Wales are required to establish Public Services Boards (PSBs). PSBs bring public and third sector bodies together to work in partnership to improve economic, social, environmental and cultural well-being.

The statutory members of a PSB are as follows:

- The City of Cardiff Council
- Cardiff and Vale University Health Board
- South Wales Fire and Rescue
- Natural Resources Wales

Membership of the Board must also include a number of other partners who participate in its activity as 'invited participants'. Representatives of the following sit on the Cardiff PSB:

- The Welsh Ministers
- The Chief Constable of South Wales Police
- The South Wales Police and Crime Commissioner
- Representatives of the National Probation Service and Community Rehabilitation Company
- Cardiff Third Sector Council

Other partners who exercise functions of a public nature can also be involved in the delivery of its work.

PSBs have a duty under the Well-being of Future Generations Act to assess the economic, social, environmental and cultural well-being of the local area and to produce a local well-being plan setting out well-being objectives that will contribute to achieving the Welsh Government's 7 well-being goals. More information on these goals can be found [here](#).

Cardiff Metropolitan University

Cardiff Metropolitan University is an institution rooted in Wales and provides practice-focused and professionally oriented education for students. Its vision is derived for its commitment to education. Research and innovation undertaken in partnership with students, governments, business and industry to provide tangible benefits for individuals, society and the economy.

Cardiff Met is committed to ensuring that every student fulfils their potential to make outstanding graduate-level contributions to their own and future generations.

Cardiff Third Sector Council (C3SG)

Cardiff Third Sector Council exists to support and develop Cardiff's third sector. Working with the Welsh Government and WCVA, it is committed to increasing the knowledge and

skills of the sector to ensure that groups and organisations in Cardiff can make themselves sustainable and meet the needs of their communities.

Cardiff University (School of Welsh)

The School of Welsh at Cardiff University is a world class academic unit with a global reputation. It specialises in a range of fields relating to the Welsh language and its culture, including literature, linguistics, sociolinguistics, translation, education, planning and policy. It has strong international links, especially with countries that are home to minority languages, such as Canada, Catalonia, the Basque Country and Ireland. The school's staff also specialise in various aspects of the Welsh language and its culture in Cardiff and the surrounding areas.

National surveys show that the School excels in its teaching, its research and the effect of its research outside the academic field. It delivers world class education from undergraduate level to PhD level. Cardiff Welsh for Adults is part of the School and it delivers courses to over 2,000 students in the capital. The School is also responsible for the Welsh for All scheme (which gives an opportunity to hundreds of Cardiff University students to learn Welsh for free) and is one of the centres for the National Sabbatical Scheme (which develops the Welsh skills of education practitioners).

The School of Welsh is part of Cardiff University, an ambitious and innovative university with a bold and strategic vision. Cardiff University is a member of the Russell Group and ranked as 154 in the 2020 QS World University Rankings. Its world-leading research was ranked 6th amongst UK universities in the 2020 Research Excellence Framework for quality. The university provides an educationally outstanding experience for its students. Driven by creativity and curiosity, Cardiff University strives to fulfil its social, cultural and economic obligations to Cardiff, Wales, and the world.

Cardiff and Vale College

Cardiff and Vale College is one of the largest colleges in the UK, delivering high quality education and training within the Capital Region of Wales.

The College has more than 30,000 learners each year across full-time and part-time college courses, university qualifications and apprenticeship programmes, along with dedicated training provision for employers.

It develops skilled and employable people – with some of the best student success rates in the sector and a focus on experiences that ensures that learners stand out and progress.

Cardiff and Vale University Health Board

Cardiff and Vale University Health Board is one of the local health board of NHS Wales. It came into being on 1 October 2009 through the amalgamation of three NHS organisations in the Cardiff and Vale of Glamorgan area. The three organisations amalgamated were: Cardiff and Vale NHS Trust, employing 12,000 staff and previously responsibility for hospital services in the Cardiff and Vale of Glamorgan area; Cardiff Local Health Board; and Vale of Glamorgan Local Health Board both responsible for GP, Dental, Optical and pharmacy services. The headquarters of the Board is in the University Hospital of Wales, in Cardiff.

Coleg Cymraeg Cenedlaethol

The Coleg Cymraeg Cenedlaethol works through branches located across seven universities in Wales. The aim of the branches is to support the work of the Coleg and act as a local point of contact for students.

The choice of Welsh medium courses has expanded significantly in recent years. There are currently over 1,000 courses for Welsh medium students, along with over 150 undergraduate scholarships awarded to students annually.

The work of Coleg Cymraeg Cenedlaethol includes:

- Ensure more study opportunities for Welsh medium students - in partnership with the universities
- Train, develop and fund new Welsh medium lecturers for the future
- Fund undergraduate and post-graduate scholarships
- Support students studying course through the medium of Welsh
- Increase the number of students choosing to study their whole course or part of their course through the medium of Welsh
- Develop quality modules, courses and resources for Welsh medium students.

Colegau Cymru

Colegau Cymru / Colleges Wales is the national educational charity that represents 14 of Wales' further education (FE) colleges and designated FE institutions. Its Board comprises of college principals and chairs of corporations, appointed by member colleges. It also works closely with a wide range of partners in post-16 education, training and skills.

Central South Education Consortium

The Central South Consortium (CSC) was established in September 2012. It is a Joint Education Service for five local authorities:

- Bridgend
- Cardiff
- Merthyr Tydfil
- Rhondda Cynon Taf
- Vale of Glamorgan

The consortium is commissioned by and acts on behalf of the five local authorities to develop a school improvement service that challenges, monitors and supports schools to raise standards.

Clwb Ifor Bach

Clwb Ifor Bach is a live music venue, nightclub and promoter situated in Cardiff city centre on Womanby Street, hosting international, local and emerging artists and has been an early platform for some of the biggest names in music today.

Since its establishment in 1983, Clwb Ifor Bach has been a musical focal point in Cardiff and Wales, welcoming all musical styles and genres from all corners of the world through its doors.

Y Dinesydd

Y Dinesydd is a monthly local Welsh-language newspaper (or Papur Bro in Welsh) for Cardiff, Wales, established in October 1973.

Eisteddfod Genedlaethol Cymru

The National Eisteddfod of Wales is one of the world's greatest cultural festivals and is held annually during the first week of August. It is a travelling festival, alternating between north and south Wales. The Eisteddfod was last held in Cardiff in 2018.

The festival, which attracts 150,000 visitors, celebrates the Welsh language and the culture of Wales in an inclusive and eclectic way. Much work has been done over the past decade to develop the festival as a family-friendly and accessible event, evolving and changing from year to year as it visits different parts of Wales.

Literature Wales

Literature Wales is the national company for the development of literature in Wales. It believes that literature is for everyone and can be found anywhere. The organisation's many projects and activities include Wales Book of the Year, the National Poet of Wales, Bardd Plant Cymru and Young People's Laureate Wales, Literary Tourism initiatives, Writers on Tour

funding scheme, creative writing courses at Tŷ Newydd Writing Centre, Services for Writers (including Bursaries and Mentoring) and Young People's Writing Squads.

The Chief Executive is Lleucu Siencyn. Literature Wales is a registered charity and a Company Limited by Guarantee and works with the support of the Arts Council of Wales and the Welsh Government.

Menter Caerdydd

Menter Caerdydd was established in June 1998, with the aim of promoting and expanding the use of Welsh in Cardiff by creating opportunities for the city's residents to use the language outside work and school. Today, Menter Caerdydd is seen as one of the most successful Language Initiatives in Wales with over 40,000 service users.

Menter Caerdydd delivers services by working in partnership with a number of Welsh organisations in Cardiff, as well as other organisations in the city whose focus stretches beyond offering activities in Welsh. Menter Caerdydd's main partners are the Welsh Government and Cardiff City Council who are responsible for funding a number of services offered in Welsh in the City. It's a registered charity and a Company Limited by Guarantee.

Menter Caerdydd's core work encompasses six priorities, namely:

- Promoting and creating opportunities to use Welsh.
- Building confidence and changing people's attitude towards Welsh.
- Reinforcing Welsh and its use within families.
- Developing employment and training opportunities for young people and adults.
- Developing Welsh Festivals to raise awareness of Welsh.
- Ensuring that Welsh has a visual platform on a digital level.

Menter Caerdydd's services and activities include leading on Co-ordinating Training and Volunteering opportunities for 16+ students in Welsh, co-ordinating Tafwyl – Cardiff's Welsh language festival, organising weekly clubs for children, free play opportunities and workshops and Care Plans during the Holidays, social opportunities and activities for learners and families, and leading the City's Welsh Language Forum.

Merched y Wawr

Merched y Wawr is a voluntary, non-political, organisation for women in Wales. Its activities are conducted through the medium of Welsh its aims are to promote women's issues and to support culture, education and the arts in Wales.

Mudiad Meithrin

Mudiad Meithrin: a national voluntary organisation of cylchoedd meithrin, cylchoedd Ti a Fi, wraparound care, meithrin sessions and Welsh-medium nurseries that provide early years experiences, childcare and education of a high quality for approximately 22,000 children each week.



National Centre for Learning Welsh

The Centre is a national body responsible for all aspects of the Welsh for Adults education program. It operates as a body at arm's length from Welsh Government and has a clear vision for the future.

The Centre:

- is a visible institution setting a national strategic direction for the Welsh for Adults sector.
- provides leadership for Welsh for Adults providers.
- raises standards in teaching and learning in Welsh for Adults.
- presents an engaging, appropriate and high quality national curriculum and produce resources suitable for all kinds of learners.

The National Centre for Learning Welsh provider in Cardiff is Cardiff University.

National Museum Wales

Amgueddfa Genedlaethol Cymru – National Museum Wales is a Welsh Government sponsored body that comprises seven museums in Wales:

- National Museum Cardiff
- St Fagans National Museum of History,
- Big Pit National Coal Museum,
- National Wool Museum,
- National Slate Museum,
- National Roman Legion Museum
- National Waterfront Museum

S4C

S4C is the Welsh language fourth channel and the first television channel to be aimed specifically at a Welsh-speaking audience.

University of Wales Trinity Saint David

The University of Wales Trinity Saint David (UWTSD) was formed on 18 November 2010 through the merger of the University of Wales Lampeter and Trinity University College Carmarthen, under Lampeter's Royal Charter of 1828. On the 1 August 2013, Swansea Metropolitan University became part of UWTSD.

Urdd Gobaith Cymru

The Urdd is the largest youth organisation for children and young people in Wales with over 50,000 members. 30% of all Welsh speakers in Wales aged between 8-25 are members.

Urdd Gobaith Cymru's aim is to provide the opportunity, through the medium of Welsh, for the children and young people in Wales to become fully rounded individuals, developing personal and social skills that will enable them to make a positive contribution to the community.

Wales Millennium Centre

Wales Millennium Centre is an arts centre and performance venue located in Cardiff Bay. The centre hosts performances of opera, ballet, contemporary dance, theatre comedy, and musicals.

The Wales Millennium Centre comprises one large theatre and two smaller halls with shops, bars and restaurants. It houses the national orchestra and opera, dance, theatre and literature companies, a total of eight arts organisations in residence.

The main theatre, the Donald Gordon Theatre, has 2,497 seats, the BBC Hoddinott Hall 350 and the Weston Studio Theatre 250.

Welsh Language Commissioner

The Welsh Language Commissioner's vision is to see a Wales where people can use Welsh in their everyday lives, and the statutory aim of the post is to promote and facilitate the use of Welsh.

The Commissioner's strategic objectives are:

- Influencing policy to develop the Welsh language
- Expanding people's rights to use Welsh
- Ensuring that public bodies comply with Welsh language standards
- Facilitating wider use of Welsh with businesses and charities

Welsh Government

The Welsh Government is the devolved Government for Wales. The Welsh Government works to improve the lives of people in Wales and make our nation a better place in which to live and work. The Government is responsible for the devolved areas that include key areas of public life such as health, education and the environment.

The Welsh language is one of the Welsh Government's areas of responsibility - Section 61(k) of the Government of Wales Act 2006 (GOWA 2006) provides that the Welsh Ministers may do anything which they consider appropriate to support the Welsh Language.

The Welsh Government's aim is to see the Welsh language thrive, and has outlined its vision to see a million Welsh speakers by the year 2050.

Caerdydd
Ddwyieithog



UCHELGAIS
PRIFDDINAS
CAPITAL
AMBITION



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Appendix ii

Strategy Title: Bilingual Cardiff Strategy 2022-27
Updating: a revision of the original Bilingual Cardiff Strategy 2017-22

Who is responsible for developing and implementing the Strategy?	
Name: Ffion Gruffudd	Job Title: Head of Bilingual Cardiff
Service Team: Bilingual Cardiff	Service Area: Performance and Partnerships
Assessment Date: 19/01/22	

1. What are the objectives of the Strategy?

Production and publication of a 5-year Welsh promotion strategy, and subsequent revisions, is a statutory requirement for Cardiff Council in accordance with the Welsh language standards. The Welsh language (no.1) standards were issued to Cardiff Council in 2016 under Section 44 Welsh Language (Wales) Measure 2011. Bilingual Cardiff is a city wide strategy which sets out the Council’s priorities for promoting and developing the Welsh language in Cardiff. The first Bilingual Cardiff Strategy was published in 2017 and Bilingual Cardiff 2022-27 represents its first revision.

Bilingual Cardiff’s core vision and objective is the continued development and maintenance of Cardiff as a truly bilingual capital city – a city where our citizens can live, work and play in both the English and Welsh languages, and enjoy access to bilingual services and support which are equal in terms of availability, quality and accessibility. Bilingual Cardiff supports Cardiff Council’s commitment to the promotion of bilingualism as a normal and natural part of citizens’ experience and to support and nurture the Welsh language for future generations to use and enjoy.

1. Please provide background information on the Strategy and any research done [e.g. service users data against demographic statistics, similar EIAs done etc.]

The Welsh Language (Wales) Measure 2011 established a legal framework to impose duties on certain organisations in Wales to comply with standards in relation to the Welsh language by way of sub-legislation (Welsh Language [No.1] Regulation Standards 2015). The standards issued to Cardiff Council are listed in [The City of Cardiff Council Compliance Notice – Section 44 Welsh Language \(Wales\) Measure 2011](#).

Standard 145 requires that Cardiff Council produce and publish a 5-year strategy – and to subsequently revise this strategy every 5 years - describing how it will promote and facilitate the use of the Welsh language. Bilingual Cardiff 2022-27 represents the first revision of this strategy and – in accordance with the Welsh language standards – is required to be published by Cardiff Council by the 1st of April 2022.

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Welsh Language Standard 145 states:

You must produce, and publish on your website, a 5-year strategy that sets out how you propose to promote the Welsh language and to facilitate the use of the Welsh language more widely in your area; and the strategy must include (amongst other matters) (a) a target (in terms of the percentage of speakers in your area) for increasing or maintaining the number of Welsh speakers in your area by the end of the 5 year period concerned, and (b) a statement setting out how you intend to reach that target; and you must review the strategy and publish a revised version on your website within 5 years of publishing a strategy (or of publishing a revised strategy).

Bilingual Cardiff 2022-27 includes an updated and ongoing target to increase the number of Welsh speakers in Cardiff, in addition to specific actions to facilitate the use of the Welsh language, to support the Welsh Government's vision to achieve a million Welsh speakers by 2050 as described in their strategy document, *Cymraeg 2050: A Million Welsh Speakers*.

Bilingual Cardiff 2022-27 was subject to an internal consultation in September 2021 and a public consultation in October and November 2021. The purpose of the consultations was to identify staff and citizen priorities for the promotion of the Welsh language and to revise the Strategy's action plan as a result of the comments received. The Cardiff Research Team compiled reports on the internal and public consultations on the Bilingual Cardiff Strategy 2022-27 and these are presented as appendices for the Bilingual Cardiff Strategy 2022-27 for consideration by the Council's Cabinet and full Council.

The Bilingual Cardiff Forum partners were also consulted on the Strategy and its action plan and three sub-groups have been formed to monitor and report on the implementation of the three themes presented. The three themes reflect the themes presented in Cymraeg 2050, the Welsh Government's strategy to achieve a million Welsh speakers by 2050.

The Bilingual Cardiff Strategy 2022-27 has been prepared alongside the Council's Welsh in Education Strategic Plan 2022-2032 (WESP). Targets have been aligned and both Strategies are mutually complementary and support the Welsh Government's target of achieving a million Welsh speakers by 2050 as described in Cymraeg 2050.

Cardiff has been one of the fastest growing major cities in Britain and this has had a positive impact on the Welsh language. The number of Welsh speakers in Cardiff has more than doubled over the last 25 years and the 2011 Census indicated that 16% of the city's population have one or more skills in the Welsh language.

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The Bilingual Cardiff Strategy contributes to the delivery of the seven national well-being goals presented by the Well-being of Future Generations Act which particular focus on Wales' vibrant culture and a thriving living Welsh language.

Bilingual Cardiff 2022-27 follows the three core themes presented by Cymraeg 2050: A Million Welsh Speakers in its prioritisation, structure and identified supporting actions. These themes are as follows:

- Theme 1: Increase the number of Welsh speakers
- Theme 2: Increase the use of the Welsh Language
- Theme 3: Creating favourable conditions – infrastructure and context

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3 Assess Impact on the Protected Characteristics

3.1 Age

Will this Strategy have a **differential impact [positive/negative/]** on younger/older people?

	Yes	No	N/A
Up to 18 years	X		
18 - 65 years	X		
Over 65 years	X		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

Bilingual Cardiff 2022-27's strategic themes are populated with specific actions to promote and support the Welsh language and will make the language more accessible to citizens of all ages.

What action(s) can you take to address the differential impact?

Bilingual Cardiff 2022-27 includes a strong focus on statutory and post statutory education and training. The actions included in its supporting action plan reflect and will contribute to the delivery of Cardiff Council's WESP and work towards increasing opportunities for school aged students to use the Welsh language in a variety of contexts.

The strategy also includes commitments to further develop the provision of Welsh language training for adults in Cardiff and a particular focus on training delivery for Cardiff Council's staff.

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**Equality Impact Assessment
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3.2 Disability

Will this Strategy have a **differential impact [positive/negative]** on disabled people?

	Yes	No	N/A
Hearing Impairment		X	
Physical Impairment		X	
Visual Impairment		X	
Learning Disability		X	
Long-Standing Illness or Health Condition		X	
Mental Health		X	
Substance Misuse		X	
Other		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

No identified differential impact, beyond the general positive impact of Council and partner services for all protected characteristics being increasingly available in Welsh.

What action(s) can you take to address the differential impact?

No identified differential impact.

3.3 Gender Reassignment

Will this Strategy have a **differential impact [positive/negative]** on transgender people?

	Yes	No	N/A
Transgender People (People who are proposing to undergo, are undergoing, or have undergone a process [or part of a process] to reassign their sex by changing physiological or other attributes of sex)		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

No identified differential impact, beyond the general positive impact of increased Council services for all protected characteristics being increasingly available in Welsh.

What action(s) can you take to address the differential impact?

No identified differential impact.

CARDIFF COUNCIL

**Equality Impact Assessment
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3.4. Marriage and Civil Partnership

Will this Strategy have a **differential impact [positive/negative]** on marriage and civil partnership?

	Yes	No	N/A
Marriage		X	
Civil Partnership		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

No identified differential impact, beyond the general positive impact of Council (Registrars in particular) and partner services for all protected characteristics being increasingly available in Welsh.

What action(s) can you take to address the differential impact?

No identified differential impact.

3.5 Pregnancy and Maternity

Will this Strategy have a **differential impact [positive/negative]** on pregnancy and maternity?

	Yes	No	N/A
Pregnancy		X	
Maternity		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

No identified differential impact, beyond the general positive impact of Council and partner services for all protected characteristics being increasingly available in Welsh.

What action(s) can you take to address the differential impact?

No identified differential impact.

CARDIFF COUNCIL

**Equality Impact Assessment
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3.6 Race

Will this Strategy have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
White		X	
Mixed / Multiple Ethnic Groups		X	
Asian / Asian British		X	
Black / African / Caribbean / Black British		X	
Other Ethnic Groups		X	
Please give details/consequences of the differential impact, and provide supporting evidence, if any.			
<p>Bilingual Cardiff 2022-27 is concerned with ensuring that the Welsh language is both accessible and visible in Cardiff. The strategy includes commitments to maintain and further develop primary and secondary education provision in the city to ensure that members of all of Cardiff's communities have the opportunity to engage with, and have equitable access to, Welsh medium education.</p>			
What action(s) can you take to address the differential impact?			
<p>Bilingual Cardiff 2022-27 includes a commitment to support a South East Wales region Education Promotion Officer. This officer will work to promote Welsh medium education with all communities and publicise its availability and means of access with currently under-represented groups and communities</p> <p>The Strategy also includes commitments to promote and publicise the Welsh language with new and emerging communities in Cardiff.</p>			

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3.7 Religion, Belief or Non-Belief

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on people with different religions, beliefs or non-beliefs?

	Yes	No	N/A
Buddhist		X	
Christian		X	
Hindu		X	
Humanist		X	
Jewish		X	
Muslim		X	
Sikh		X	
Other		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

No identified differential impact, beyond the general positive impact of Council and partner services for all protected characteristics being increasingly available in Welsh.

What action(s) can you take to address the differential impact?

No identified differential impact.

3.8 Sex

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on men and/or women?

	Yes	No	N/A
Men		X	
Women		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

No identified differential impact, beyond the general positive impact of Council and partner services for all protected characteristics being increasingly available in Welsh.

What action(s) can you take to address the differential impact?

No identified differential impact.

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3.9 Sexual Orientation

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
Bisexual		X	
Gay Men		X	
Gay Women/Lesbians		X	
Heterosexual/Straight		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

No identified differential impact, beyond the general positive impact of Council and partner services for all protected characteristics being increasingly available in Welsh.

What action(s) can you take to address the differential impact?

No identified differential impact.

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Equality Impact Assessment
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3.10 Welsh Language

Will this Strategy have a **differential impact [positive/negative]** on Welsh Language?

	Yes	No	N/A
Welsh Language	X		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

Bilingual Cardiff 2022-27 is a city-wide strategy to promote and facilitate the Welsh language. It will be delivered by Cardiff Council and the external partners who are members of the Bilingual Cardiff Forum to increase opportunities to use and engage with the Welsh language. This strategy will continue to have a positive impact on the Welsh language in Cardiff.

What action(s) can you take to address the differential impact?

The strategy's action plan details the full range of actions to promote and facilitate the Welsh language in Cardiff.

CARDIFF COUNCIL

**Equality Impact Assessment
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4. Consultation and Engagement

What arrangements have been made to consult/engage with the various Equalities Groups?

An internal consultation has been held with Cardiff Council staff.

A series of consultation meetings were held with Bilingual Cardiff Forum partners in September 2021.

A public consultation was held in October and November 2021.

The strategy was presented for discussion at the Bilingual Cardiff Working Group meeting on the 6th of December 2021.

CARDIFF COUNCIL

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5. Summary of Actions [Listed in the Sections above]

Groups	Actions
Age	<p>Bilingual Cardiff 2022-27 includes a strong focus on statutory and post statutory education and training. The actions included in its supporting action plan will reflect and contribute to the delivery of Cardiff Council’s WESP and work towards increasing opportunities for school aged students to use the Welsh language in a variety of contexts.</p> <p>The strategy also includes commitments to further develop the provision of Welsh language training for adults in Cardiff and a particular focus on training delivery for Cardiff Council’s staff.</p>
Disability	No identified differential impact.
Gender Reassignment	No identified differential impact.
Marriage & Civil Partnership	No identified differential impact.
Pregnancy & Maternity	No identified differential impact.
Race	<p>Bilingual Cardiff 2022-27 includes a commitment to support a South East Wales region Education Promotion Officer. This officer will work to promote Welsh medium education with all communities and publicise its availability and means of access with currently under-represented groups and communities</p> <p>The Strategy also includes commitments to promote and publicise the Welsh language with new and emerging communities in Cardiff.</p>
Religion/Belief	No identified differential impact.
Sex	No identified differential impact.
Sexual Orientation	No identified differential impact.
Welsh Language	The strategy’s action plan details the full range of actions to promote and facilitate the Welsh language in Cardiff.

CARDIFF COUNCIL

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Generic Over-Archiving [applicable to all the above groups]	The Bilingual Cardiff: 5-Year Strategy will have a positive impact on the development of the Welsh language.
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**Equality Impact Assessment
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6. Further Action

Any recommendations for action that you plan to take as a result of this Equality Impact Assessment (listed in Summary of Actions) should be included as part of your Service Area's Business Plan to be monitored on a regular basis.

7. Authorisation

The Template should be completed by the Lead Officer of the identified Strategy and approved by the appropriate Manager in each Service Area.

Completed By : Dai Thomas & Ifan Brychan	Date:
Designation: Bilingual Cardiff	
Approved By: Ffion Gruffudd	
Designation: Bilingual Cardiff	
Service Area: Performance and Partnerships	

- 7.1 On completion of this Assessment, please ensure that the Form is posted on your Directorate's Page on CIS - *Council Wide/Management Systems/Equality Impact Assessments* - so that there is a record of all assessments undertaken in the Council.

For further information or assistance, please contact the Citizen Focus Team on 029 2087 3059 or email citizenfocus@cardiff.gov.uk

Background

Appendix iii

Bilingual Cardiff 2022-27: Revision to the Welsh Language Promotion Five-Year Strategy

Cardiff Council is committed to the promotion and development of the Welsh language to realise its vision of Cardiff as a truly bilingual capital city. The Welsh language standards include a statutory requirement to create and publish a five-year strategy, which sets out how we will promote and facilitate the use of Welsh in Cardiff. The first Bilingual Cardiff Strategy was published in 2017 and the Bilingual Cardiff Strategy 2022-27 represents its first revision and a further development of its initial objectives and actions.

The 2022-27 strategy has been prepared to support the Welsh Government's aim to achieve a million Welsh speakers by 2050. It follows the three main themes of Cymraeg 2050 and includes a target to increase the number of Welsh speakers in Cardiff by 2027. The strategy offers a number of additional specific objectives to support, facilitate, and champion the use of the Welsh language. The strategy also supports the delivery of the well-being goals included in the Well-being of Future Generations Act 2015 – *A Wales of vibrant culture and thriving Welsh language* and the objectives described in the Council's Welsh Education Strategic Plan (WESP) 2022-32.

We aim to finalise and present the draft-revised strategy and associated action plan for public consultation by the beginning of October 2021. To ensure that the strategy is ambitious and far-reaching in its objectives to support and develop the Welsh language we would like to consult with Cardiff staff - including senior managers, policy officers, members, Welsh language coordinators & champions, Welsh speakers and learners - to ensure that the Strategy meets its main aim which is to increase the number and percentage of Welsh speakers in Cardiff over the next 5-year period in line with our statutory obligations. This is an excellent opportunity for staff to consider how best to promote and develop the Welsh language in Cardiff and support the Council's vision of a truly Bilingual Cardiff.

Methodology

- The survey was developed in collaboration between the Bilingual Cardiff Team and the Cardiff Research Centre.
- Intranet the survey was promoted to Council employees via, Intranet and Staff Information.
- The questionnaire was provided bilingually.

Research Findings

After data cleansing and validation, there were 543 responses to the Bilingual Cardiff Strategy Staff Survey.

Which Directorate do you work in?

541 responses were received for this question, giving a response rate of 99.6%.

Around one in six respondents worked in either Education & Lifelong Learning or Housing & Communities (17.6% and 16.8% respectively).



NB: - Caution should be taken with low base sizes.

Are you a Welsh speaker?

543 responses were received for this question, giving a response rate of 100.0%.

The three areas with the greatest number of Welsh speakers were Education & Lifelong Learning (21), Customer & Digital Services (17) and Housing & Communities (14).

	Yes	No
Overall (Base: 543)	112	431
Education & Lifelong Learning (Base: 95)	21	74
Customer & Digital Services (Base: 54)	17	37
Housing & Communities (Base: 91)	14	77
Economic Development (Base: 46)	10	36
Performance & Partnerships (Base: 20)	9	11
Adult Services (Base: 35)	7	28
Children's Services (Base: 35)	6	29
Governance & Legal (Base: 28)	6	22
Finance (Base: 37)	5	32
Planning, Transport & Environment (Base: 51)	5	46
Don't know (Base: 543)	5	10
HR (Base: 28)	5	23
Other	2	4

NB: - Caution should be taken with low base sizes.

Are you a Welsh learner?

542 responses were received for this question, giving a response rate of 99.8%.

Overall 98 respondents were currently learning Welsh, this figure falls to 24 for respondents in Education & Lifelong Learning and 18 for respondents in Housing & Communities.

	Yes	No
Overall (Base: 542)	98	444
Education & Lifelong Learning (Base: 95)	24	71
Housing & Communities (Base: 91)	18	73
Customer & Digital Services (Base: 54)	10	44
Adult Services (Base: 35)	7	28
Children's Services (Base: 35)	7	28
HR (Base: 28)	7	21
Finance (Base: 37)	5	32
Planning, Transport & Environment (Base: 51)	5	46
Governance & Legal (Base: 28)	5	23
Economic Development (Base: 46)	5	41
Don't know (Base: 14)	3	11
Other	1	5

NB: - Caution should be taken with low base sizes.

Have you received Welsh language training?

541 responses were received for this question, giving a response rate of 99.6%.

205 of Overall respondents had received Welsh language training. Over half of respondents from Education & Lifelong Learning (48) had taken part in Welsh language training, this figure falls to 35 when compared by respondents from Housing & Communities.

	Yes	No
Overall (Base: 541)	205	336
Education & Lifelong Learning (Base: 95)	48	47
Housing & Communities (Base: 91)	35	56
Economic Development (Base: 46)	19	27
Planning, Transport & Environment (Base: 51)	16	35
Customer & Digital Services (Base: 54)	15	39
Children's Services (Base: 35)	14	21
Governance & Legal (Base: 28)	12	16
Finance (Base: 37)	11	26
Adult Services (Base: 35)	10	25
HR (Base: 28)	10	18
Performance & Partnerships (Base: 20)	9	11
Don't know (Base: 14)	5	9
Other	1	5

NB: - Caution should be taken with low base sizes.

Are you interested in receiving Welsh language training?

540 responses were received for this question, giving a response rate of 99.4%.

Interest was highest amongst respondents from Education and Lifelong Learning with 54 indicating a willingness to receive Welsh Language training. This is followed by 38 respondents from Housing & Communities and 21 staff members from Adult services.

Overall, 225 respondents are interested in receiving Welsh language training.

	Yes	No
Overall (Base: 540)	225	315
Education & Lifelong Learning (Base: 95)	54	41
Housing & Communities (Base: 91)	38	53
Adult Services (Base: 35)	21	14
Planning, Transport & Environment (Base: 51)	19	32
Customer & Digital Services (Base: 54)	17	37
Children's Services (Base: 34)	16	18
Governance & Legal (Base: 28)	15	13
Economic Development (Base: 46)	11	35
Finance (Base: 37)	10	27
HR (Base: 28)	10	18
Don't know (Base: 14)	7	7
Performance & Partnerships (Base: 20)	6	14
Other	1	5

NB: - Caution should be taken with low base sizes.

What is your vision of a truly Bilingual Cardiff?

Respondents were asked ‘What is your vision of a truly Bilingual Cardiff?’ – 454 comments were received, when analysed resulted in 16 themes. Details of the top three themes and example comments are as follows: - (A full list of themes with example comments can be seen in Appendix A).

Theme	No.	%	Example comments
Everyone speaking / learning Welsh	152	33.5	<ul style="list-style-type: none"> • "Everyone being able to speak Welsh at some level." • "Where everyone and anyone can have access to learning to speak Welsh." • "A truly bilingual Cardiff would be one where everyone who lived here was bilingual or had a facility with the language." • "Everyone receives enough spoken language lessons to converse confidently in Welsh. That the Welsh language is used as a unifying force for the nation and is proudly owned and spoken by all Welsh people." • "That we can all understand and communicate in both English and Welsh."
Equal standing between languages	111	24.44	<ul style="list-style-type: none"> • "English and Welsh given equal standing." • "Ensure that Welsh/English treated equally." • "A city where Welsh and English can both be used fully for everything." • "Where dual language is available as an initial offer rather than as an additional service." • "English and Welsh language 50/50."
Good access to Welsh language	99	21.8	<ul style="list-style-type: none"> • "Where everyone and anyone can have access to learning to speak Welsh." • "Where the interchangeability between languages is easy and fluid as the occasion requires." • "One where all services can be accessed equally, in either language." • "Possible to access all services through Welsh."

The Bilingual Cardiff strategy follows Cymraeg 2050 and offers three main themes for the promotion of the Welsh language. These themes are further broken down into areas of work. Please grade the areas of work within each theme by order of priority.

Theme 1: Increasing the number of Welsh speakers –

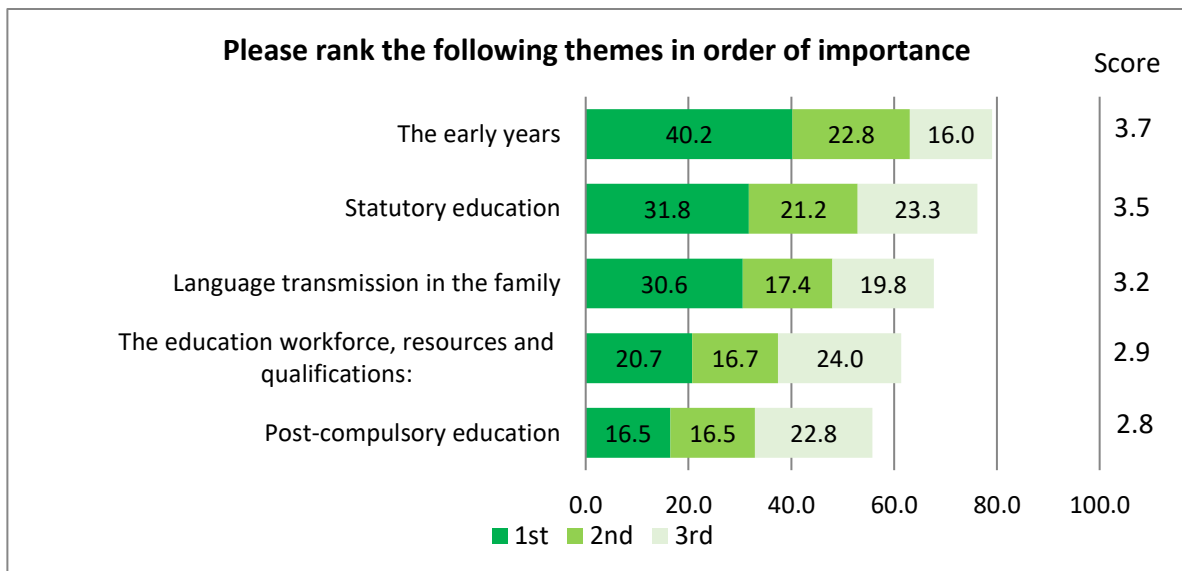
425 responses were received for this question, giving a response rate of 78.3%.

Respondents were then asked to rank the different topics regarding increasing the number of Welsh speakers in Cardiff from one to five.

Scores were calculated by assigning five points for each first-place ranking, four points for each second place, three points for each third place, two points for each fourth place, and one point for each fifth place. These were combined for each theme and divided by the overall number of respondents answering this question, to give a final score.

“The early years.” was rated the most important, with 40.2% of respondents ranking this in first place, and an overall score of 3.7 out of five.

In second place, ranked in first place by 31.8% of respondents (and an average score of 3.5 out of 5), was “Statutory education.”



The above chart shows the proportion of 1st, 2nd and 3rd place votes for each action, plus the overall score generated (out of 5).

Theme 2: Increasing the use of Welsh

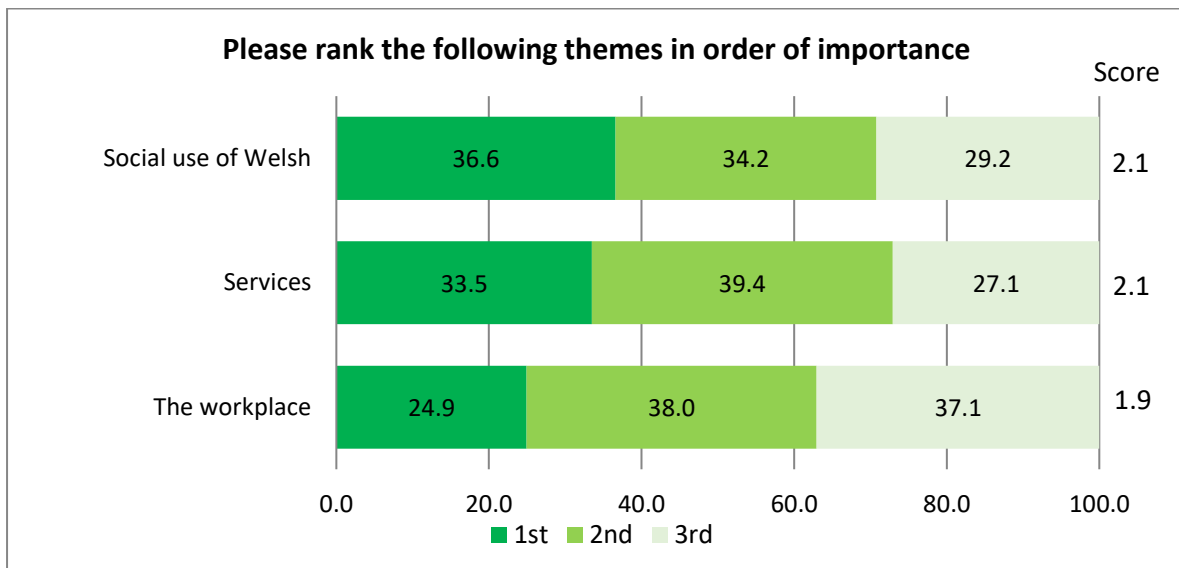
421 responses were received for this question, giving a response rate of 77.5%.

Respondents were then asked to rank the different areas regarding increasing the use of Welsh they prefer from one to three.

Scores were calculated by assigning three points for each first-place ranking, two points for each second place, and one point for each third place. These were combined for each theme and divided by the overall number of respondents answering this question, to give a final score.

“Social use of Welsh.” was ranked as the top theme, with 36.6% of respondents ranking this in first place, with an overall score of 2.1 out of three.

In second place, ranked in first place by 33.5% of respondents (and an average score of 2.1 out of 3), was “Services.”



The above chart shows the proportion of 1st, 2nd and 3rd place votes for each action, plus the overall score generated (out of 3).

Theme 3: Creating favourable conditions – infrastructure and context

391 responses were received for this question, giving a response rate of 72.0%.

Respondents were then asked to rank elements to improve infrastructure and context of the Welsh language they prefer from one to seven.

Scores were calculated as below: -

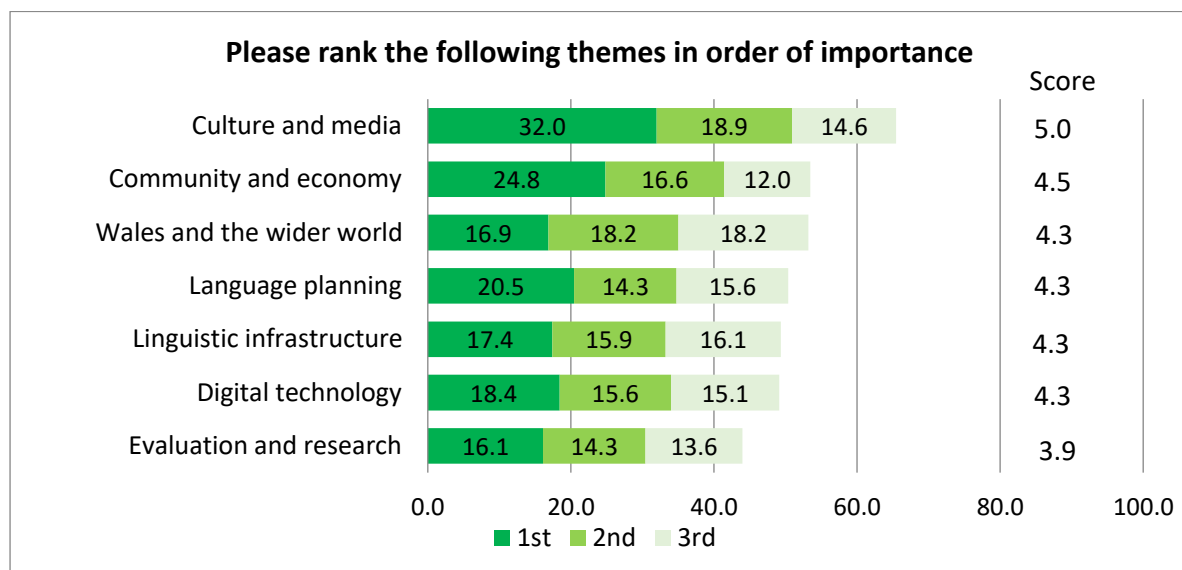
Rank	Points
1st	7
2nd	6
3rd	5
4th	4
5th	3
6th	2
7th	1

These were combined for each theme and divided by the overall number of respondents answering this question, to give a final score.

“Culture and Media” was ranked as the top theme, with 32.0% of respondents ranking this in first place, with an overall score of 5.0 out of 7.

In second place, ranked in first place by 24.8% of respondents (and an average score of 4.5 out of 7), was “Community and economy.”

“Evaluation and research.” Was ranked 1st by 16.1% of respondents and realised an average score of 3.9 out of 7.



The above chart shows the proportion of 1st, 2nd and 3rd place votes for each action, plus the overall score generated (out of 7).

What actions should the Council take to ensure it meets the target for increasing the number and percentage of Welsh speakers in Cardiff in line with Cymraeg 2050?

Respondents were asked 'What actions should the Council take to ensure it meets the target for increasing the number and percentage of Welsh speakers in Cardiff in line with Cymraeg 2050?' - 313 comments were received, when analysed resulted in 12 themes. Details of the top three themes and example comments are as follows: - (A full list of themes with example comments can be seen in Appendix B).

Theme	No.	%	Example comments
More funding/support for training in work or home	152	48.6	<ul style="list-style-type: none"> • "More Funding to provide the training but this training has to be voluntary." • "Encourage all staff to attend Welsh courses to learn the language. Have more places on the course and have more than one course of each type running at once. So the Level one course on Monday AM, Tuesday PM, Wednesday AM, Thursday PM, Friday AM etc." • "Provide peripatetic Welsh teachers for every English-medium Primary School, to ensure that children receive Welsh teaching from a totally confident Welsh speaker, at least once per week, alongside Welsh lessons and incidental Welsh practice led by their usual class teachers. Unfortunately, not all Head Teachers support the teaching of Welsh as much as they pretend, and this means that often staff are prevented from attending essential training or buying updated Welsh resources for their pupils." • "Provide free Welsh courses for all citizens of Cardiff." • "Put money into delivering lifelong training."
Greater involvement in education / younger generation	71	22.7	<ul style="list-style-type: none"> • "Make investments in supporting Welsh learning in the early years and supporting families in using Welsh." • "Provide more courses at a base line level. Support all schools and invest in learning the Welsh language at an early age!" • "Ensure training for staff in school." • "Expand the provision of Welsh-medium education ambitiously and sensibly and not allow negative attitudes to change the direction of all the great work that the city has achieved over the years."

			<ul style="list-style-type: none"> • "Increase the use of Welsh during early childhood and throughout the compulsory school years, to ensure a strong foundation of spoken Welsh within the community."
Better promotion	34	16.9	<ul style="list-style-type: none"> • "Have free high quality Welsh lessons/ courses on the Council website/ YouTube, freely available so that all can use them to learn to speak Welsh at beginner and intermediate level. Have a word of the week - use social media/ buses/ billboards/ text/ email - create a buzz around learning Welsh - make it cool - Use the TV - find a someone (celebrity?) who will learn a bit and take Cardiff on e.g. a 4-week journey with them to learn to have a basic conversation about different topics." • "Continue to promote and offer the language throughout its services." • "Drive the marketing of the initiative to ensure the message is delivered to more of the community and sell the benefits to individuals for learning the language."
Encourage staff to speak Welsh during work	34	16.9	<ul style="list-style-type: none"> • "Employ more Welsh speaking staff. Encourage the practical use of Welsh in work environment." • "Increase the use of the Welsh language in the workplace." • "Promote informal conversations between officers to develop the confidence of learners and those lacking confidence."

How should the Council support the delivery of Welsh language services and ensure that Cardiff's citizens receive services in accordance with their language choice?

Respondents were asked 'How should the Council support the delivery of Welsh language services and ensure that Cardiff's citizens receive services in accordance with their language choice?' - 301 comments were received, when analysed resulted in 13 themes. Details of the top three themes and example comments are as follows: - (A full list of themes with example comments can be seen in Appendix C).

Theme	No.	%	Example comments
Greater roll out of training	81	26.9	<ul style="list-style-type: none"> • "Provide more opportunities for staff to learn Welsh and encourage managers to let employees learn it." • "Ensure more training, and more advice for non-Welsh speakers on what to do if they need to offer a Welsh service." • "Train more staff in Welsh outside of working hours, increased workload and less staff means staff have to choose between falling behind in their workload and learning Welsh." • "Increase the number of council staff learning to speak Welsh." • "To ensure Welsh language training is part of Personal Reviews. Employing more bilingual speakers."
Employ more Welsh speakers	51	16.9	<ul style="list-style-type: none"> • "Employ more Welsh language speakers (or persons willing to learn) when posts become vacant." • "By increasing the number of Welsh speakers." • "Encourage all services to provide at least 10% fluent Welsh speakers." • "Providing a workforce who are able to communicate bilingually. A survey of current Welsh speakers across the workforce to determine the support required to deliver services in Welsh if requested. Training for Welsh speakers who perhaps have lost confidence or wish to improve their written skills in Welsh." • "Employ more Welsh speakers."
Ask people their preferences	45	15.0	<ul style="list-style-type: none"> • "A Council-wide CRM (Customer Relationship Management System) would be the best way to do this, where all service users would record their language preferences, which are saved and remembered for all future correspondence." • "It should ensure that citizens can register their language choice and then receive correspondence

			<p>ONLY in that language, not automatically sending out information bilingually."</p> <ul style="list-style-type: none">• "By asking citizens what their language of choice is, and remembering their choice, and providing information in their preferred language, rather than bilingually as a blanket approach to all."
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Do you have any suggestions or recommendations on how the Council should work with external partners to support the delivery of the Bilingual Cardiff strategy for 2022-27?

Respondents were asked 'Do you have any suggestions or recommendations on how the Council should work with external partners to support the delivery of the Bilingual Cardiff strategy for 2022-27?' - 198 comments were received, when analysed resulted in 13 themes. Details of the top three themes and example comments are as follows: - (A full list of themes with example comments can be seen in Appendix D).

Theme	No.	%	Example comments
Support/collaborate partners/free training/translation	47	23.7	<ul style="list-style-type: none"> "Offer help to them. Reduced rates for translation costs if they advertise a percentage of their posts as Welsh essential and promote the fact that they Offer a bilingual service/business." "Offer external partners access to some of the Welsh language courses that are available to council staff." "Workplace education with large employers or for industrial estates for companies that can't afford their own. Peripatetic teaching perhaps."
More Welsh Training/Learning	42	21.2	<ul style="list-style-type: none"> "There has to be a significant investment in language training resources, whether these be developed in-house or sub-contracted to a third party." "Offer courses outside of Cardiff not all staff live in or around the city." "Continue to work with Welsh Government and implement the changes that encourage the learning of Welsh."
Don't know	34	17.2	<ul style="list-style-type: none"> "Sorry I do not know enough about likely external partners." "I don't understand what this is or who the partners would be." "None whatsoever."

Do you work with – or are aware of – any additional partners we could work with as part of the Bilingual Cardiff strategy

The current Bilingual Cardiff partners are listed in Appendix E

Respondents were asked ‘Do you work with – or are aware of – any additional partners we could work with as part of the Bilingual Cardiff strategy’ - 71 comments were received, when analysed resulted in 13 themes, which are detailed below with example comments.

Theme	No.	Example comments
3rd Sector	17	<ul style="list-style-type: none"> • "Cardiff Youth Council; The Sprout; Young Wales." • "Wrap Cymru." • "Wales-Argentina Society."
Education	16	<ul style="list-style-type: none"> • "Cardiff Met University, Cardiff University." • "Addysg Oedolion Wales - Adult Learning Wales - The National Community College of Wales." • "Cymraeg i Blant."
Business	11	<ul style="list-style-type: none"> • "Chapter. Other private businesses." • "FOR Cardiff." • "St David's Centre" • "Mermaid Quay" • Clwb Ifor Bach,
Government / L.A.	5	<ul style="list-style-type: none"> • "Welsh Government." • "Work more closely with neighbouring authorities to ensure consistency of provision and messaging."
Media	4	<ul style="list-style-type: none"> • "BBC/ITV Wales." • "BBC Wales."
NHS	4	<ul style="list-style-type: none"> • " NHS Wales."
Sport	4	<ul style="list-style-type: none"> • "Sports Council for Wales."
I don't know	3	<ul style="list-style-type: none"> • "No additional partners come to mind."
Tech Based	3	<ul style="list-style-type: none"> • "Learning apps through mobile phones."
Eisteddfod	3	<ul style="list-style-type: none"> • "National Eisteddfod and Urdd." • "Eisteddfod"
Religious Orgs.	2	<ul style="list-style-type: none"> • "Churches and places of worship and associated community halls, groups etc."
All of them	1	<ul style="list-style-type: none"> • "All of the below."
Misc.	12	<ul style="list-style-type: none"> • "Aware of all but not worked with any." • "I work for the council." • "I think there are higher priorities the Council should focus on than increasing Welsh language speakers."

Any other comments

Respondents were asked 'Any other comments' - 58 comments were received, when analysed resulted in 13 themes, which are detailed below with example comments.

Theme	No.	Example comments
Other funding priorities	11	<ul style="list-style-type: none"> "I believe the Council equality impact and strengthening families agenda would be best prioritised over language policy and resourced accordingly." "Money would be better spent on helping families and children in need, improving education and health and infrastructure. The culture of Wales is important as is the language, but it should be a choice."
Should be personal choice	10	<ul style="list-style-type: none"> "Please keep this a personal choice for people." "Speaking Welsh while being commendable should not be forced on all."
More support needed	10	<ul style="list-style-type: none"> "I am a former Welsh 2nd Language teacher in Cardiff, and having worked in various schools, feel that the main barrier to Welsh learning/ teaching is mainly lack of confidence of staff. The removal of the Welsh Teacher, who visited once a week, had a hugely detrimental effect, as in some schools that was their only access to a fluent Welsh speaker for advice, support, etc." "I am a teacher and work within the education department; I have a basic understanding of Welsh but would really like the opportunity to learn Welsh properly."
Should not be discriminated if you don't speak Welsh	8	<ul style="list-style-type: none"> "Nobody should feel less valued if they choose not to learn Welsh or any other language."
Involve education	4	<ul style="list-style-type: none"> "Starting with the early years education long term will support future Welsh language. When Welsh was a compulsory subject in schools there was more of the spoken word used. The language is determined by cultural beliefs of the parents and how few Welsh education schools are available. Even children who attended Welsh nursery are able to go on to Welsh primary schools due to demand on

		the few specialist schools. If the language was promoted throughout all education we would benefit."
Promotion	3	<ul style="list-style-type: none"> "When Cardiff hosted the National Eisteddfod, it generated a lot of interest in the language and a genuine buzz. Try and build on that success, host more Bilingual events across communities. Perhaps engage with local communities to make their Christmas Village Festivals bilingual. Give them packs with bilingual material etc."
Partner Comments	3	<ul style="list-style-type: none"> "There may be a need to consider creating partnerships with organisations that are not considered as natural to promote the Welsh language e.g. The Welsh Rugby Union or Visit Cardiff and encourage them to make the Welsh language more prominent for visitors to the City and encourage them to work with Council services to offer bilingual provision."
Other Languages Used in Cardiff	2	<ul style="list-style-type: none"> "I do not disagree with the encouragement of increasing the number of people speaking Welsh, however I feel it is archaic to not consider all of the varying languages."
Incentivise Learning	2	<ul style="list-style-type: none"> "There must be additional incentive to learn Welsh. Whether it is enhancing hiring preference in accordance with Council goals or offering stipends to new Welsh-learners. Iechyd da."
Welsh not used in Work	1	<ul style="list-style-type: none"> "From a work perspective professional area of the Council deal primarily with English consultants/contractors."
Misc.	10	<ul style="list-style-type: none"> "I admire the Welsh language greatly. It has done remarkably to hold on the way it has and remain a living language. However, I think this target of 1m speakers cannot be done." "Union consultation is essential...and should be timely."

Appendix A

Theme	No.	%	Example comments
Everyone speaking / learning Welsh	152	33.5	<ul style="list-style-type: none"> • "Everyone being able to speak Welsh at some level." • "Where everyone and anyone can have access to learning to speak Welsh." • "A truly bilingual Cardiff would be one where everyone who lived here was bilingual or had a facility with the language." • "Everyone receives enough spoken language lessons to converse confidently in Welsh. That the Welsh language is used as a unifying force for the nation and is proudly owned and spoken by all Welsh people." • "That we can all understand and communicate in both English and Welsh."
Equal standing between languages	111	24.44	<ul style="list-style-type: none"> • "English and Welsh given equal standing." • "Ensure that Welsh/English treated equally." • "A city where Welsh and English can both be used fully for everything." • "Where dual language is available as an initial offer rather than as an additional service." • "English and Welsh language 50/50."
Good access to Welsh language	99	21.8	<ul style="list-style-type: none"> • "Where everyone and anyone can have access to learning to speak Welsh." • "Where the interchangeability between language is easy and fluid as the occasion requires." • "One where all services can be accessed equally, in either language." • "Possible to access all services through Welsh."
I don't have one	65	14.3	<ul style="list-style-type: none"> • "I don't have any vision." • "I don't have a vision of a Bilingual Cardiff." • "I have no particular opinion either way."
Communicate /Have info in preferred language	65	14.3	<ul style="list-style-type: none"> • "Where staff and customers are able to converse freely and receive the information they need in their preferred language." • "For the option to be available to anyone who wishes to use it, and to be able to speak comfortably in their choice of language." • "Being able to communicate to anybody in their preferred language."
Welsh language/culture embedded in	57	12.6	<ul style="list-style-type: none"> • "Able to ask and respond in Cymraeg or English. Both languages treated equally. Content creators aware of the Bilingual element. Percentage of people in Wales who use the language daily to go up. Continuously

Cardiff, business, services, signs			<p>reviewing the ways to facilitate the increased use of Welsh."</p> <ul style="list-style-type: none"> "Where there is a seamless transition between the two languages. Where services requested in Welsh are the norm and not second rate." "That the people of Cardiff embrace bilingualism and are proud of the Welsh language and culture. That businesses offer services bilingually and that the City is known as a Capitol where both languages have equal status."
Personal choice	33	7.3	<ul style="list-style-type: none"> "I still believe in the freedom of choice for all residents and visitors of Cardiff whilst continuing to encourage and promote use of the Welsh language." "One where my choice not to speak Welsh is respected."
Positive comments	33	7.3	<ul style="list-style-type: none"> "I feel it is definitely needed and fully support the strategy. Being someone that was not confident in the Welsh language, I was glad I attended the Mynediad Level 1 training to improve my Welsh language skills, and I fully encourage anyone to attend this training." Fantastic and any level of Welsh language will encourage an inclusive community."
Negative comments	27	5.9	<ul style="list-style-type: none"> "I am not convinced this is possible." While it is important to maintain the Welsh language - there are too many unreasonable barriers that it creates when trying to provide a good, fair service to all people of all nationalities."
Less bias for those who only speak one language	22	4.8	<ul style="list-style-type: none"> "My vision of a Bilingual Cardiff is where Welsh becomes the everyday language, but those unable to speak Welsh are not vilified." "One where there is no bias either way for English or Welsh language speakers where certain communities are no more special or entitled than the other."
Education pivotal	17	3.7	<ul style="list-style-type: none"> "Bilingual schools equals bilingual Cardiff." "I think it's important that more emphasis on Welsh language is taught in English schools right up until leaving school if we truly want a bilingual Cardiff."
Other languages are spoken	14	3.1	<ul style="list-style-type: none"> "In principle it would be great but given the ethnic diversity other languages might prove useful too." "I think Cardiff is much more multicultural and diverse than just those who speak English and Welsh."

People should not be forced to learn Welsh	13	2.9	<ul style="list-style-type: none"> • "I don't have one. I just don't want to be forced to learn any Welsh. I am very dyslexic and English is enough of a problem." • "It would be nice to speak Welsh, but unless the opportunity to speak it regularly is presented people will not retain the skill or see the benefit in doing so."
Other more pressing priorities	7	1.5	<ul style="list-style-type: none"> • "I personally feel that the money could be used elsewhere, i.e. Mental Health or NHS."
Enough in place	3	0.7	<ul style="list-style-type: none"> • "I think we have already achieved it."
Misc.	24	5.3	<ul style="list-style-type: none"> • "I would like a bilingual Cardiff to make especially the older generation feel more inclusive and accommodating." • "It is difficult when not originating from Wales to learn a language that is not currently widely used. Welsh is being rolled out in schools therefore the younger people have more opportunities for learning." • "I believe in the concept but as Cardiff is a very cosmopolitan city, I think it will be great for the children but for elder people like myself it is a bit late in the day."

NB. Overall percentages do not total 100% as respondent comments could fall into multiple themes.

Appendix B

Theme	No.	%	Example comments
More funding/support for training in work or home	152	48.6	<ul style="list-style-type: none"> • "More Funding to provide the training but this training has to be voluntary." • "Encourage all staff to attend Welsh courses to learn the language. Have more places on the course and have more than one course of each type running at once. So the Level one course on Monday AM, Tuesday PM, Wednesday AM, Thursday PM, Friday AM etc." • "Provide peripatetic Welsh teachers for every English-medium Primary School, to ensure that children receive Welsh teaching from a totally confident Welsh speaker, at least once per week, alongside Welsh lessons and incidental Welsh practice led by their usual class teachers. " • "Provide free Welsh courses for all citizens of Cardiff." • "Put money into delivering lifelong training."
Greater involvement in education / younger generation	71	22.7	<ul style="list-style-type: none"> • "Make investments in supporting Welsh learning in the early years and supporting families in using Welsh." • "Provide more courses at a base line level. support all schools and invest in learning the Welsh language at an early age!" • "Ensure training for staff in school." • "Expand the provision of Welsh-medium education ambitiously" • "Increase the use of Welsh during early childhood and throughout the compulsory school years, to ensure a strong foundation of spoken Welsh within the community."
Better promotion	34	16.9	<ul style="list-style-type: none"> • "Have free high quality Welsh lessons/ courses on the Council website/ YouTube, freely available so that all can use them to learn to speak Welsh at beginner and intermediate level. Have a word of the week - use social media/ buses/ billboards/ text/ email - create a buzz around learning Welsh - make it cool." • "Continue to promote and offer the language throughout its services." • "Drive the marketing of the initiative to ensure the message is delivered to more of the community and sell the benefits to individuals for learning the language."

Encourage staff to speak Welsh during work	34	16.9	<ul style="list-style-type: none"> • "Employ more Welsh speaking staff. encourage the practical use of Welsh in work environment." • "Increase the use of the Welsh language in the workplace." • "Promote informal conversations between officers to develop the confidence of learners and those lacking confidence."
Training to be voluntary	27	8.6	<ul style="list-style-type: none"> • "I don't believe forcing the uptake of Welsh is an effective way to grow the language." • "Offer and encourage but do not mandate." • "You cannot force people to use the Welsh language - language should be a choice and those people who do not speak Welsh should not be disadvantaged or penalised for choosing not to speak it."
Employ more Welsh speakers	20	6.4	<ul style="list-style-type: none"> • "Employ more Welsh speaking staff. encourage the practical use of Welsh in work environment." • "Employ Welsh speaking teachers and Welsh speakers in other service areas." • "Increase the number of Welsh Language essential posts within the council and work with non-council employers to encourage them to do the same."
Don't know	18	5.8	<ul style="list-style-type: none"> • "I don't know." • "Really not sure."
Make it compulsory	10	3.2	<ul style="list-style-type: none"> • "Compulsory training for all major companies in the use of Welsh with high class training."
Incentivise learning	8	2.6	<ul style="list-style-type: none"> • "Provide more oral language training. Incentivise by allowing time away from the office to complete training. Those who take advantage of training must evidence how they have used the Welsh language in the daily role."
Not important	5	1.6	<ul style="list-style-type: none"> • "I think there are higher priorities the Council should focus on than increasing Welsh language speakers."
Support other organisations	5	1.6	<ul style="list-style-type: none"> • "Increase the number of Welsh Language essential posts within the council and work with non-council employers to encourage them to do the same."
Misc.	53	16.9	<ul style="list-style-type: none"> • "Ensure courses that teach the Welsh language are available through multiple language mediums. Having to translate from Welsh to English and then to a third language is difficult. A direct route from French to Welsh (for example) may be much easier due to similarities in words and sentence structure."

		<ul style="list-style-type: none">• "Couple this strategy with the WESP and that everyone understands their part in the vision and owns the vision."
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NB. Overall percentages do not total 100% as respondent comments could fall into multiple themes.

Appendix C

Theme	No.	%	Example comments
Greater roll out of training	81	26.9	<ul style="list-style-type: none"> • "Provide more opportunities for staff to learn Welsh and encourage managers to let employees learn it." • "Ensure more training, and more advice for non-Welsh speakers on what to do if they need to offer a Welsh service." • "Train more staff in Welsh outside of working hours, increased workload and less staff means staff have to choose between falling behind in their workload and learning Welsh." • "Increase the number of council staff learning to speak Welsh." • "To ensure Welsh language training is part of Personal Reviews. Employing more bilingual speakers."
Employ more Welsh speakers	51	16.9	<ul style="list-style-type: none"> • "Employ more Welsh language speakers (or persons willing to learn) when posts become vacant." • "By increasing the number of Welsh speakers." • "Encourage all services to provide at least 10% fluent Welsh speakers." • "Providing a workforce who are able to communicate bilingually. A survey of current Welsh speakers across the workforce to determine the support required to deliver services in Welsh if requested. Training for Welsh speakers who perhaps have lost confidence or wish to improve their written skills in Welsh." • "Employ more Welsh speakers."
Ask people their preferences	45	15.0	<ul style="list-style-type: none"> • "A Council-wide CRM (Customer Relationship Management System) would be the best way to do this, where all service users would record their language preferences, which are saved and remembered for all future correspondence." • "It should ensure that citizens can register their language choice and then receive correspondence ONLY in that language, not automatically sending out information bilingually." • "By asking citizens what their language of choice is, and remembering their choice, and providing information in their preferred language, rather than bilingually as a blanket approach to all."

Greater promotion needed and use of bilingual Cardiff	41	13.6	<ul style="list-style-type: none"> • "Increase translation options- often it takes a while for translations to be returned which can be problematic." • "Make public more aware that services can be delivered in Welsh and encourage them to use the Welsh language service even if they are nervous to do so, i.e. If they are learners or if their confidence has been lost when speaking Welsh. Wenglish is ok. By trying to use the service you will be practising your Welsh." • "Start promoting the language in the areas that are difficult to reach - council housing areas, low income etc. - stop focusing on the "metropolitan elites."
I don't know	27	9.0	<ul style="list-style-type: none"> • "I don't know." • "Unsure." • "I am unsure."
All council services bilingual	27	9.0	<ul style="list-style-type: none"> • "Ensure all services are offered in both languages." • "Provide all services bilingually." • "Ensure ALL County services are available in Welsh. The Cardiff Education Services website falls very short of this aim, a year after its launch most of the content remains in English."
Provide more opportunities / Support - events, platforms, etc.	18	6.0	<ul style="list-style-type: none"> • "Ensure all learning is accessible and inclusive to all - person centred approach. Not a one course fits all - as this could put learners off entirely. Funding for more rural/poorer areas to have resources to ensure there is a standard level of learning, not good in some areas and adequate in others. Provide fun events to encourage learning and development - experiential learning is one of the best ways of learning so if there are "fun" events/immersive events then this could be very beneficial." • "Training sessions, apps, celebration days."
Enough in place at present	13	4.3	<ul style="list-style-type: none"> • "I think it does enough now, as I believe all services are available in Welsh. I guess an agreement could be made with a council such as Gwynedd to outsource some services if customers require?"
Incentivise Staff to learn	11	3.7	<ul style="list-style-type: none"> • "Focus on recruiting more Welsh speakers and/or providing more incentives for current employees to learn Welsh. In practice in my department, it is often slower to get a response if a request is made in Welsh compared with English."
There are other languages	10	3.3	<ul style="list-style-type: none"> • "There are other languages that more people are fluent in."

Needs adequate resources	9	3	<ul style="list-style-type: none"> • "Provide the necessary resources to achieve the above."
Not such a priority	8	2.7	<ul style="list-style-type: none"> • "Financially this is difficult to achieve and there are more pressing issues that have arisen recently regarding health."
Misc.	39	13	<ul style="list-style-type: none"> • "The Council should commission an independent Equality Impact Assessment to understand the barriers in communities where English/ Welsh are not first language." • "Remain an open, inclusive and diverse organisation." • "Needs to be proportionate to the numbers speaking Welsh currently and be flexed to match this percentage - i.e. grow use of everyday Welsh in Cardiff and grow our capacity to meet this demand."

NB. Overall percentages do not total 100% as respondent comments could fall into multiple themes.

Appendix D

Theme	No.	%	Example comments
Support/collaborate partners/free training/translation	47	23.7	<ul style="list-style-type: none"> • "Offer help to them. Reduced rates for translation costs if they advertise a percentage of their posts as Welsh essential and promote the fact that they Offer a bilingual service/business." • "Offer external partners access to some of the Welsh language courses that are available to council staff." • "Workplace education with large employers or for industrial estates for companies that can't afford their own. Peripatetic teaching perhaps."
More Welsh Training/Learning	42	21.2	<ul style="list-style-type: none"> • "There has to be a significant investment in language training resources, whether these be developed in-house or sub-contracted to a third party." • "Offer courses outside of Cardiff not all staff live in or around the city." • "Continue to work with Welsh Government and implement the changes that encourage the learning of Welsh."
Don't know	34	17.2	<ul style="list-style-type: none"> • "Sorry I do not know enough about likely external partners." • "I don't understand what this is or who the partners would be." • "None whatsoever."
Review agree future approach	26	13.1	<ul style="list-style-type: none"> • "It would be beneficial to conduct a training needs analysis with partners to determine if workforces can join to develop the language levels of staff." • "Review partner approach to language and culture in their contracts and customer facing services." • "Work with other local authorities to develop a common approach and share the costs (economies of scale)."
Better promotion	22	11.1	<ul style="list-style-type: none"> • "Promote more Welsh speakers through media outlets such a social media from ethnic groups that are learning, are able to use the language in day-to-day situations." • "Promotion, promotion, promotion."

Greater use of Welsh language - in public	14	7.1	<ul style="list-style-type: none"> "Want to see all services bilingual, to see Welsh used on posters, in pubs, on menus, cocktails, shops such as Tesco and Sainsbury's Aldi's all use words or Welsh terms so that it becomes the "norm" or "the new normal".
Not a priority	12	6.1	<ul style="list-style-type: none"> "I honestly feel in the current economic climate and with a crisis looming in Social Care, plus a decade of underfunding education and the health service both the council and the Welsh Government could better use the money spend on the Welsh Language."
Develop an agreed standard	12	6.1	<ul style="list-style-type: none"> "Develop a standard that external partners should already have or commit to gain within a specified amount of time after signing a contract in order to supply the Council with goods or services. For example a 'Dragon Standard' scheme where businesses would need to meet certain requirements (and subsequently be audited on) to use the accredited logo, as with ISO, Investors in People etc."
Make Welsh cool / media	12	6.1	<ul style="list-style-type: none"> "Media. Make it cool. Capture imaginations."
Appreciate limitations/resources	10	5.1	<ul style="list-style-type: none"> "Ensure to take into account resources/human resources that organisations have, to ensure that pressure is not felt on more partners than others. A continual support network of these partners so they don't feel like they're left to it to do all the work. Ensure all partners understand and deliver an accessible and inclusive program."
No Opinion	8	4.0	<ul style="list-style-type: none"> "I have no particular opinion either way."
Need to include all languages	3	1.5	<ul style="list-style-type: none"> "There should be ample consideration for all languages not merely Welsh in this current climate."
Misc.	26	13.1	<ul style="list-style-type: none"> "Keep talking to the public, get their opinions." "RTPI Wales learning and do community consultations in Welsh." "More work with Housing agencies, not just the council's Housing department. Reach out to their tenants too. If Council tenants routinely receive a bilingual service, why not?"

NB. Overall percentages do not total 100% as respondent comments could fall into multiple themes.

Appendix E – Bilingual Cardiff Partners

- Arts Council Wales
- Cardiff Metropolitan University
- Cardiff Rugby
- Cardiff Third Sector Council
- Cardiff University
- Cardiff and Vale College
- Cardiff and Vale University Health Board
- Cardiff Welsh Medium Secondary School Representatives
- Cardiff Welsh Medium Primary School Representatives
- Central South Education Consortium
- Coleg Cymraeg Cenedlaethol
- Clwb Ifor Bach
- Dinesydd
- Literature Wales
- National Eisteddfod
- Menter Caerdydd
- Merched y Wawr
- Mudiad Meithrin
- Museum Wales
- National Centre for Learning Welsh
- S4C
- University of South Wales
- University of Wales Trinity Saint David's
- Urdd
- Wales Millennium Centre
- Welsh Language Commissioner

Bilingual Cardiff 2022-27: Revision to the Welsh Language Promotion Five-Year Strategy

Consultation Report - November 2021



Gweithio dros Gaerdydd, gweithio gyda'n gilydd
Working for Cardiff, working together



#gweithiogydangilydd
#workingtogether

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Background

Bilingual Cardiff 2022-27: Revision to the Welsh Language Promotion Five-Year Strategy

Cardiff Council is committed to the promotion and development of the Welsh language to realise its vision of Cardiff as a truly bilingual capital city. The Welsh language standards include a statutory requirement to create and publish a five-year strategy, which sets out how we will promote and facilitate the use of Welsh in Cardiff. The first Bilingual Cardiff Strategy was published in 2017 and the Bilingual Cardiff Strategy 2022-27 represents its first revision and a further development of its initial objectives and actions.

The 2022-27 strategy has been prepared to support the Welsh Government's aim to achieve a million Welsh speakers by 2050. It follows the three main themes of Cymraeg 2050 and includes a target to increase the number of Welsh speakers in Cardiff by 2027. The strategy offers a number of additional specific objectives to support, facilitate, and champion the use of the Welsh language. The strategy also supports the delivery of the well-being goals included in the Well-being of Future Generations Act 2015 – *A Wales of vibrant culture and thriving Welsh language* and the objectives described in the Council's Welsh Education Strategic Plan (WESP) 2022-32.

The draft Bilingual Cardiff Strategy 2022-27 was subject to an internal consultation with Council staff and the Bilingual Cardiff Forum partners in September 2021 and a public consultation in October and November 2021. The comments, suggestions and recommendations received will be given consideration and incorporated into the strategy and its action plan. The final draft of the strategy will be presented for approval by Cardiff Council's Cabinet and full Council in January 2022. This is an ambitious and far-reaching strategy which describes how Cardiff Council will promote the Welsh language over the next 5 years. The consultations have allowed the Council to engage with staff, partners and citizens in order to promote and develop the Welsh language and support its vision of a truly Bilingual Cardiff.

Methodology

The survey was developed in collaboration between the Bilingual Cardiff Team and the Cardiff Research Centre. The impact of the COVID-19 pandemic, with restrictions on the numbers of people able to meet indoors and the requirement to wear face coverings, affected traditional methods of engagement. This survey was run online, with the survey promoted via the Council's corporate social media accounts, shared with staff via the Intranet and Staff Information emails, hosted on the Have Your Say page on the Council's website, with promotions for the survey on the council homepage. An email was sent to Cardiff Citizens' panel as well as Bilingual Cardiff partners.

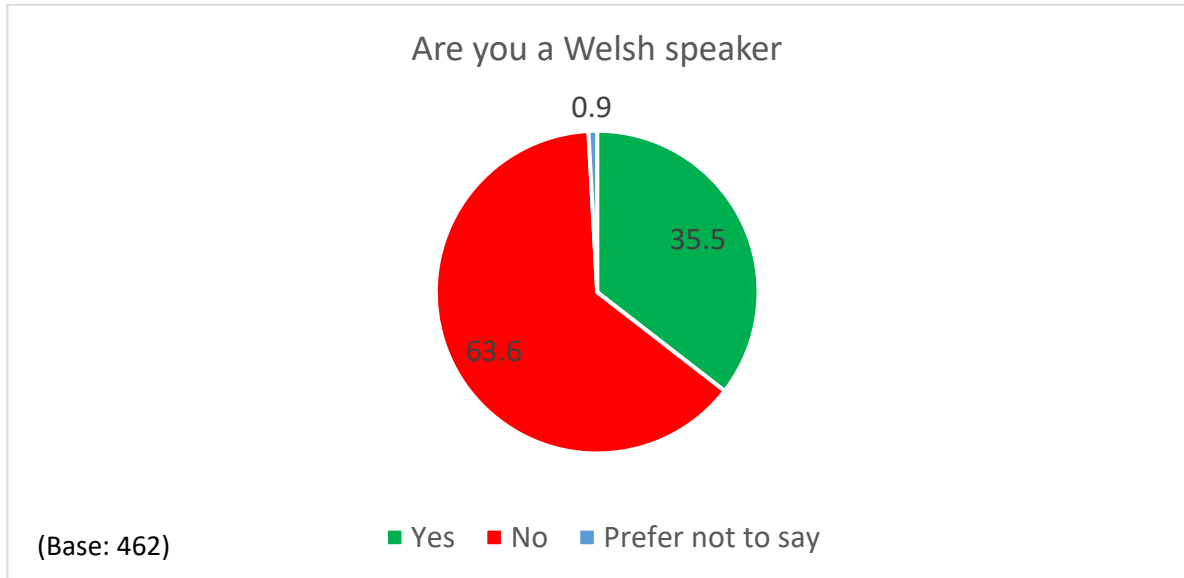
Research Findings

After data cleansing and validation, there were 464 responses to the Bilingual Cardiff Strategy Public Survey.

Are you a Welsh speaker?

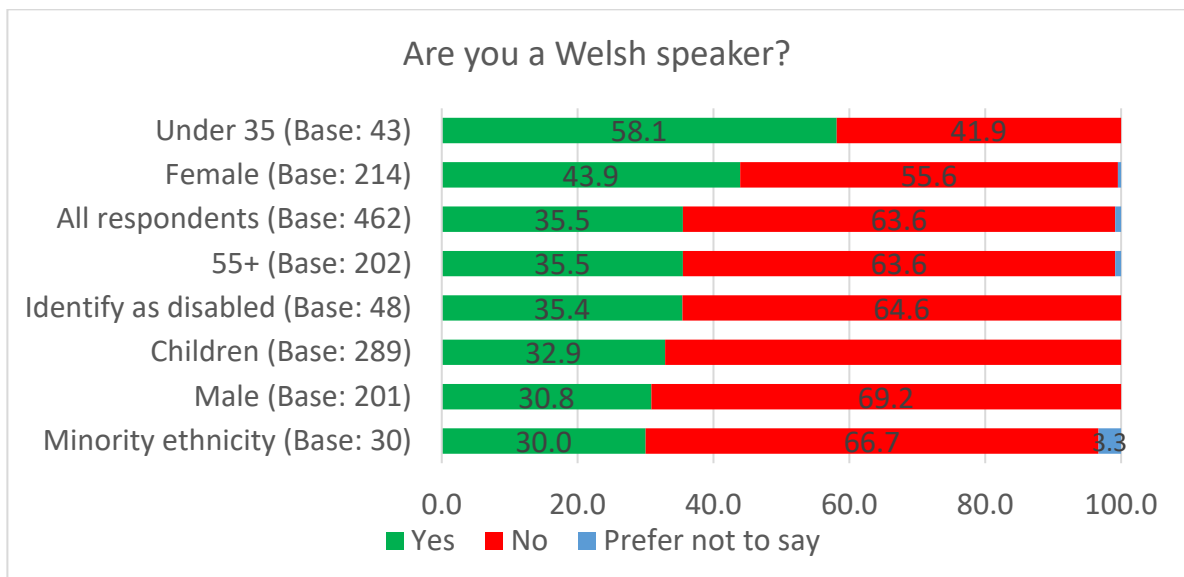
462 responses were received for this question, giving a response rate of 99.6%.

Over one third (35.5%) of respondents confirmed they were Welsh Speakers.



Just under three in five (58.1%) of respondents Under 35, identify as a Welsh speaker, this falls to two in five (43.9%) when viewed by Females.

Around one third of All respondents, those aged 55+, that identify as disabled and with children within their households also identify as Welsh speakers.

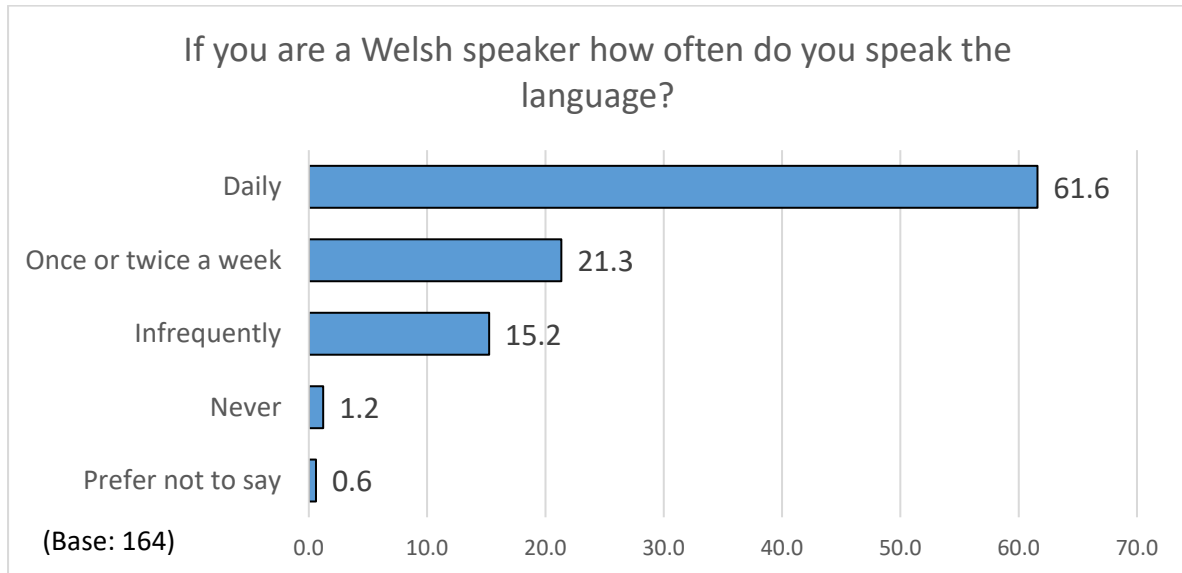


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If you are a Welsh speaker how often do you speak the language?

164 responses were received for this question, giving a response rate of 35.3%

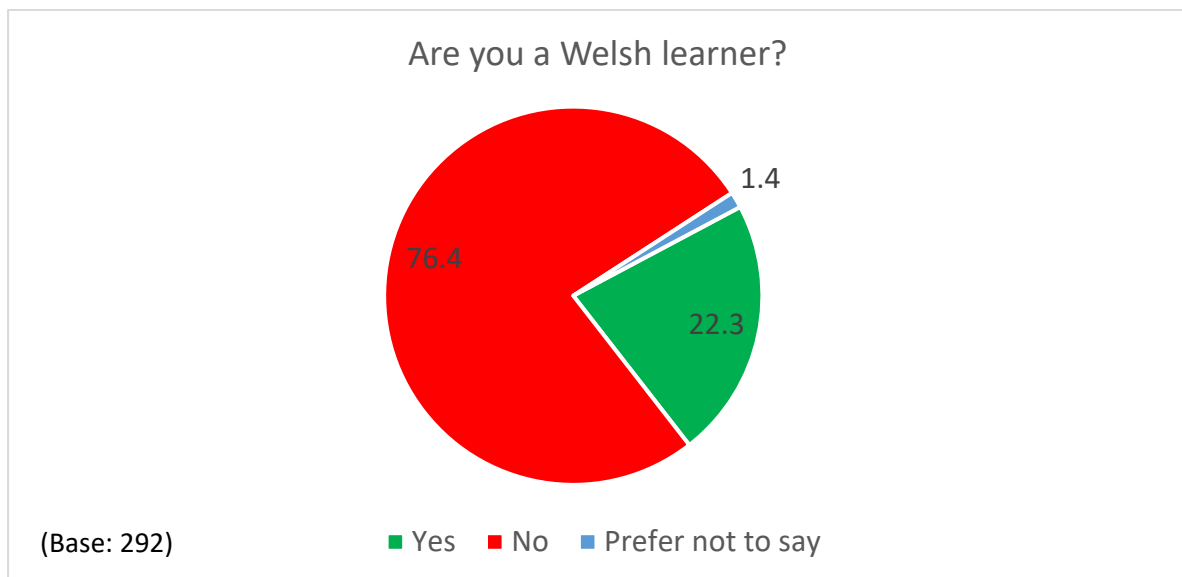
Three in five (61.6%) Welsh speakers use the language on a daily basis, this falls to one in five (21.3%) that use it once or twice a week.



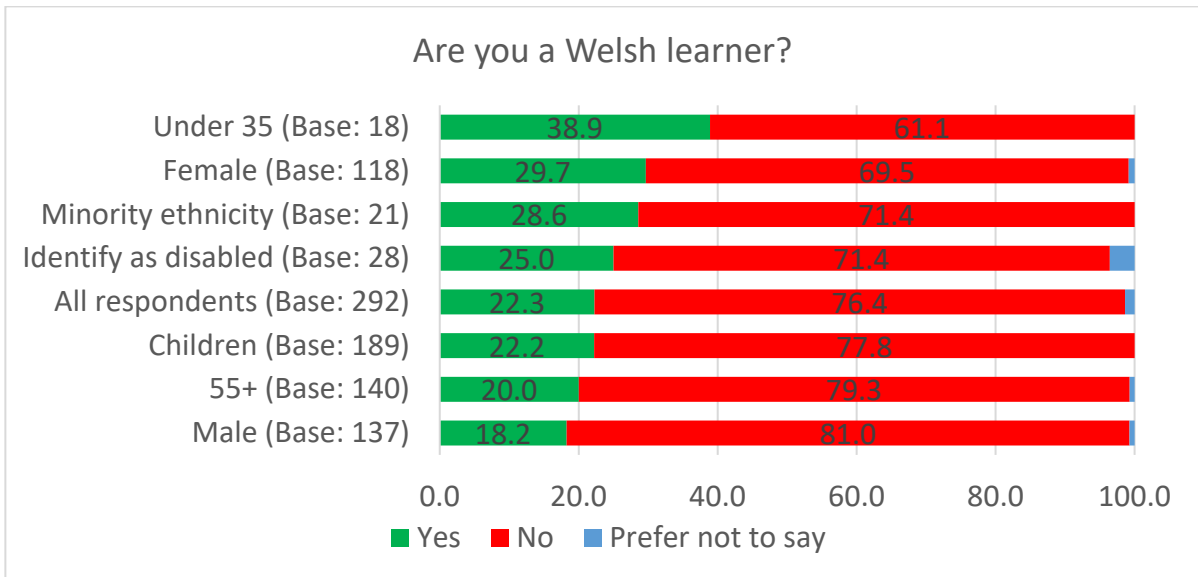
Are you a Welsh learner?

292 responses were received for this question, giving a response rate of 62.9%.

Those respondents that did not identify as a Welsh speaker were then asked if they were learning the language. Just under one quarter (22.3%) indicated they were in the process of learning Welsh.



Just under two in four (38.9%) of respondents Under 35, are in the process of learning Welsh, this is followed by around three in ten of Female (29.7%) and those from a Minority Ethnicity (28.6%). Around one in six (18.2%) of Male’s were Welsh learners.

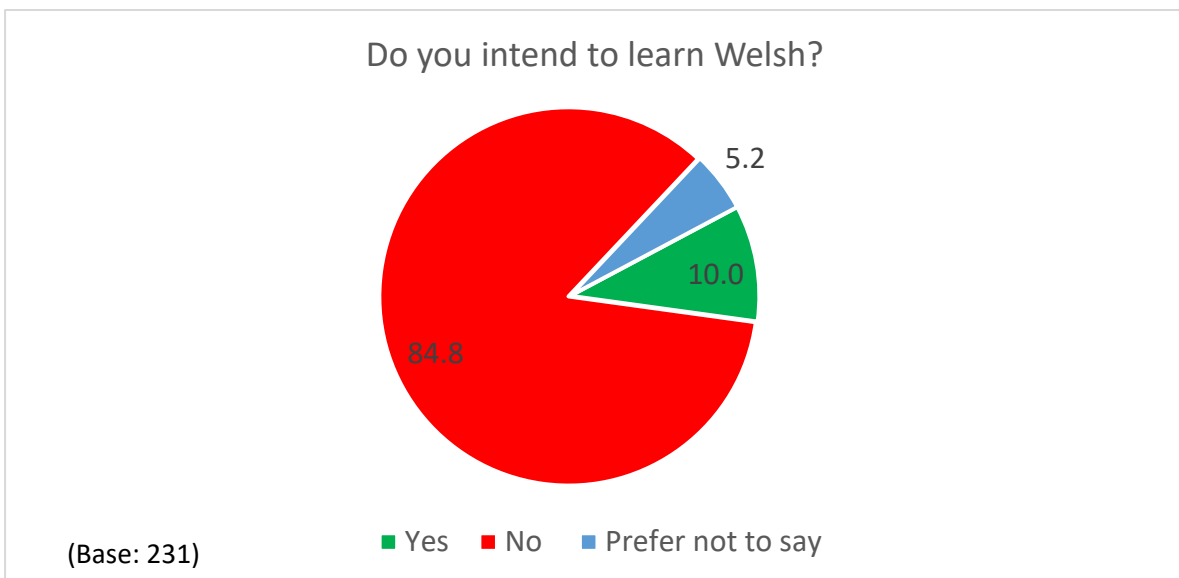


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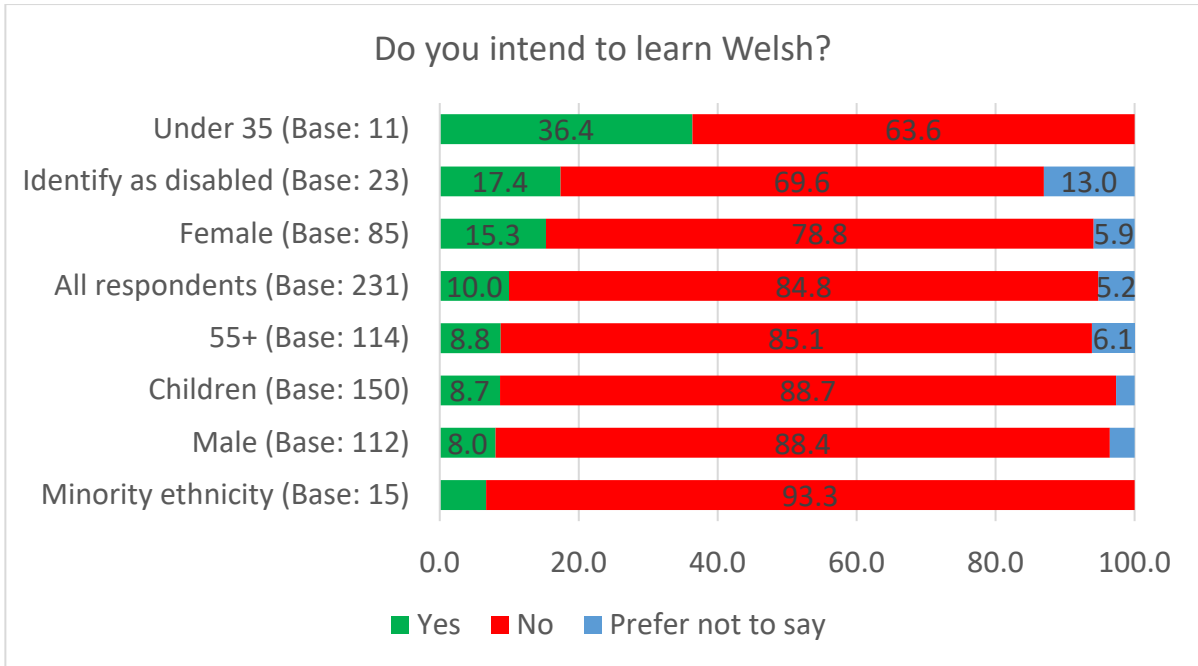
Do you intend to learn Welsh?

231 responses were received for this question, giving a response rate of 49.8%.

One in ten (10.0%) respondents intend to learn Welsh.



Over one third (36.4%) of Under 35’s intend to learn Welsh, this was followed by around one in six (17.4%) of those that identify as disabled.

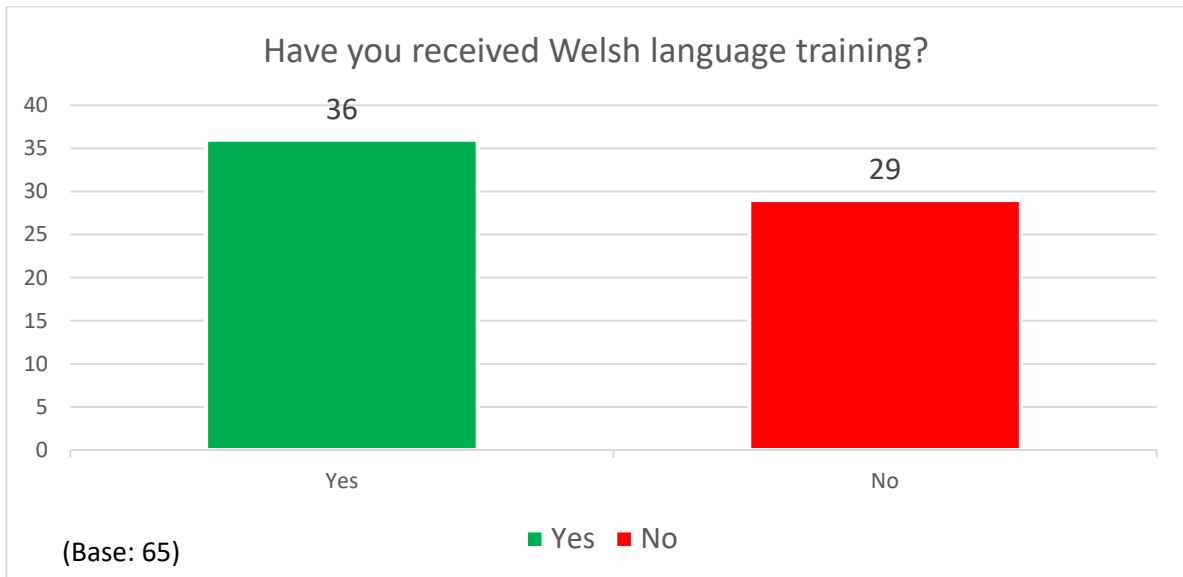


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Have you received Welsh language training?

65 responses were received for this question, giving a response rate of 14.0%.

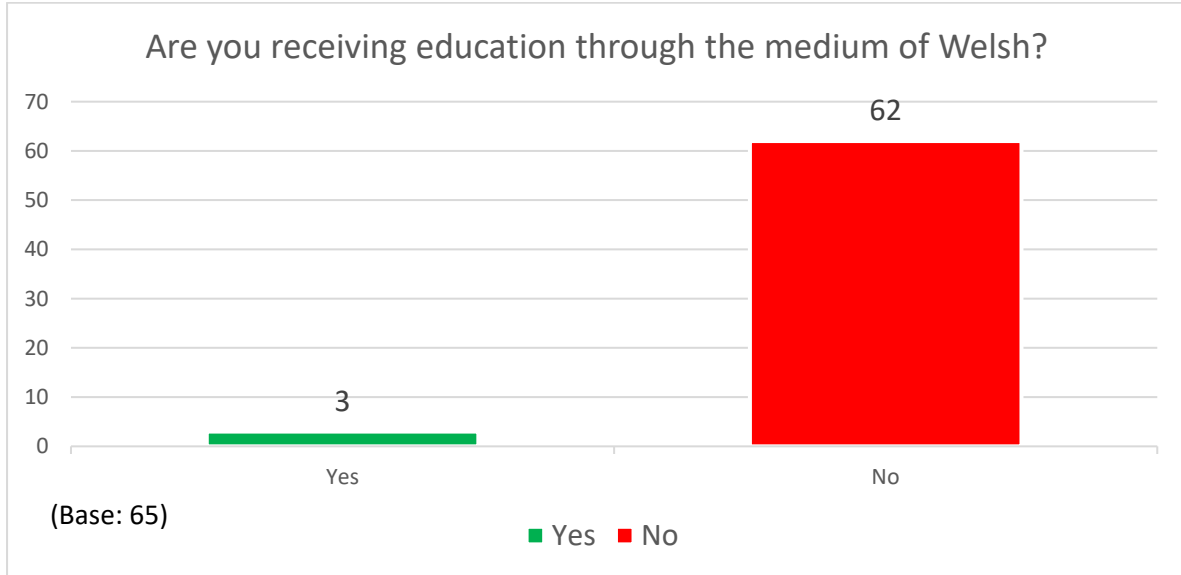
Those respondents that did not identify as a Welsh speaker or Welsh learner were asked 'Have you received Welsh language training?' 36 out of the 65 respondents that replied indicated that they had received Welsh language training.



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Are you receiving education through the medium of Welsh?

Respondents that identified as a Welsh learner were asked if they were undertaking education through the medium of Welsh. Three respondents indicated this was the case.

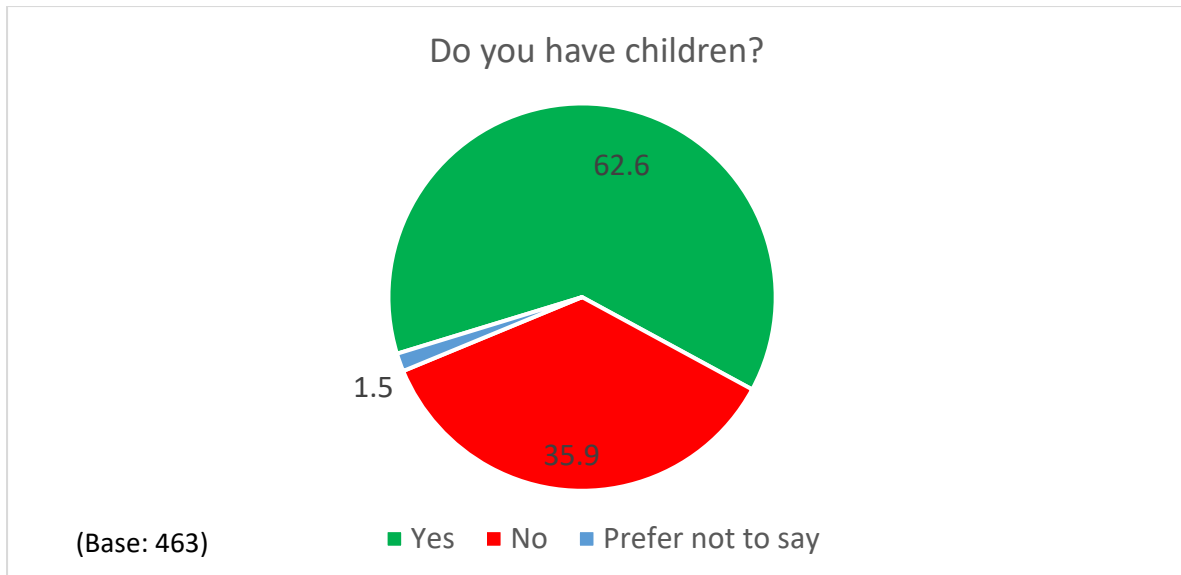


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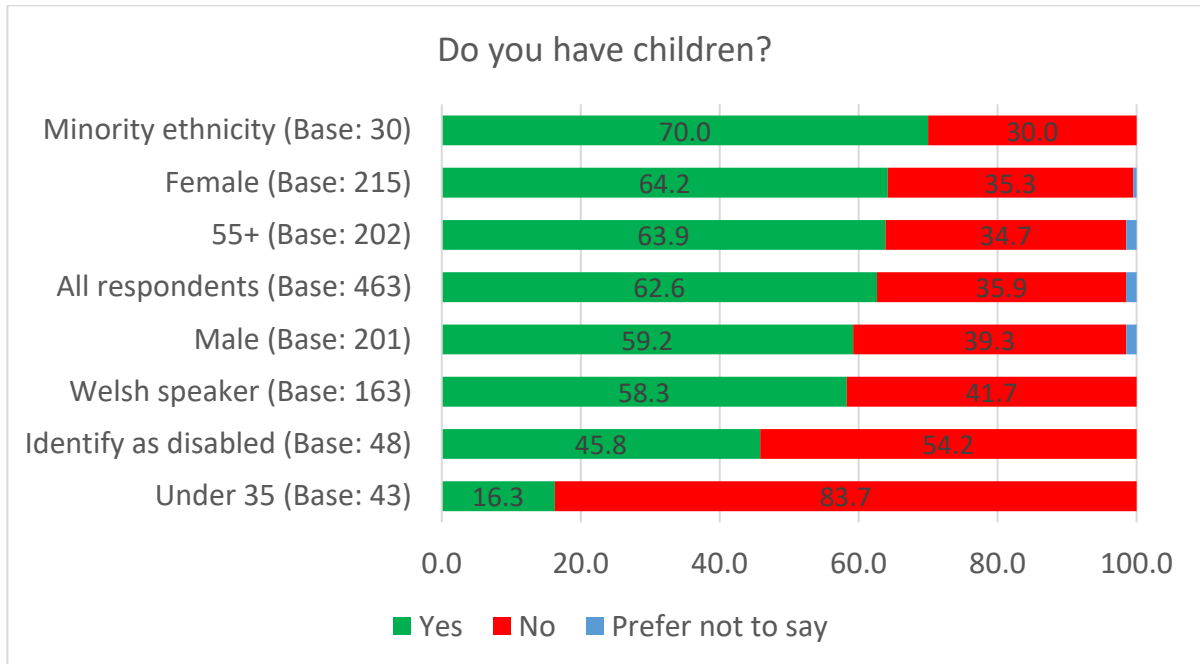
Do you have children?

463 responses were received for this question, giving a response rate of 99.8%.

Just under two-thirds (62.6%) of respondents have children.



Seven in ten (70.0%) of Minority Ethnicity respondents have children, this falls to around three in five when compared by Females (64.2%) and respondents aged 55+ (63.9%).

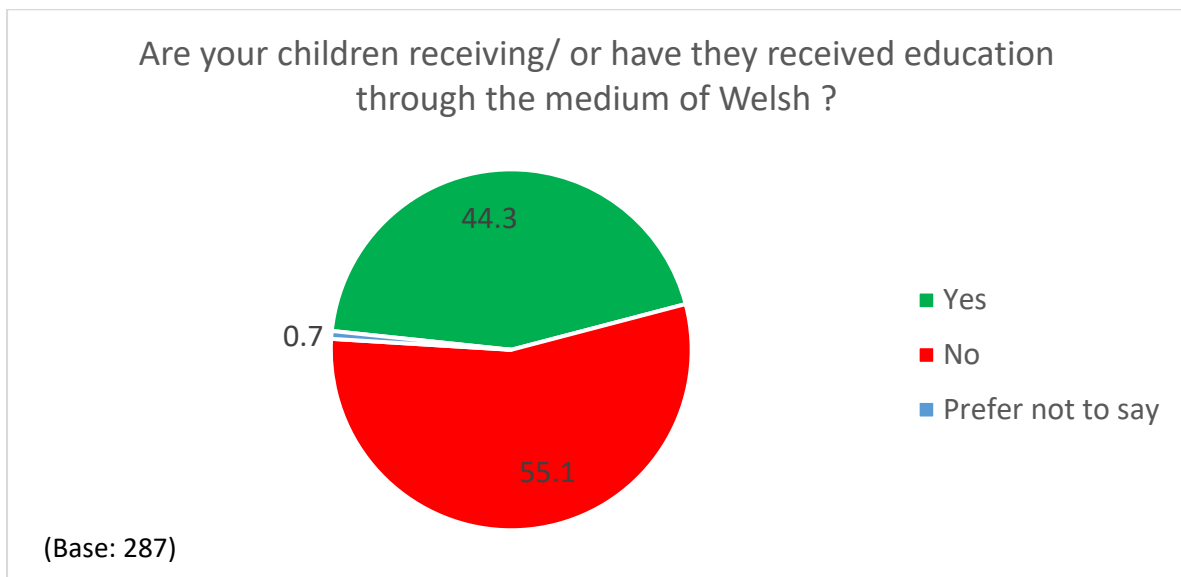


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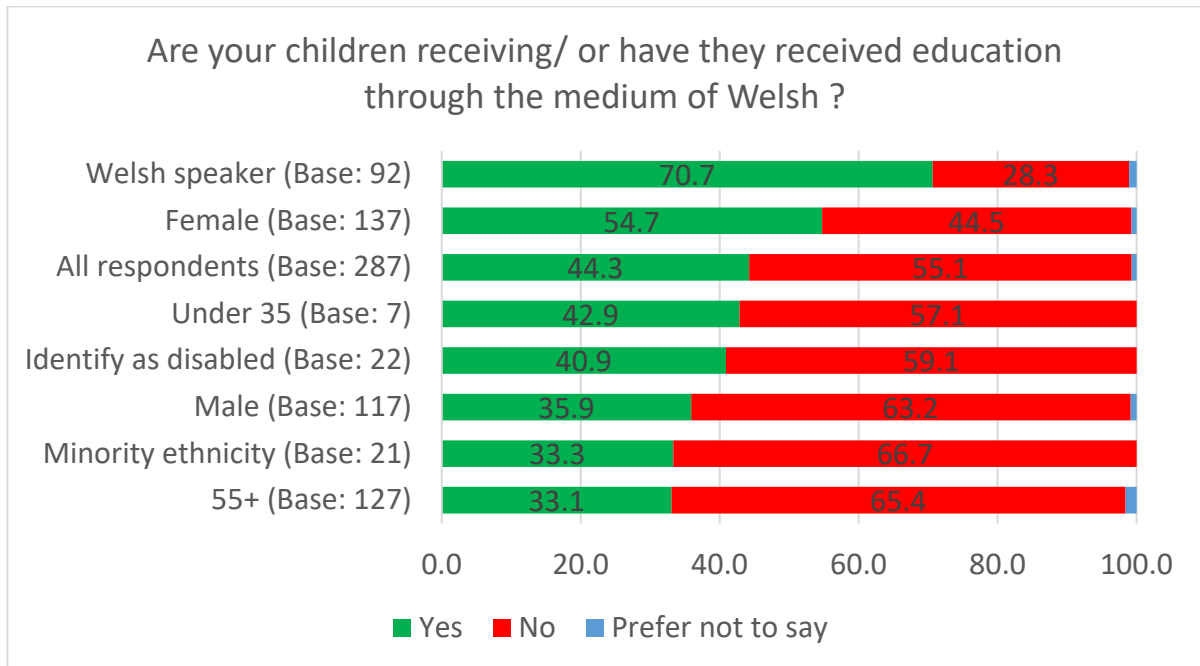
Are your children receiving/ or have they received education through the medium of Welsh?

287 responses were received for this question, giving a response rate of 61.9%.

Households containing children were then asked, 'Are your children receiving/ or have they received education through the medium of Welsh?' Over two in five (44.3%) of respondent's children have received or were currently receiving education through the Welsh medium.



Around seven in ten (70.7%) of Welsh speakers' children are receiving or have received education through the medium of Welsh, this is more than twice as many as those from a Minority Ethnicity (33.3%) and those aged 55+ (33.1%).

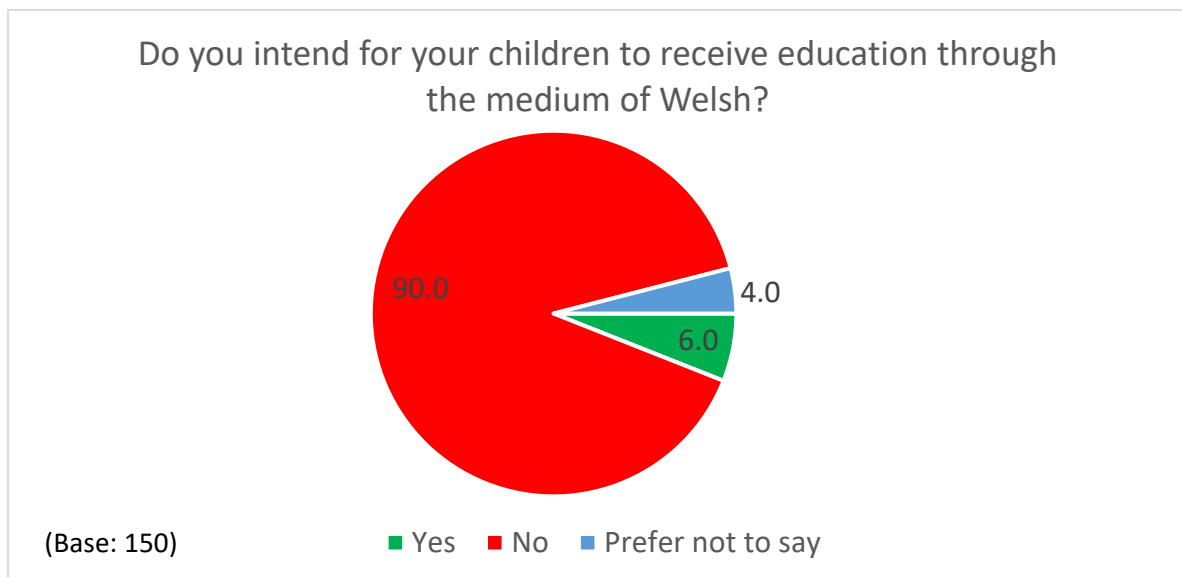


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Do you intend for your children to receive education through the medium of Welsh?

150 responses were received for this question, giving a response rate of 32.3%.

Around one in twenty (6.0%) intend for their children to receive education through the medium of Welsh.



What is your vision of a truly Bilingual Cardiff?

Respondents were asked ‘What is your vision of a truly Bilingual Cardiff?’ – 346 comments were received, when analysed resulted in 19 themes. Details of the top three themes and example comments are as follows: - (A full list of themes with example comments can be seen in Appendix A).

Theme	No.	%	Example comments
Good access to Welsh language	100	28.9	<ul style="list-style-type: none"> • "Where you can walk up to anybody on the street / shop / office and start your conversation through either Welsh or English." • "A city in which all public interaction, medical, civic administrative, post office, banking environments can be carried out in either language." • "Being able to use English or Welsh easily in any everyday situation e.g., shops, leisure centres, banks etc." • "Where people are comfortable and able to go about their daily lives in Cardiff being able to interact in either Welsh or English." • "Somewhere people can carry out day to day interactions in either language as they choose, and learning is readily available." • "To be able to enter any situation and be able to speak in Welsh."
Welsh language/culture embedded in Cardiff, business, services, signs	99	28.6	<ul style="list-style-type: none"> • "Welsh as the default and visible in all aspects of the city's public life - from signs to information, from education to all other possible provision - and everyone understands, speaks, uses and values it." • "That Welsh is a natural part of living in Cardiff, not only in the chapel and school." • "A city where language choice is by default, where Welsh and English speakers can receive exactly the same service, provision and opportunities in both languages. A city that appears bilingual and where the Welsh language is visible and heard everywhere. A city where the Welsh language is at the heart of everything that happens in the city and a city that is proud to be a bilingual city and where all children leave school fluent in both languages."

			<ul style="list-style-type: none"> • "A city where both languages have equal status, and all citizens are aware of the benefits of being bilingual even if they themselves are not. All services are available in both languages and these services are as easy to access in Welsh as they are in English. All children are taught Welsh and English to an equal standard so that the next generation are truly bilingual." • "Akin to a Scandinavian City, proud of its local language and culture, whilst maintaining a polyglot population able to exploit that skill." • "Where people are so familiar with it that they don't even notice."
Everyone speaking / learning Welsh	96	27.7	<ul style="list-style-type: none"> • "That everyone has a basic understanding Welsh." • "Free Welsh lessons for all abilities." • "I would like to see everyone in Wales speaking Welsh, or at least understanding it." • "Everyone speaks Welsh." • "A Cardiff where every single person who has grown up in Cardiff can speak Welsh and English fluently."

The Bilingual Cardiff strategy follows Cymraeg 2050 and offers three main themes for the promotion of the Welsh language. These themes are further broken down into areas of work. Please grade the areas of work within each theme by order of priority.

Theme 1: Increasing the number of Welsh speakers –

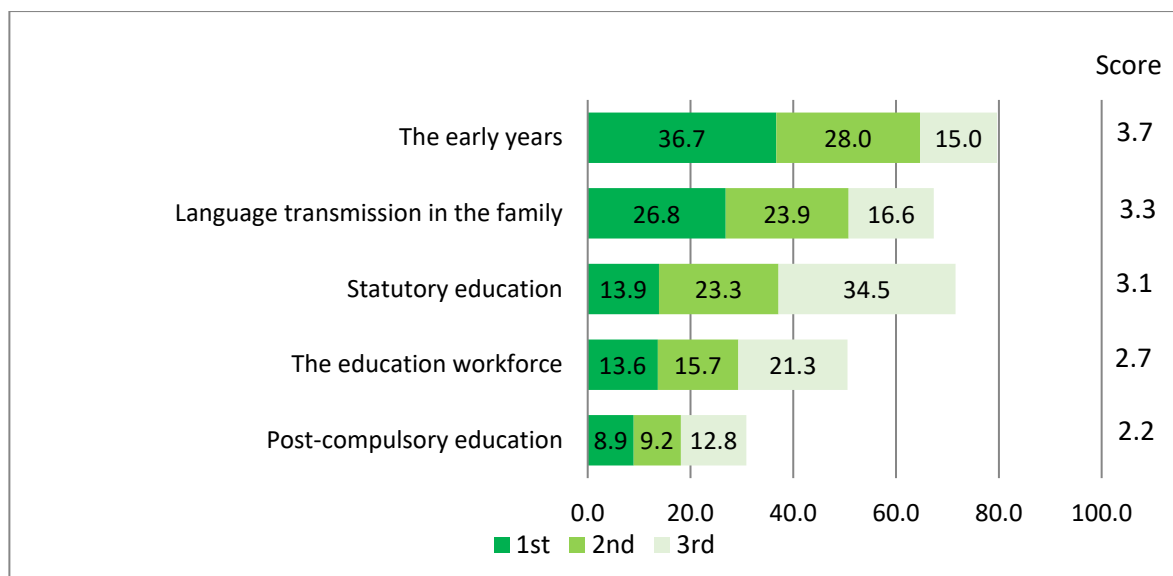
447 responses were received for this question, giving a response rate of 96.3%.

Respondents were then asked to rank the different topics regarding increasing the number of Welsh speakers in Cardiff from one to five.

Scores were calculated by assigning five points for each first-place ranking, four points for each second place, three points for each third place, two points for each fourth place, and one point for each fifth place. These were combined for each theme and divided by the overall number of respondents answering this question, to give a final score.

"The early years." was rated the most important, with 36.7% of respondents ranking this in first place, and an overall score of 3.7 out of five.

In second place, ranked in first place by 26.8% of respondents (and an average score of 3.3 out of 5), was **"Language transmission in the family."**



The above chart shows the proportion of 1st, 2nd and 3rd place votes for each action, plus the overall score generated (out of 5).

There was consistency of opinion across the demographic groups analysed regarding the importance of the areas within Theme 1, however:

‘Post-compulsory education: maintain and develop post-compulsory education provision which increases rates of progression and supports everyone to develop Welsh language skills for use socially and in the workplace.’

Those that identified as disabled (79.2%) were more than three times as likely to rank the importance of Post Compulsory education in their top three than Welsh speakers (23.6%).

Theme 2: Increasing the use of Welsh

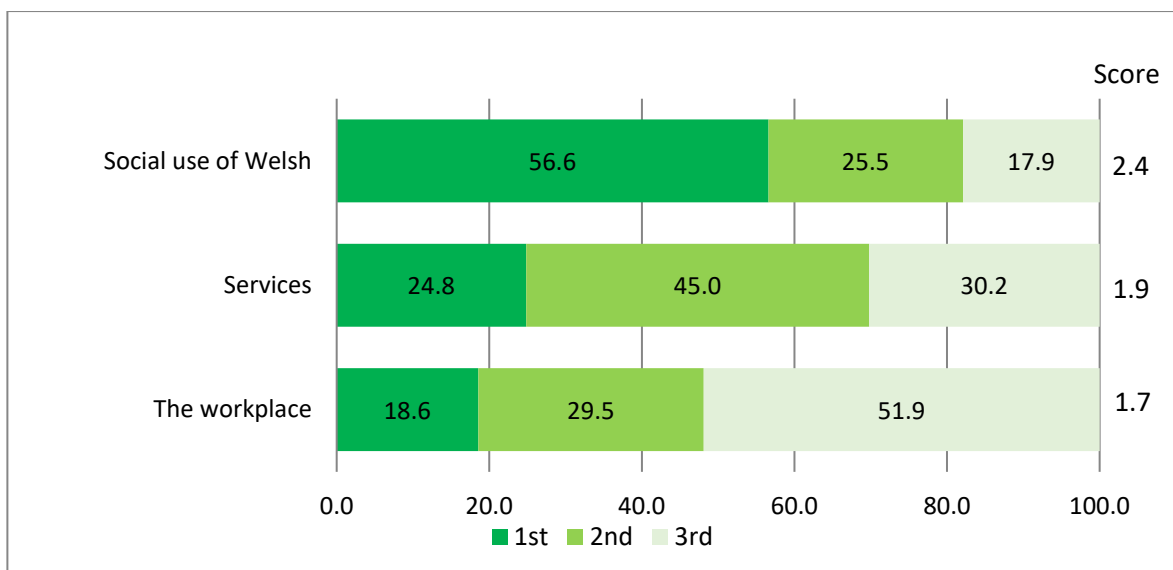
447 responses were received for this question, giving a response rate of 96.3%.

Respondents were then asked to rank the different areas regarding increasing the use of Welsh they prefer from one to three.

Scores were calculated by assigning three points for each first-place ranking, two points for each second place, and one point for each third place. These were combined for each theme and divided by the overall number of respondents answering this question, to give a final score.

“**Social use of Welsh.**” was ranked as the top theme, with 56.6% of respondents ranking this in first place, with an overall score of 2.4 out of three.

In second place, ranked in first place by 24.8% of respondents (and an average score of 1.9 out of 3), was “**Services.**”



The above chart shows the proportion of 1st, 2nd and 3rd place votes for each action, plus the overall score generated (out of 3).

Looking at scores by respondent, those that identified as disabled (33.3%) were more than twice as likely to rank ‘**Services**’ 1st than those from a Minority Ethnicity (16.7%).

The greatest proponents for the ‘**Social use of Welsh**’ ranking it 1st were respondents from a Minority Ethnicity (63.3%), in contrast to Welsh Speakers (49.7%).

Theme 3: Creating favourable conditions – infrastructure and context

447 responses were received for this question, giving a response rate of 96.3%.

Respondents were then asked to rank elements to improve infrastructure and context of the Welsh language they prefer from one to seven.

Scores were calculated as below: -

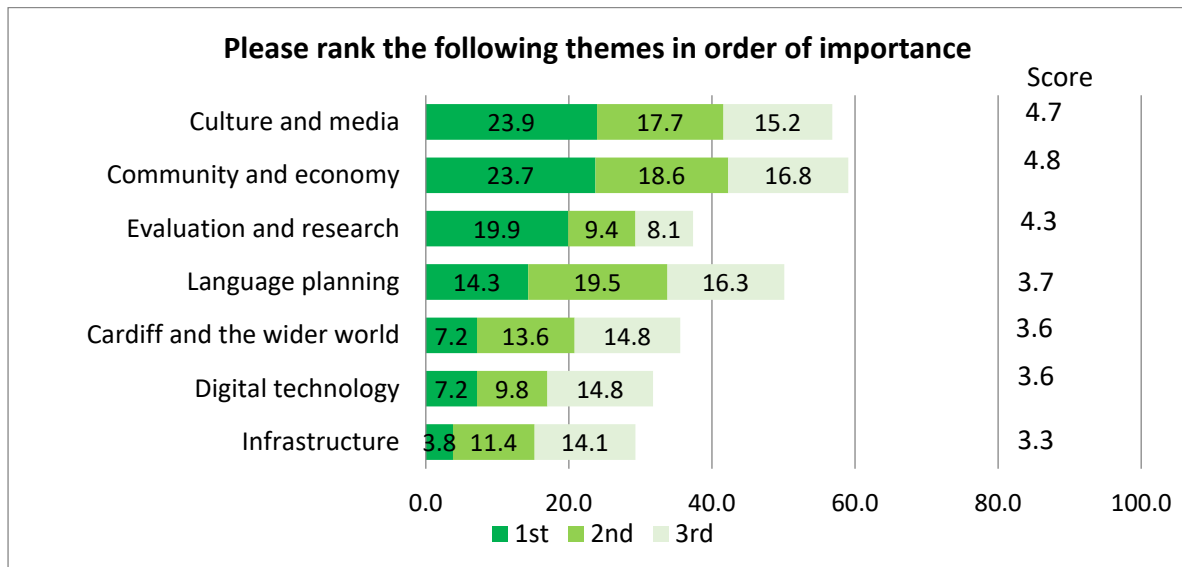
Rank	Points
1st	7
2nd	6
3rd	5
4th	4
5th	3
6th	2
7th	1

These were combined for each theme and divided by the overall number of respondents answering this question, to give a final score.

“**Culture and Media**” gained the most votes for first place, with 23.9% of respondents ranking this in first place, with the second highest overall score of 4.7 out of 7.

Next, ranked in first place by 23.7% of respondents (and receiving the highest score of 4.8 out of 7), was “**Community and economy.**”

“**Evaluation and research.**” were ranked 1st by 19.9% of respondents and realised an overall score of 3.7 out of 7.



The above chart shows the proportion of 1st, 2nd and 3rd place votes for each action, plus the overall score generated (out of 7).

‘**Community and economy**’ most ranked 1st amongst respondents Under 35 (32.6%). First placed ranking was lowest amongst those that identified as from a Minority Ethnicity (13.3%).

Respondents Under 35, were around two times as likely to rank ‘**Digital technology**’ first (11.6%), then Female and older respondents (5.2% respectively).

Around one in seven (16.3%) of Under 35’s ranked ‘**Infrastructure**’ 1st, this figure falls to 0.6% when compared by Welsh speakers.

‘**Language planning**’ garnered the highest first place ranking by Welsh speakers (20.5%), this falls to 7.0% when viewed by Under 35 respondents.

‘**Evaluation and Research**’ was deemed more important by older respondents with (23.8%) awarding a first-place ranking, in contrast to Welsh speakers (3.1%).

The Bilingual Cardiff Strategy 2022-27 presents a number of actions and targets to support the delivery of its three strategic themes. Theme 1

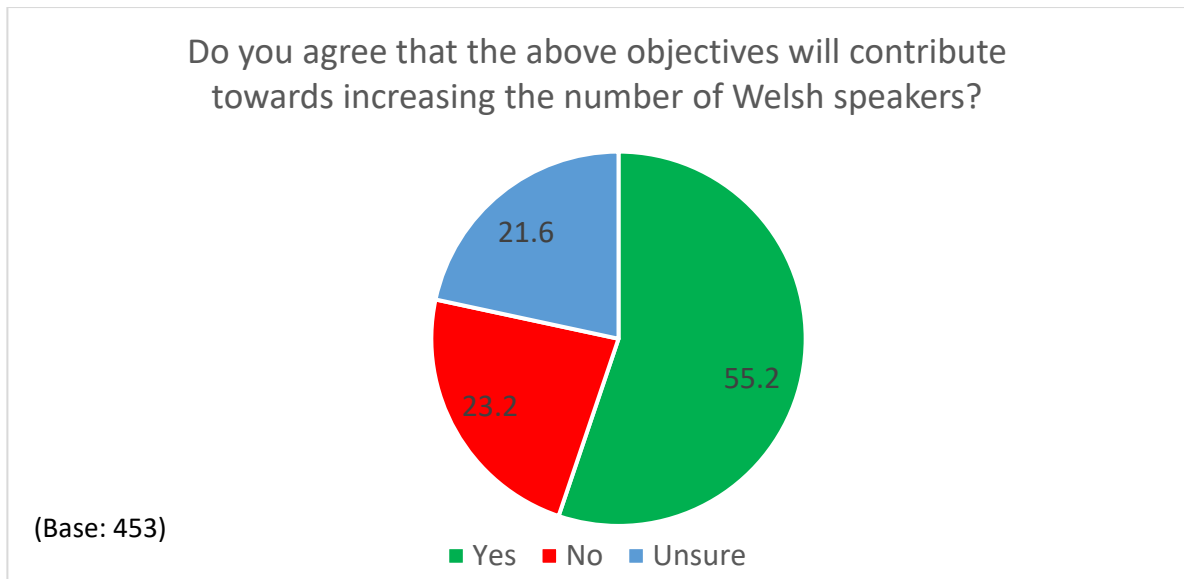
Over three quarters ranked both ‘**Increase the number of places available within primary and secondary Welsh-medium secondary education in Cardiff**’ And ‘**Increase the percentage of people in Cardiff who can speak Welsh**’ in their top two priorities, with the latter realising the highest 1st place ranking (52.2%).

Theme 1: Increasing the number of Welsh speakers - Please choose your top three priorities.	1	2	3	% Top Two	No. of Votes
Increase the number of places available within primary and secondary Welsh-medium secondary education in Cardiff.	40.4	37.2	22.3	77.7	94
Increase the percentage of people in Cardiff who can speak Welsh.	52.2	22.8	25.0	75.0	92
Increase Welsh-medium social provision for children's early years and raise awareness of this provision.	29.4	42.9	27.7	72.3	119
Present a campaign to increase the use of Welsh at home and promoting bilingualism and multi-lingualism with non-Welsh speaking households.	42.4	29.7	28.0	72.0	118
Promote Welsh-medium education among non-Welsh speaking families to increase awareness of the history of the Welsh language and foster pride in the language.	39.4	31.8	28.8	71.2	170
Increase the provision of Welsh language courses for parents who send their children to Welsh-medium schools.	39.9	31.2	28.9	71.1	173
Increase the Welsh-medium provision for children with additional learning needs.	14.9	46.8	38.3	61.7	47
Increase the number of teachers who can teach Welsh as a subject and the number of teachers who can teach other subjects through the medium of Welsh.	31.1	30.4	38.5	61.5	161
Increase the number of students studying further and higher education courses through the medium of Welsh.	11.6	46.5	41.9	58.1	43
Deliver Welsh-medium education promotion initiatives in partnership with organisations representing Black Asian and Minority Ethnic communities.	17.9	37.2	44.9	55.1	78
Develop a pilot project to work intensively in two areas in Cardiff with primary schools who are experiencing a reduction in the number of children seeking a place in reception/nursery class	17.5	37.5	45.0	55.0	40
Increase the number of secondary school pupils studying qualifications assessed through the medium of Welsh.	24.1	27.6	48.3	51.7	29
Supporting a Welsh Education Promotion Officer to work across the Southwest Wales region.	29.4	20.6	50.0	50.0	34

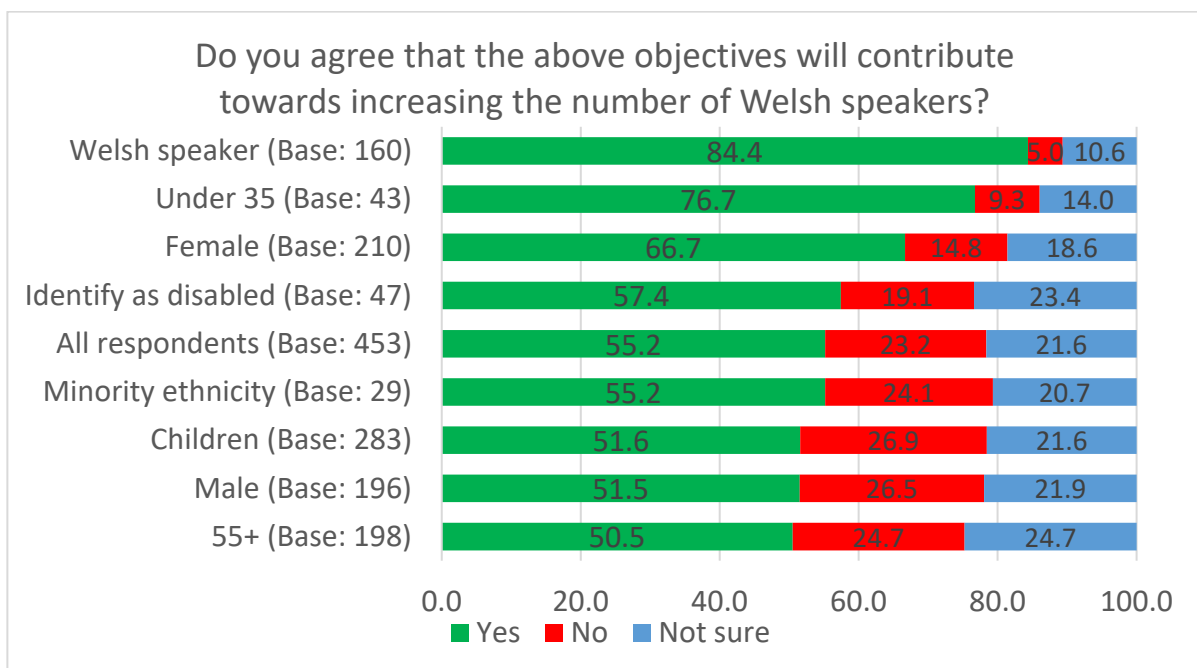
Do you agree that the above objectives will contribute towards increasing the number of Welsh speakers?

453 responses were received for this question, giving a response rate of 97.6%.

Over half (55.2%) of respondents agreed that the Theme 1 objectives will contribute to increasing the numbers of Welsh speakers.



Agreement to the effectiveness of these objectives was highest amongst Welsh speakers (84.4%) and lowest amongst older respondents (50.5%).



NB: - Caution should be taken with low base sizes.

Do you agree that the above objectives will contribute towards increasing the number of Welsh speakers - If 'No / Not sure', Why?

Respondents that did not agree or were unsure on the effectiveness of the objectives were asked 'Why?' - 132 comments were received, when analysed resulted in 12 themes. Details of the top three themes and example comments are as follows: - (A full list of themes with example comments can be seen in Appendix B).

Theme	No.	%	Example comments
Negative comments	52	39.4	<ul style="list-style-type: none"> • "People don't see the point low priority." • "Welsh is only relevant in Wales. Fundamentally - what is the point and how does this enable a better future for Wales?"
Personal Choice	37	28.0	<ul style="list-style-type: none"> • "Someone will only learn Welsh if they want to learn." • "Learning a new language takes time, it's a nice thing to do if you are that inclined, Welsh therefore should continue to be a choice." • "It comes down to personal preference and how important the Welsh language is to that individual."

Do you have any other ideas for objectives which would contribute towards increasing the number of Welsh speakers?

Respondents were then asked if they had any other ideas that would contribute to increasing the number of Welsh speakers - 153 comments were received, when analysed resulted in 13 themes. Details of the top three themes and example comments are as follows: - (A full list of themes with example comments can be seen in Appendix C).

Theme	No.	%	Example comments
More learning opportunities	43	28.1	<ul style="list-style-type: none"> • "Roll out free learning resources to parents who wish to learn Welsh." • "Free Welsh courses should be available online to all." • "Increase the availability of post educational/ evening classes without exams." • "I would like to see a Centre as a focal point for Welsh learning, especially adult learners like myself. A shame that the Hen Llyfrgell had to close."

			<p>I would like to see something like that re introduced and promoted."</p> <ul style="list-style-type: none"> • "Train non-Welsh speaking school staff (inc support staff) to be able to deliver Welsh otherwise risk losing valuable resources."
More inclusive approach	35	22.9	<ul style="list-style-type: none"> • "Making Welsh an inclusive rather than an exclusive thing." • "Don't alienate people who don't speak Welsh as a first language." • "Try and think about the non-Welsh speaking adults. How would ensure they don't feel discrimination."
Education	33	21.6	<ul style="list-style-type: none"> • "Education, education, education - drive more kids though WME = bilingual education. By far the most important consideration." • "Pupils from Welsh medium schools need to be encouraged to use Welsh in settings outside education." • "Improve Welsh language education - make it less academic and more about using Welsh in real world." • "Not waiting until Welsh-medium schools are full before starting thinking about opening a new one. The Council's got the statistics --just plan ahead!!!"

The Bilingual Cardiff Strategy 2022-27 presents a number of actions and targets to support the delivery of its three strategic themes. Theme 2

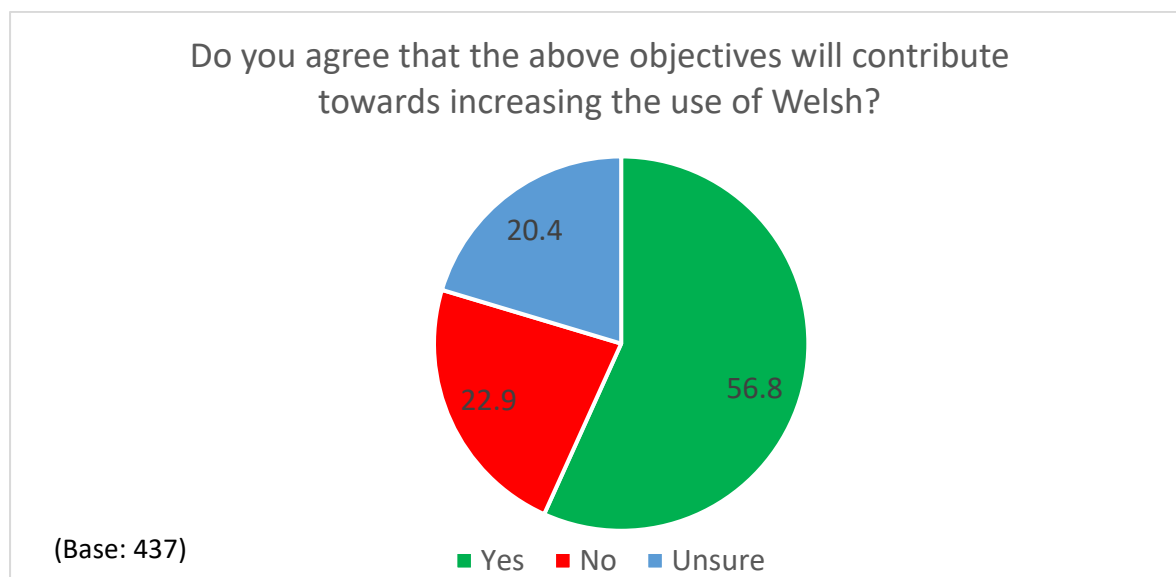
‘Encourage the use of Welsh in schools that teach the language as a second language through the delivery of workshops, activities, events and clubs.’ Was deemed the highest priority, receiving the highest level of 1st place votes, the highest level of votes cast and the highest percentage of 1st and 2nd votes.

Theme 2: Increasing the use of Welsh - Please choose your top three priorities.	1st	2nd	3rd	% Top 2	No of Votes
Encourage the use of Welsh in schools that teach the language as a second language through the delivery of workshops, activities, events and clubs.	53.8	28.1	18.2	81.8	253
Hold an annual 'Gyrfa Gymraeg' Welsh language careers' fair.	19.6	51.0	29.4	70.6	102
Increase the number of Cardiff Council staff who can speak Welsh.	31.2	39.0	29.9	70.1	77
Establish the Bilingual Cardiff Youth Forum and provide an events budget to empower young people to develop their own programme of activity.	41.1	25.3	33.6	66.4	146
Develop a campaign to increase the percentage of staff in organisations across Cardiff who can speak Welsh	24.5	40.6	34.8	65.2	155
Develop a network of ambassadors who have experienced Welsh-medium education to promote the language and access to Cardiff's primary and secondary schools.	28.7	36.0	35.3	64.7	136
Increase the number of Cardiff Council staff who learn Welsh through internal training opportunities	13.3	46.7	40.0	60.0	75
Continue to hold Tafwyl, Cardiff's Welsh language festival, every year	31.7	23.5	44.8	55.2	221

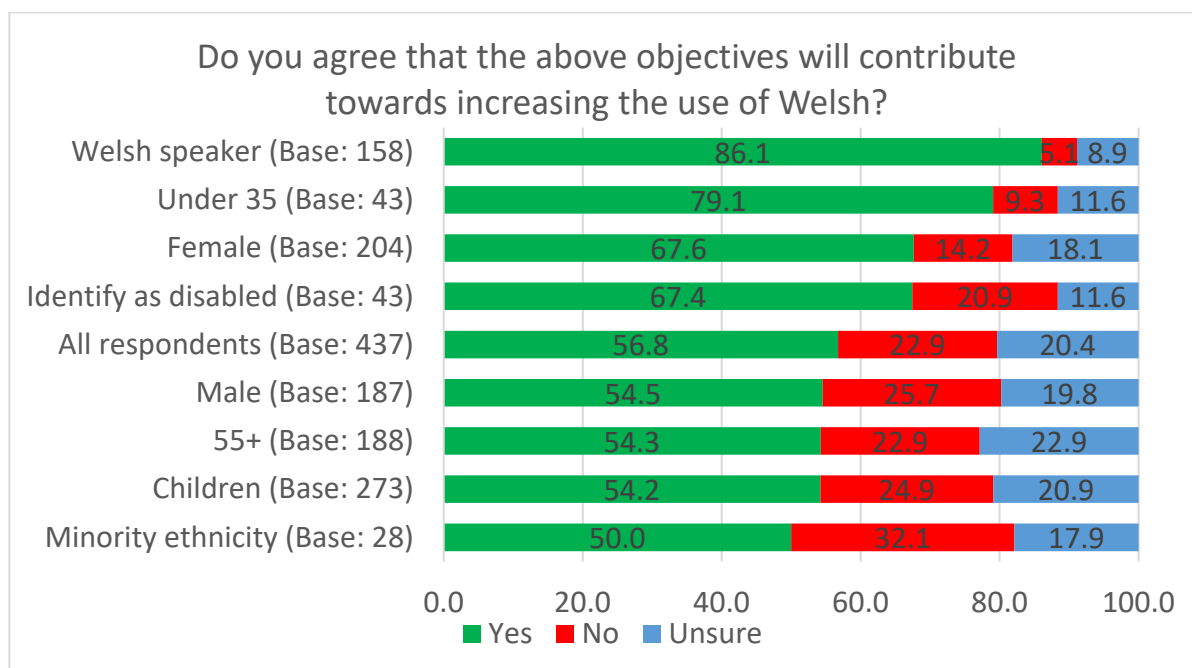
Do you agree that the above objectives will contribute towards increasing the use of Welsh?

437 responses were received for this question, giving a response rate of 94.2%.

Just under three in five (56.8%) respondents felt the objectives will contribute to increasing the use of Welsh.



Agreement to the effectiveness of these objectives was highest amongst Welsh speakers (84.4%) and lowest amongst those from a Minority Ethnicity (50.0%).



NB: - Caution should be taken with low base sizes.

Do you agree that the above objectives will contribute towards increasing the use of Welsh - If 'No - Not sure' Why?

Respondents that did not agree or were unsure on the effectiveness of the objectives were asked 'Why?'- 108 comments were received, when analysed resulted in 9 themes. Details of the top three themes and example comments are as follows: - (A full list of themes with example comments can be seen in Appendix D).

Theme	No.	%	Example comments
Negative Comments	42	38.9	<ul style="list-style-type: none"> "Because Welsh is not a viable language, too few speak it, it has no relevance outside of Wales." "Welsh is not recognised in the wider world." "Similar objectives have existed in previous plans and yet the numbers of Welsh speakers and activities have not increased significantly."
Choice	26	24.1	<ul style="list-style-type: none"> "I would be concerned that staff felt pressured into learning the language when they are employed to carry out paid tasks that are not necessarily dependent on speaking Welsh."

			<ul style="list-style-type: none"> • "Not everyone wants to speak or learn Welsh - that's their personal choice."
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Do you have any other ideas for objectives which would contribute towards increasing the use of Welsh?

Respondents were then asked if they had any other ideas that would contribute to increasing the use of Welsh - 94 comments were received, when analysed resulted in 15 themes. Details of the top three themes and example comments are as follows: - (A full list of themes with example comments can be seen in Appendix E).

Theme	No.	%	Example comments
More Learning opportunities	17	18.1	<ul style="list-style-type: none"> • "Focus on providing in house accessible training for existing non-Welsh speaking school support staff who often are denied training opportunities." • "Increase the provision of lifelong learning for those who want to learn Welsh later in life without feeling under pressure to do so."
More events - celebrate Welsh language/culture	16	17.0	<ul style="list-style-type: none"> • "I would like to see a Welsh language food festival held in Cardiff that celebrates Welsh produce and showcases companies that embrace and promote the language." • "Develop Welsh-exclusive media that appeals to kids, teens, and young adults, e.g., music and tv shows."

The Bilingual Cardiff Strategy 2022-27 presents a number of actions and targets to support the delivery of its three strategic themes. Theme 3

The highest 1st place (55.8%) priority was '**Work with young people to create a strapline to promote the Bilingual Cardiff strategy**', However it did receive the lowest level of votes cast (52). In contrast '**Increase awareness of Welsh language cultural events in Cardiff.**' Which realised the highest level of votes cast (227) and was 4th overall in 1st place ranking (41.0%)

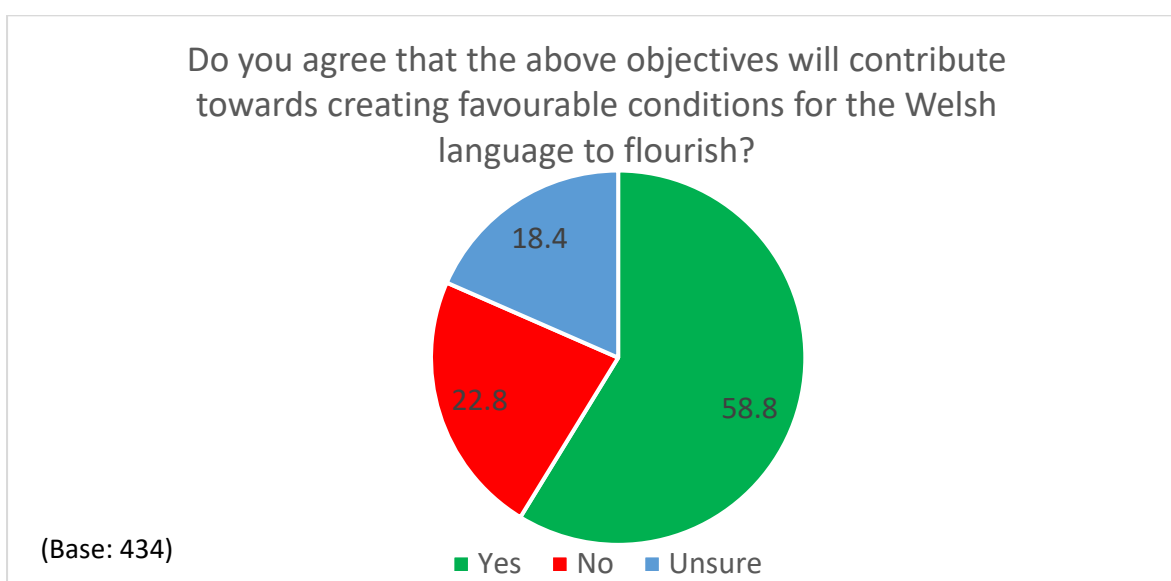
When 1st and 2nd ranked votes are combined '**Create a guide for individuals and families detailing the Welsh language support and resources available at every stage of life**' (76.2%) is deemed first, with this priority receiving the 2nd highest level of votes cast (202).

Theme 3: Creating favourable conditions – infrastructure and context - Please choose your top three priorities.	1st	2nd	3rd	% top 2	No of Votes
Work with young people to create a strapline to promote the Bilingual Cardiff strategy.	55.8	17.3	26.9	73.1	52
Create a programme of Welsh language arts provision for children to promote the Bilingual Cardiff strategy	44.8	30.2	25.0	75.0	116
Create a guide for individuals and families detailing the Welsh language support and resources available at every stage of life.	43.1	33.2	23.8	76.2	202
Increase awareness of Welsh language cultural events in Cardiff.	41.0	32.2	26.9	73.1	227
Encourage year 12 and year 13 school pupils and college and university undergraduates to work together in the arts.	28.8	37.3	33.9	66.1	59
Continue to provide Welsh language and bilingual street names to support the Council’s Street naming policy.	27.7	37.4	34.8	65.2	155
Work with information technology companies to support digital use of the Welsh language.	24.3	31.2	44.5	55.5	173
Develop a monthly newsletter detailing Welsh language career development and employment opportunities.	18.8	41.2	40.0	60.0	85
Produce a good practice handbook for building contractors, housing developers, security companies and similar organisations in Cardiff to promote the use of Welsh in development projects.	18.3	37.8	43.9	56.1	82

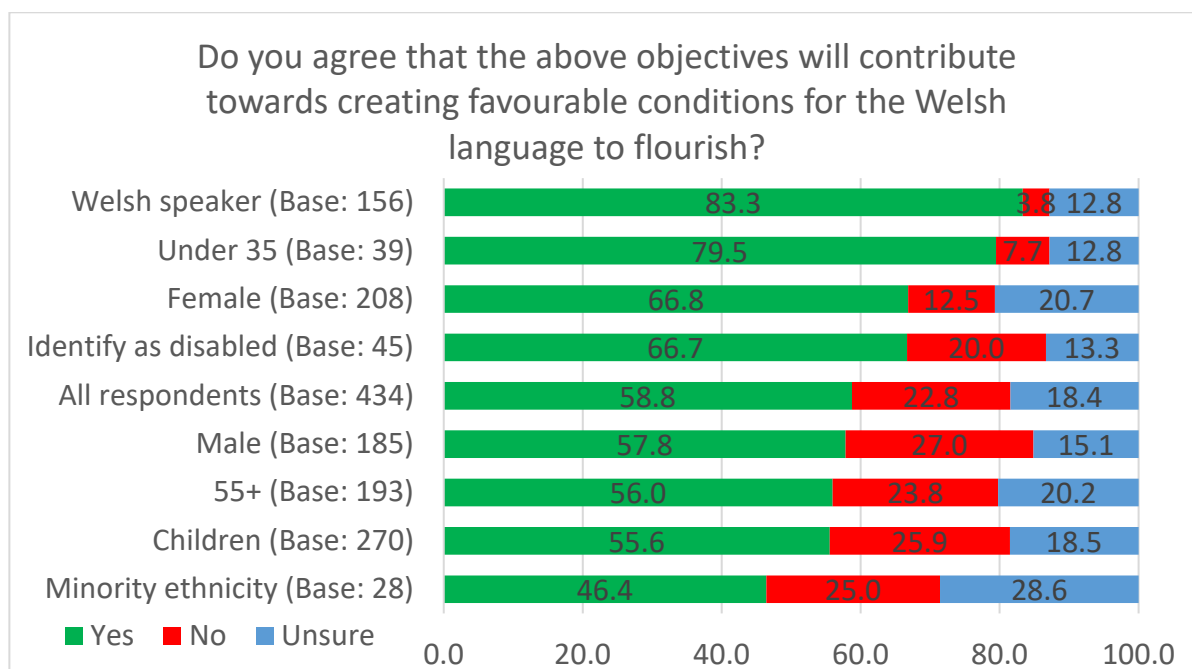
Do you agree that the above objectives will contribute towards creating favourable conditions for the Welsh language to flourish?

434 responses were received for this question, giving a response rate of 93.5%.

Just under three in five (58.8%) respondents felt the objectives will contribute towards creating favourable conditions for the Welsh language to flourish.



Agreement to the effectiveness of these objectives was highest amongst Welsh speakers (83.3%) and lowest amongst those from a Minority Ethnicity (46.4%).



Do you agree that the above objectives will contribute towards creating favourable conditions for the Welsh language to flourish - - If 'No - Not sure' Why?

Respondents that did not agree or were unsure on the effectiveness of the objectives were asked 'Why?'- 88 comments were received, when analysed resulted in 12 themes. Details of the top three themes and example comments are as follows: - (A full list of themes with example comments can be seen in Appendix F).

Theme	No.	%	Example comments
Waste of money /Time	22	25.0	<ul style="list-style-type: none"> "This will cost considerable amounts of money and in the era of severe cuts I am not sure such expenditure is justified." "Guides and campaigns are a dime a dozen."
Negative Comments	21	23.9	<ul style="list-style-type: none"> "A nice to have has no role in the modern world except for leisure purposes." "Because I have a feeling that too many people feel that Welsh is a redundant language."
Personal Choice	17	19.3	<ul style="list-style-type: none"> "Again, there must be a need to learn it not have it forced on anyone." "Forcing Welsh towards people who don't want it will both trivialise the language and annoy citizens."

Do you have any other ideas for objectives which would contribute towards creating favourable conditions for the Welsh language to flourish?

Respondents were then asked if they had any other ideas that would contribute towards creating favourable conditions for the Welsh language to flourish, - 88 comments were received, when analysed resulted in 12 themes. Details of the themes and example comments are as follows: -

Theme	No.	%	Example comments
Allow for a more organic approach	12	16.9	<ul style="list-style-type: none"> • "I don't see this as the Council's role. If people want to learn and speak Welsh, they will." • "You need to nurture, feed and let it grow."
Approach divisive	10	14.1	<ul style="list-style-type: none"> • "We are a multicultural city." • "No: unless you count stopping alienating people by this kind of intensive campaigning."
Celebrate Welsh culture	10	14.1	<ul style="list-style-type: none"> • "Promote night life opportunities aimed at Welsh speakers and learners." • "Have realistic expectations. Tie it in with the rich history of Wales and ensure that all those who have contributed to the richness and culture of Wales are recognised."
Reinforce value of language	10	14.1	<ul style="list-style-type: none"> • "The key to ensuring the Welsh language flourishes it to get the message out there of how valuable the Welsh language is to someone." • "Welsh has a PR problem. This needs to be addressed and fixed."
More promotion / events / community groups, etc	10	14.1	<ul style="list-style-type: none"> • "Adult community groups or a mentoring scheme to help those with no Welsh speaking friends or family keep their ability to speak Welsh." • "Art, sports and social clubs and activities for secondary pupils perhaps."
Negative comments	10	14.1	<ul style="list-style-type: none"> • "Start thinking how to improve the ability of Welsh businesses to trade with the other home countries, and overseas customers."
More inclusive approach	9	12.7	<ul style="list-style-type: none"> • "Learners from English medium schools need to be attracted and involved as well."

Signage	8	11.3	<ul style="list-style-type: none"> "No more bilingual street names, just Welsh language is enough."
Everyday use	7	9.9	<ul style="list-style-type: none"> "Absorbing Welsh into the everyday language of non-Welsh speakers."
Other priorities	4	5.6	<ul style="list-style-type: none"> "Welsh is at best a nice to have add on."
Better access to language	4	5.6	<ul style="list-style-type: none"> "Teaching Welsh in all school stages schools and naming all shops in Wales with names bearing English and Welsh is very important."
Misc.	14	19.7	<ul style="list-style-type: none"> "Stop funding Welsh courses for staff seeking time out of the office." "Give people a carrot. Incentives are they only way. If people are offered £1000's to study Welsh and get a language qualification, they will take it."

NB. Overall percentages do not total 100% as respondent comments could fall into multiple themes.

Are there any further outcomes you would like to see included in the Bilingual Cardiff strategy 2022-27?

Respondents were then asked if there were any further outcomes, they would like to see included in the strategy - 128 comments were received, when analysed resulted in 15 themes. Details of the themes and example comments are as follows: -

Theme	No.	%	Example comments
More inclusive approach	28	21.9	<ul style="list-style-type: none"> "More reaching out to non-Welsh speakers not just concentrating on schools in order to include the citizens who want to feel included not excluded in their capital city." "What efforts will be made to ensure the older generation are not marginalised when most of the questions appear to be concerning children and young people?"
More learning opportunities / events	20	15.6	<ul style="list-style-type: none"> "More community support for adults not just on schools." "Find lapsed Welsh speakers and encourage them back to Welsh speaking."
More pressing priorities	16	12.5	<ul style="list-style-type: none"> "Climate change is the key issue of this time Welsh language not such a priority for use of limited finances." "Yes, carefully evaluate the real needs of Cardiff and use budgets on essential services."

Other languages spoken	12	9.4	<ul style="list-style-type: none"> "I feel we should concentrate on all languages as we are a multicultural nation."
More ambitious approach	11	8.6	<ul style="list-style-type: none"> "Setting challenging targets - if a target is reached, in some sense the target has been too easy! There should always be a target that is % slightly higher than is needed."
Everyday language usage	9	7	<ul style="list-style-type: none"> "Something about casual Welsh language, you can say nos dda or goodnight."
Education pivotal	8	6.3	<ul style="list-style-type: none"> "I went to a Welsh Medium School and expected this to be the norm by the time I had children. Unfortunately, it seems that we have moved backwards and there are less opportunities or at least there isn't an equal level of opportunities across the city. Everything stems from education, even though I don't use the language much I still have respect for it and want to educate my children through the language."
Don't know / need more info	7	5.5	<ul style="list-style-type: none"> "I do not have enough information about the above to make an informed decision."
Equal footing of both languages	6	4.7	<ul style="list-style-type: none"> "Increased integration of Welsh- and English native speakers."
English to have equal footing	6	4.7	<ul style="list-style-type: none"> "Ensure English has as much right to be spoken and learned."
Better promotion	5	3.9	<ul style="list-style-type: none"> "Our beautiful language needs to be seen as cool by young people."
Signage	2	1.6	<ul style="list-style-type: none"> "On road signs having Welsh first will cause accidents, by the time I've read the Welsh I've passed the sign."
Misc.	22	17.2	<ul style="list-style-type: none"> "To have an annual census of the numbers of people speaking Welsh." "I would like a choice as to whether I am dealt with in English or Welsh. I would like to be able to request that I only receive correspondence in English or Welsh."

NB. Overall percentages do not total 100% as respondent comments could fall into multiple themes.

Do you have any further comments to make on the Bilingual Cardiff strategy?

Respondents were then asked if there were any further comments to make on the strategy - 155 comments were received, when analysed resulted in 16 themes. Details of the themes and example comments are as follows: -

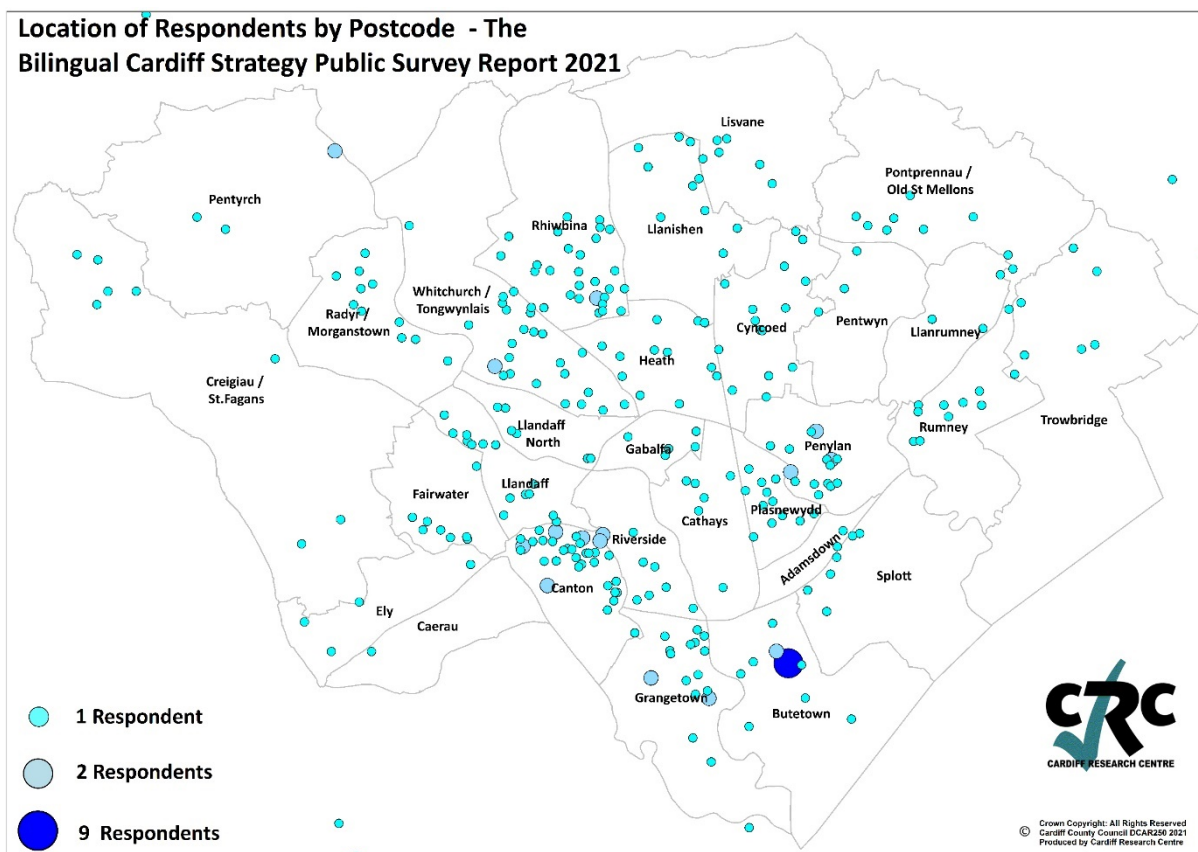
Theme	No.	%	Example comments
More inclusive approach	30	19.4	<ul style="list-style-type: none"> • "Too much focus on schools, which is understandable, but does not engage with other citizens." • "Make it accessible." • "It has to include all ages as you do not want to create an older generation that are unable to work or engage with their community because they have been left behind."
Other priorities	26	16.8	<ul style="list-style-type: none"> • "Focus on important issues for the survival of the City, it's centre and its historic culture." • "Use this resource to help the homeless." • "We should be investing in education and NHS."
Education	16	10.3	<ul style="list-style-type: none"> • "Education, education, education. Through the medium of Welsh. This is the key to Cymraeg 2050, and Cardiff is not doing enough."
Personal Choice	15	9.7	<ul style="list-style-type: none"> • "The Welsh language should be allowed to grow naturally through family usage and choice."
Job opportunities / talent	13	8.4	<ul style="list-style-type: none"> • "While I support the use of the Welsh language, I don't not want limited resources squandered on unnecessary initiatives which run the risk of disadvantaging non-Welsh speakers and reducing the talent pool available to Welsh employers."
Positive comments	13	8.4	<ul style="list-style-type: none"> • "It is a great initiative. Hope we can all learn Welsh."
Survey concerns	9	5.8	<ul style="list-style-type: none"> • "Create a survey that gives costings and does not require all suggestions to be selected."
Other languages spoken	8	5.2	<ul style="list-style-type: none"> • "I struggle to see the need for it. "

More learning opportunities	7	4.5	<ul style="list-style-type: none"> "Training staff on the benefits of multilingualism. Obtain evidence to support this and share with staff in education and advising in the hubs. A lot more resources for non-Welsh speaking families who send their children to Welsh-medium schools e.g., a local homework club. Parents need to be provided with Welsh courses such as ESOL in English. This at a convenient time for parents and will make them feel able to support their children. More focus on Welsh as a second language going on in English-medium schools - does it work? Can children speak any Welsh when they leave?"
Affects Business Community/ investment	6	3.9	<ul style="list-style-type: none"> "It's good that more people should speak Welsh. But we must be mindful that the language of business is English, and we must not put any cultural barriers in the way of incentivising businesses to operate in Cardiff."
Every day use of Welsh	6	3.9	<ul style="list-style-type: none"> "Use of Welsh in everyday activity is crucial. Evaluate how easy it is to move around the city and purchase goods/services through Welsh. It is currently impossible not to have to speak in English!"
Signage	5	3.2	<ul style="list-style-type: none"> "Be wary of bilingual street names or names in Welsh that become known by their English version. I have known this cause confusion."
Misc.	14	9	<ul style="list-style-type: none"> "There is a need for quantifiable, realistic targets/indicators and consistent reports showing progress against a target. "

NB. Overall percentages do not total 100% as respondent comments could fall into multiple themes.

About you

Please provide your full postcode below (e.g., CF10 4UW). This allows us to more accurately pinpoint respondents' views and needs by area, and to make sure we've heard from people in all parts of the city



What was your age on your last birthday?

	No.	%
Under 16	1	0.2
16-24	4	0.9
25-34	38	8.5
35-44	87	19.5
45-54	86	19.2
55-64	91	20.4
65-74	80	17.9
75+	32	7.2
Prefer not to say	28	6.3
Total Respondents	447	100.0

Are you...?

	No.	%
Male	201	44.8
Female	216	48.1
Other	0	0.0
Prefer not to say	32	7.1

Total Respondents	449	100.0
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Do you identify as Trans?

	No.	%
Yes	2	0.5
No	395	89.4
Prefer to self-describe	5	1.1
Prefer not to say	40	9.0
Total Respondents	442	100.0

Do any children live in your household?

	No	%
No children	281	60.6
Yes, under 5 years old (pre-school)	41	8.8
Yes, aged 5 - 11 (primary school)	59	12.7
Yes, aged 11 - 16 (secondary school)	49	10.6
Yes, aged 16 - 18 in full-time education, or working	28	6.0
Yes, aged 16 - 18 but not in full time education or working	6	1.3
Total Respondents	464	100.0

Are you pregnant, or have you given birth within the last 26 weeks?

	No.	%
Yes, I'm pregnant	3	0.7
Yes, I've given birth	1	0.2
No	391	91.8
Prefer not to say	31	7.3
Total Respondents	426	100.0

Do you care, unpaid, for a friend or family member who due to illness, disability, a mental health problem or an addiction cannot cope without your support?

	No.	%
Yes	48	11.2
No	344	80.2
Prefer not to say	37	8.6

Total Respondents	429	100.0
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Which of the following best describes what you are doing at present?

	No	%
Working full time (30+ hours per week)	219	49.8
Wholly retired from work	123	28.0
Working part time (less than 30 hours per week)	53	12.0
Permanently sick or disabled person	6	1.4
Caring for a child or adult	6	1.4
Looking after home	5	1.1
In full time education	6	1.4
Unemployed - Unregistered but seeking work	4	0.9
On a zero-hour contract	1	0.2
Unemployed - Registered Job Seeker	1	0.2
On a government training scheme	1	0.2
Other	15	3.4
Total Respondents	440	100.0

Do you identify as a disabled person?

	No.	%
Yes	48	10.8
No	362	81.3
Prefer not to say	35	7.9
Total Respondents	445	100.0

Please tick any of the following that apply to you:

	No.	%
Long-standing illness or health condition (e.g., cancer, diabetes, or asthma)	61	40.1
Mental health difficulties	17	11.2
Mobility impairment	31	20.4
Deaf / Deafened / Hard of hearing	34	22.4
Visual impairment	13	8.6
Learning impairment/ difficulties	6	3.9
Wheelchair user	3	2.0
Prefer not to say	37	24.3
Other	7	4.6

Total Respondents	152	-
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Do you regard yourself as belonging to any particular religion?

	No.	%
No, no religion	203	46.2
Christian (Including Church in Wales, Catholic, Protestant and all other Christian denominations)	181	41.2
Muslim	1	0.2
Buddhist	3	0.7
Jewish	1	0.2
Hindu	0	0.0
Sikh	0	0.0
Prefer not to answer	43	9.8
Other	7	1.6
Total Respondents	439	100.0

How would you describe your sexual orientation?

	No.	%
Heterosexual/ Straight	331	77.2
Bisexual	12	2.8
Gay Man	18	4.2
Gay Woman/ Lesbian	2	0.5
Prefer not to answer	60	14.0
Other	6	1.4
Total Respondents	429	100.0

How would you describe your Welsh language skills?

	No.	%
Fluent	115	26.4
Moderate	47	10.8
Basic	85	19.5
Learner	52	12.0
None	136	31.3
Total Respondents	435	100.0

Do you consider yourself to be Welsh?

	No.	%
Yes	341	76.6
No	98	22.0
Total Respondents	439	98.7

What is your ethnic group?

(Where the term 'British' is used, this refers to any of the four home nations of Wales, England, Northern Ireland and Scotland, or any combination of these).

	No.	%
White - Welsh/English/Scottish/Northern Irish/British	397	89.2
White - Any other white background	14	3.1
White - Irish	1	0.2
Asian/Asian Welsh/British - Indian	1	0.2
Mixed/Multiple Ethnic Groups - Any other	2	0.4
Mixed/Multiple Ethnic Groups - White and Black Caribbean	1	0.2
Mixed/Multiple Ethnic Groups - White & Asian	2	0.4
Arab	1	0.2
Asian/Asian Welsh/British - Any other	1	0.2
Black/African/Caribbean/Black Welsh/British – Caribbean	1	0.2
Asian/Asian Welsh/British – Pakistani	1	0.2
Asian/Asian Welsh/British - Bangladeshi	0	0.0
Black/African/Caribbean/Black Welsh/British - African	0	0.0
Mixed/Multiple Ethnic Groups - White and Black African	2	0.4
Prefer not to say	18	4.0
Any other ethnic group (please specify)	3	0.7
Total Respondents	445	100.0

Appendix A

Theme	No.	%	Example comments
Good access to Welsh language	100	28.9	<ul style="list-style-type: none"> • "Where you can walk up to anybody on the street / shop / office and start your conversation through either Welsh or English." • "A city in which all public interaction, medical, civic administrative, post office, banking environments can be carried out in either language." • "Being able to use English or Welsh easily in any everyday situation e.g., shops, leisure centres, banks etc." • "Where people are comfortable and able to go about their daily lives in Cardiff being able to interact in either Welsh or English." • "Somewhere people can carry out day to day interactions in either language as they choose and learning is readily available." • "To be able to enter any situation and be able to speak in Welsh."
Welsh language/culture embedded in Cardiff, business, services, signs	99	28.6	<ul style="list-style-type: none"> • "Welsh as the default and visible in all aspects of the city's public life - from signs to information, from education to all other possible provision - and everyone understands, speaks, uses and values it." • "That Welsh is a natural part of living in Cardiff." • "A city where language choice is by default, where Welsh and English speakers can receive exactly the same service, provision and opportunities in both languages. A city that appears bilingual and where the Welsh language is visible and heard everywhere. A city where the Welsh language is at the heart of everything that happens in the city and a city that is proud to be a bilingual city and where all children leave school fluent in both languages." • "A city where both languages have equal status, and all citizens are aware of the benefits of being bilingual even if they themselves are not. All services are available in both languages and these services are as easy to access in Welsh as they are in English. All children are

			<p>taught Welsh and English to an equal standard so that the next generation are truly bilingual."</p> <ul style="list-style-type: none"> • "Akin to a Scandinavian City, proud of its local language and culture, whilst maintaining a polyglot population able to exploit that skill." • "Where people are so familiar with it that they don't even notice."
Everyone speaking / learning Welsh	96	27.7	<ul style="list-style-type: none"> • "That everyone has a basic understanding Welsh." • "Free Welsh lessons for all abilities." • "I would like to see everyone in Wales speaking Welsh, or at least understanding it." • "Everyone speaks Welsh." • "A Cardiff where every single person who has grown up in Cardiff can speak Welsh and English fluently."
Education pivotal	50	14.5	<ul style="list-style-type: none"> • "For me it begins with education. Wherever I live I should have a clear first option for a good quality Welsh language school or nursery." • "I think all schools in Cardiff should teach Welsh as the first language." • "All children being educated through the medium of Welsh."
Communicate /Have info in preferred language	49	14.2	<ul style="list-style-type: none"> • "A place where citizens can choose which language they prefer to receive communications in. Those who select English, or Welsh should receive letters etc in that language saving money and paper." • "All services and interactions with commerce to be available in the language of the citizen's choice." • "A choice as to how and when I would like to interact in Welsh."
Equal standing between languages	37	10.7	<ul style="list-style-type: none"> • "Equal status for those that prefer to use English or Welsh. More inclusion for both. Easier routes to learn Welsh." • "A Cardiff where both languages are fully equal in all meanings and contexts."
Personal choice	29	8.4	<ul style="list-style-type: none"> • "Democratic country who choose if they wish to learn Welsh."

			<ul style="list-style-type: none"> • "I don't have one, but I do believe it's a choice."
Less bias for those who only speak one language	28	8.1	<ul style="list-style-type: none"> • "Where both languages can be used freely without any bias." • "One where the Welsh language is actively promoted but doesn't disadvantage/discriminate against non-Welsh speakers."
Other languages are spoken	27	7.8	<ul style="list-style-type: none"> • "Given that there are over 30 languages spoken in Cardiff then it can mean that people whose first language that is neither Welsh nor English could also be deemed bilingual."
People should not be forced to learn Welsh	27	7.8	<ul style="list-style-type: none"> • "Give people true choice. Don't force it on them." • "It is a choice; the Welsh language should not be forced upon you."
I don't have one	26	7.5	<ul style="list-style-type: none"> • "I do not have one." • "I don't have this vision; the cosmopolitan nature of the city and the social balance of communities doesn't support such a suggestion."
Other more pressing priorities	18	5.2	<ul style="list-style-type: none"> • "I believe there are much more pressing issues than aiming for a 'truly bilingual Cardiff'."
Positive comments	15	4.3	<ul style="list-style-type: none"> • "Excellent idea. I have lived in Cardiff all my life. My husband is from Ceredigion, and speaks Welsh, our daughter was a pupil at Glantaf. I understand a lot of Welsh, but don't have the courage to speak it."
Enough in place	1	0.3	<ul style="list-style-type: none"> • "Not convinced that the Welsh language needs to be pushed as much as it is given that Cardiff is essentially an English-speaking City."
Misc.	23	6.6	<ul style="list-style-type: none"> • "Lukewarm." • "Cardiff attracts many visitors from around the UK and overseas, and imposing Welsh as being the 1st language, may put off visitors."

NB. Overall percentages do not total 100% as respondent comments could fall into multiple themes.

Appendix B

Theme	No.	%	Example comments
Educational concerns / long term learning / use	10	7.6	<ul style="list-style-type: none"> " It is one thing to promote or provide Welsh-medium education but as we already know, a large number lose their Welsh after they leave school. The list of priorities above should include a question about the provision of contemporary culture for the youth, i.e., teenagers."
Cardiff is Multicultural	7	5.3	<ul style="list-style-type: none"> "Cardiff is a so multi cultured city."
English is the main language	4	3.0	<ul style="list-style-type: none"> "Cardiff is essentially an English-speaking City."
Signage	1	0.8	<ul style="list-style-type: none"> "Welsh medium education opportunities should not have a biased advantage (e.g., better funding) than English medium schools. Heavy promotion and imposition of the use of the Welsh language can be divisive within a community. Bilingual signage is confusing and dangerous for visitors."
Misc.	11	8.3	<ul style="list-style-type: none"> "Not radical enough - too cautious."

NB. Overall percentages do not total 100% as respondent comments could fall into multiple themes.

Appendix C

Theme	No.	%	Example comments
More learning opportunities	43	28.1	<ul style="list-style-type: none"> • "Roll out free learning resources to parents who wish to learn Welsh." • "Free Welsh courses should be available online to all." • "Increase the availability of post educational/ evening classes without exams." • "I would like to see a Centre as a focal point for Welsh learning, especially adult learners like myself. A shame that the Hen Llyfrgell had to close. I would like to see something like that re introduced and promoted." • "Train non-Welsh speaking school staff (inc support staff) to be able to deliver Welsh otherwise risk losing valuable resources."
More inclusive approach	35	22.9	<ul style="list-style-type: none"> • "Making Welsh an inclusive rather than an exclusive thing." • "Don't alienate people who don't speak Welsh as a first language." • "Less forcing Welsh on people so it does not become split communities" • "Try and think about the non-Welsh speaking adults. How would ensure they don't feel discrimination."
Education	33	21.6	<ul style="list-style-type: none"> • "Education, education, education - drive more kids though WME = bilingual education. By far the most important consideration." • "Pupils from Welsh medium schools need to be encouraged to use Welsh in settings outside education." • "Improve Welsh language education - make it less academic and more about using Welsh in real world." • "Not waiting until Welsh-medium schools are full before starting thinking about opening a new one. The Council's got the statistics --just plan ahead!!!"
Unsure / need more info	14	13.0	<ul style="list-style-type: none"> • "I do not have enough information about the above to make an informed decision."
Other priorities	11	10.2	<ul style="list-style-type: none"> • "I don't think we should be focussing on this when so many people have more basic problems e.g., quality housing."

Improve perception	4	3.7	<ul style="list-style-type: none"> "Need to increase perception of Welsh as a valuable language as lots of pupils have the feeling that it's part of the culture and heritage but don't see it as being valuable to their future if they move outside of Wales."
Education Pivotal	4	3.7	<ul style="list-style-type: none"> "It must be shown that being able to speak the language is a definite advantage to the individual e.g., workplace opportunities/social events or all pupils receiving Welsh-medium education will lose interest and lose access to the language and lose."
Misc.	17	15.7	<ul style="list-style-type: none"> "There needs to be more social settings and clubs for teens to use their Welsh."

NB. Overall percentages do not total 100% as respondent comments could fall into multiple themes.

Appendix D

Theme	No.	%	Example comments
Choice	26	24.1	<ul style="list-style-type: none"> "I would be concerned that staff felt pressured into learning the language when they are employed to carry out paid tasks that are not necessarily dependent on speaking Welsh." "Not everyone wants to speak or learn Welsh - that's their personal choice."
Improve perception	4	3.7	<ul style="list-style-type: none"> "People need to see the value of learning Welsh. I'm not convinced that any of the above will contribute to that."
Education Pivotal	4	3.7	<ul style="list-style-type: none"> "Welsh use has to be organic, creating Welsh speaking jobs will rob our Welsh speaking heartlands of its youth and talent. Cardiff needs to develop its own talent. Welsh schools & classes, Welsh branding, promote and encourage, don't penalise English speakers & alienate them, encourage working class."
Misc.	17	15.7	<ul style="list-style-type: none"> "Because the digital world is moving to English."

NB. Overall percentages do not total 100% as respondent comments could fall into multiple themes.

Appendix E

Theme	No.	%	Example comments
More Learning opportunities	17	18.1	<ul style="list-style-type: none"> "Focus on providing in house accessible training for existing non-Welsh speaking school support staff who often are denied training opportunities." "Increase the provision of lifelong learning for those who want to learn Welsh later in life without feeling under pressure to do so."
More events - celebrate Welsh language/culture	16	17.0	<ul style="list-style-type: none"> "I would like to see a Welsh language food festival held in Cardiff that celebrates Welsh produce and showcases companies that embrace and promote the language." "Develop Welsh-exclusive media that appeals to kids, teens, and young adults, e.g., music and tv shows."
Greater use of language everyday	13	13.8	<ul style="list-style-type: none"> " In this age group, I believe that the aim is to normalise Welsh as a cultural, creative language. The language of sport, music, film, literature etc."
More inclusive approach	13	13.8	<ul style="list-style-type: none"> "Indeed, as I said on the previous page you need to be engaging with adults across the board and not just Cardiff Council employees."
Incentivise learning	5	5.3	<ul style="list-style-type: none"> "Money. If you give people an incentive to take language courses, they will do it. It HAS to be significant A £20 book voucher people will laugh at. If you offer learners more than £100, they will take notice."
Other languages spoken	4	4.3	<ul style="list-style-type: none"> "Stop and think about non-Welsh speakers, we are a mixed-race country and people have a hard job learning English."
Make mandatory	4	4.3	<ul style="list-style-type: none"> "You must learn Welsh if you come to work in Wales. If you move to Wales and you subsequently have children, they must go to a WM school. No choice."
Accessibility concerns	3	3.2	<ul style="list-style-type: none"> "It's very difficult for deaf people to learn Welsh when they lip read English or use BSL. total use of Welsh excludes deaf people."

Involve business community	3	3.2	<ul style="list-style-type: none">"I think there needs to be some interaction with private business to show how the Welsh language can be a positive to their business."
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NB. Overall percentages do not total 100% as respondent comments could fall into multiple themes.

Appendix F – Bilingual Cardiff Partners

- Arts Council Wales
- Cardiff Metropolitan University
- Cardiff Rugby
- Cardiff Third Sector Council
- Cardiff University
- Cardiff and Vale College
- Cardiff and Vale University Health Board
- Cardiff Welsh Medium Secondary School Representatives
- Cardiff Welsh Medium Primary School Representatives
- Central South Education Consortium
- Coleg Cymraeg Cenedlaethol
- Clwb Ifor Bach
- Dinesydd
- Literature Wales
- National Eisteddfod
- Menter Caerdydd
- Merched y Wawr
- Mudiad Meithrin
- Museum Wales
- National Centre for Learning Welsh
- S4C
- University of South Wales
- University of Wales Trinity Saint David's
- Urdd
- Wales Millennium Centre
- Welsh Language Commissioner



Appendix V

Review of the Bilingual Cardiff Promotion Strategy 2017-22

“5-year strategies have huge potential to make local authorities promotion agencies for the Welsh language within their areas, coordinating and driving efforts in areas as diverse as education, economy, planning, youth, tourism, care and so on. The strategies have led to more strategic attention to the Welsh language by a number of organisations, but it is not clear how many new activities have been put in place as a direct result of the strategies, and it seems no significant new budgets and resources have been dedicated to implement them in most cases.

There is an opportunity on the horizon to change this, with a requirement for organisations to review and formulate new strategies in 2022. Now is the time to start planning and measuring impact in order to ensure that the strategies have a real impact on the position of the Welsh language in the community during this decade.”

Welsh Language Commissioner, Narrowing the Gap, Assurance Report 2019-20

1. Introduction

This independent review was undertaken by Nia Davies from Nico and was commissioned by the Council to assess the delivery of the Bilingual Cardiff 5-year Welsh language Promotion Strategy at the end of its five years, as well as to make relevant recommendations in drawing up the second strategy for 2022-2027.

The review took place in October and November 2021, and was based on desk top research, a review of internal documentation regarding the Council's strategy and interviews with key partners and internal stakeholders. The research also included consideration of the Language Profile produced by Menter Caerdydd in 2021, the Welsh Language Commissioner's guidance documents; the Welsh Government's Cymraeg 2050 strategy, together with the Council's draft WESP.

This review looks at the strategy in its statutory and policy context; the extent to which the objectives of standards 145 and 146 have been achieved; and outlines conclusions and recommendations for consideration by the Council for the next strategy.

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5.	Stakeholder feedback	21
	<ul style="list-style-type: none">• Main lessons• Successes• Bilingual Cardiff Forum• Challenges• Measuring impact	
6.	Conclusions	31
7.	Recommendations	33
8.	Annex 1 – List of activities	

2. Summary

The aim of this review is to assess the extent to which the Council has met the requirements of Welsh Language Standards number 145 and 146.

The publication of a Promotion Strategy is a specific statutory requirement, but the Strategy itself is the culmination of a wide range of strategic action by the Council and its partners providing a focus for those activities.

The Strategy acknowledges its relevance in the context of the objectives of the Welsh Government's national strategy, Cymraeg 2050, and its role within a wider policy context with education and well-being at the forefront.

Until the 2021 Census figures are available to us, according to the evidence seen in terms of the Council's projections regarding the city's population in 2021, the figures of the Annual Population Survey and the National Survey for Wales show that there is an encouraging trend in the right direction, and Cardiff has managed to maintain its percentage of Welsh speakers as the population has grown.

This review concludes that the Council has met its requirements under standards 145 and 146 by setting a target in terms of the percentage and number of Welsh speakers in the area, together with outlining in the strategy how it aims to achieve that target in the form of an action plan and targets for the Council and partners. The Council has met all the targets it originally set itself which in turn provides a firm foundation for the next strategy.

This review meets the requirement in standard 146 to assess the extent to which the Council has followed the strategy and met the target set, and in turn, the assessment provides useful feedback for the production of a revised and ambitious 5-year strategy to be published in due course.

Feedback from partners and stakeholders highlights several examples of good practice and points to a number of opportunities for the Council to strengthen the direction of the next strategy. The recommendations in this report therefore seek to reflect these findings. The recommendations are outlined on page 33 with the aim of providing an element of challenge for future planning.

3. Context

The Bilingual Cardiff Strategy is a specific statutory requirement arising from the Welsh Language Standards Regulations, but it also exists in a wider policy and legislative context. The Strategy acknowledges its relationship with the objectives of the Welsh Government's strategy for the language, and its role alongside the Welsh in Education Strategic Plan as well as the wider objectives of areas of well-being.

i. Welsh Language (Wales) Measure 2011

The Welsh Language (Wales) Measure 2011 established a legal framework to impose duties on certain organisations to comply with standards in relation to the Welsh language through regulations (The Welsh Language Standards (No. 1) Regulations 2015).

The standards that refer specifically to the 5 year Strategy are standards 145 and 146 and require Cardiff Council to:

- produce and publish a 5-year strategy setting out how it intends to promote the Welsh language and to facilitate the use of Welsh more widely in the area;
- include a target for increasing or maintaining the number of Welsh speakers in the area by the end of the five-year period;
- include a statement explaining how the Council intends to reach that target;
- review the strategy and publish a revised version of it on the website within 5 years of the date of publication of the strategy (or the date of publication of a revised version of it);
- after 5 years, assess the extent to which the Council has followed that strategy and met the target it has set;
- publish the assessment on the website, showing the number of Welsh speakers in the area, and the age of those speakers;

- note in the assessment a list of activities arranged or funded by the Council to promote the Welsh language during the previous five years.

The Welsh Language Commissioner published an advice document in 2021 on assessing the delivery of the 5-year strategies which provides information on methodologies and data sources and suggestions on the best methods to monitor progress. This report aims to cover the main areas identified in this document.

ii. Cymraeg 2050: A Million Welsh Speakers

Cymraeg 2050 sets out the Government's long-term aim towards a million Welsh speakers by 2050. It is based on three strategic themes:

1. Increasing the number of Welsh speakers
2. Increasing the use of Welsh
3. Creating favourable conditions – Infrastructure and context

The Cymraeg 2050 targets are:

- Number of Welsh speakers to reach one million by 2050.
- The percentage of the population that speaks Welsh daily, and can speak more than just a few words of Welsh, to increase from 10 per cent (in 2013-15) to 20 per cent by 2050.

The Bilingual Cardiff strategy is therefore a vital contribution to both national targets.

iii Cymraeg 2050 update (July 2021)

On 13 July 2021, the Government published the Welsh Work Programme 2050 2021-2026, outlining the route map for the next 5 years with broad reference to the following areas:

- emphasis on the relationship of Well-being and the Welsh language more clearly – this can be more clearly reflected with the Council's other activities
- language planning is a long-term process and this should be recognised when preparing targets
- the importance of education and the education workforce
- the need to review things after the Census data is published and adjust priorities accordingly
- the importance of celebrating successes and encouraging
- 3 year opportunity around the National Eisteddfod
- the importance of the 'Welsh – it belongs to us all' initiative and the importance of that narrative
- emphasis on the foundational economy
- emphasis on the principles of community development and empowerment in language planning initiatives ensuring that partners motivate communities to take action
- the importance of promoting the Welsh language in remote working hubs
- the importance of mainstreaming the Welsh language across the equality agenda
- continued investment in Cymraeg Gwaith

iv. Government Response to the Impact of Covid-19 on the Welsh Language

The Government published its response to the impact of Covid-19 on the Welsh language in July 2021, and a number of recommendations included some relating to local authority promotion strategies:

"Local Authorities should give Welsh-speaking community organisations a strong voice in planning and implementing their language promotion strategies. Welsh Language Promotion Strategies, Welsh in Education Strategic Plans and Mentrau Iaith County Forums should be interwoven with the Welsh-speaking community organisations."

Among the recommendations were:

- *" ensuring a strong voice for community groups within the Promotional Strategies, Welsh in Education Strategic Plans and County Forums of the Mentrau Iaith*
- *ensuring that the language forums meet regularly and develop work programs in conjunction with other partners and the community and support the Promotion Strategies and the Welsh in Education Strategic Plans*
- *tapping into the enthusiasm of communities as they prepare for the National Eisteddfod, as well as our expectations for the legacy and the specific role of the local authority in that regard (see also recommendation 3)*
- *we'll support the work of the local authority in developing and realising their Promotional Strategy by providing them with data and evidence. This will also be very useful for the Welsh in Education Strategic Plans*
- *work with relevant partners to ensure that work on the implementation of county Promotion Strategies reflects this recommendation*
- *emphasise that local authorities need to ensure that all organisations who play a part in the implementation of the strategy have a clear role, and that all those organisations have timely access to proposed plans to ensure strategic and specialist input"*

It will therefore be important to consider the above in the context of the next strategy.

v. *Welsh in Education Strategic Plan 2022-2032*

The Welsh in Education Strategic Plans Regulations came into force in December 2020 and the strategic plans cycle (10 years) was changed from 1 September 2021 to 1 September 2022. Guidance was issued by the Government in 2021 to set out its vision and strategic direction. Trajectory data was provided to all local authorities in August 2021.

The Council is consulting on its draft WESP for 2022-2031 at the time of writing. The Council acknowledges that the education system and the WESP will play a key role in ensuring the growth of the language in the city and notes its commitment to *"ensure a scale of growth in line with the 25-29% as provided by the Welsh Government"*.

The Leader of the Council has stated that:

"The growth of the Welsh language in Cardiff has been supported by the expansion of Welsh-medium education.

The Bilingual Cardiff Strategy includes a number of targeting to develop this provision and it will be implemented to support and facilitate the Council's new 10-year Welsh in Education Strategic Plan.

Both strategies have been prepared in tandem to ensure consistency of action and ambition to provide every parent in Cardiff the opportunity for their children to be educated in Welsh."

It will be vital that the Bilingual Cardiff Strategy complements and drives the WESP forward particularly in terms of the aims of Outcomes 1 and 5.

vi. *Well-being*

The Council's Well-being Plan aims to provide a more holistic approach to the planning and delivery of public services in Wales, including a better way of integrating the relevant duties and frameworks.

One of the well-being goals under the Act is 'Wales of vibrant culture and thriving Welsh language". However, it is important to acknowledge that the language is very closely linked to other well-being goals (economy, health and care eg.) and the importance of wider partnerships and frameworks.

vii. Cardiff 2030 and a Child Friendly City

Both visions set out the city's ambition for its children and young people in terms of education and as a great city to be brought up in. The emphasis is on the rights of children and young people who are central to any decisions. Partnerships are key to both visions and the promotion strategy is important to the success of both visions, because children's rights, inevitably include the right to the Welsh language.

Interim review 2018

Nico carried out an interim review of the strategy at the request of the Council in March 2018. Some recommendations were made covering the following areas, and officers were asked for an update on progress made:

- *Measuring impact – evidence of progress*
Evidence of effective procedures and governance was identified in relation to gathering evidence of the achievement of the targets. It was noted that all the Council's targets had been achieved over the 5 years. Officers report that the Forum has enabled the action plan to develop over time bringing partners together to take action, share objectives and identify gaps. The Commissioner's advice document on assessing the achievement of strategies and the need to consider, with partners, methods of gathering qualitative evidence for the delivery of the second strategy were discussed.

- *Awareness of the vision*

It was noted that the strategy and the Bilingual Cardiff brand had helped to embed the vision. Officers said that the internal consultation on the second strategy has confirmed this with consistency of representations. There is a need to continue to cascade information internally across departments.

- *Bilingual Cardiff Forum to involve more partners from wider areas*

Officers noted that the Forum had evolved and was the key strength of the strategy in terms of strengthening partners' relationships with each other. Officers stated that there is a mutual understanding and a real desire to develop further. They have brought in new partners during the period (e.g. Health Board, arts and heritage organisations and the third sector). With the creation of sub-groups to discuss the formulation of the second strategy, it has been possible to bring relevant partners closer with a greater thematic focus.

It was also noted that the strong link between Bilingual Cardiff officers and the Forum's partners allowed them to be prepared for opportunities at short notice to develop provisions for children and young people as a result of the recovery fund grant (Summer of Smiles).

- *Stakeholder Engagement*

As above, the need to continue to identify new stakeholders and ensure that communication remains equally effective both internally and externally, was noted.

4. Targets and performance measures

As noted above each county council's strategy (standard 145) must include:

- a target (in terms of the percentage of speakers in their area) for increasing or maintaining the number of Welsh speakers in the area by the end of the 5-year period concerned, and
- a statement explaining how they intend to meet the target.

An assessment of the strategy (standard 146) must include:

- information on the number and ages of Welsh speakers in the area
- a list of activities organised or funded during the 5 years to promote the use of the Welsh language

Linked to standard 146 is the need to ensure that monitoring arrangements and performance measures are in place to assess the delivery of the strategy.

The target that the Council set itself in terms of Welsh speakers was to increase the number of Welsh speakers (aged 3+) in Cardiff by 15.9% from 36,735 (2011 Census) to 42,583 (2021 Census).

Apart from the Census data, the Council's own main sources of data in terms of the number of Welsh speakers among its population are its **education** and **workforce** data which allows the Council to identify any trends and progress towards the target each year.

The Census

According to the 2011 Census **11.1%** of the population of Cardiff were fluent Welsh speakers with **16.2 %** of Cardiff's population having some knowledge of Welsh i.e. understanding, speaking, reading or writing or a combination of these.

2011	Able to speak Welsh Number	Able to speak Welsh % of population
Cardiff	36,735	11.1
Wales	562,016	19.0

Cardiff is the most populous area of Wales and is currently the local authority with the third highest number of Welsh speakers in Wales. The Council's research suggests that it could be the first by 2027, the end of the second strategy.

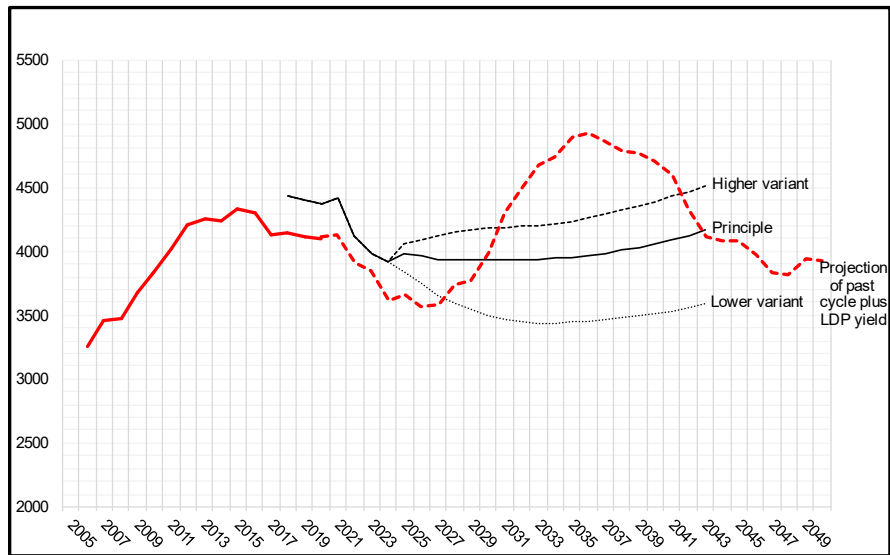
The 2021 Census was carried out on 21/03/2021 and the first results are expected within 12 months and the remainder within 24 months. Therefore, at present, specific and accurate data on the number and ages of Welsh speakers in the area is not available at the time of compiling this report to meet the requirements of standard 146 to the extent that the Council would wish.

However, the Council's research and data forecasts based on Welsh Government data sources (Population Survey, and projected population data for 2021) predicts 42,584 Welsh speakers in 2021 (11.6% of the population). This is an increase in number of some 5,849, which is the aim on which the first Strategy was based.

Local data forecasts – Cardiff population beyond 2021

The Council anticipates a fall in population between now and the next Census in 2031, broadly due to a fall in the birth rate from 2021 onwards, together with the number of people moving to Cardiff. This will therefore have to be kept in mind when considering the second 5-year Strategy period figures together with the achievement of the WESP which takes account of these forecasts.

Projected number of 5 year olds in Cardiff 2020-2050



(Source: Welsh Government/Cardiff Council)

What other evidence is there?

The Welsh Language Commissioner's guidance document on assessing the achievement of the 5-year strategies points us to other methods of tracking patterns or trends that could provide useful insight on the delivery of the strategy.

Annual Population Survey

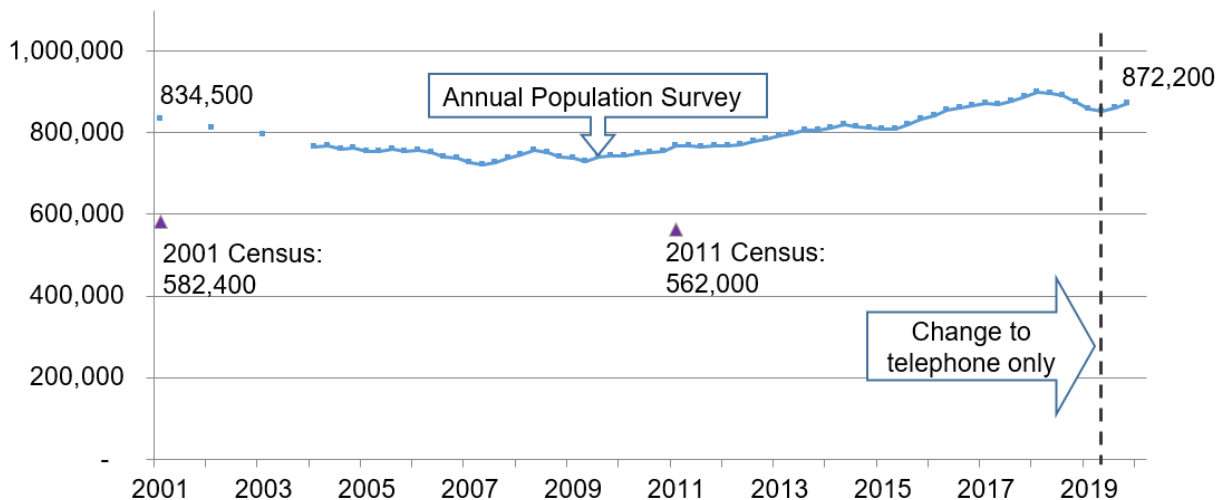
The Office for National Statistics conducts a quarterly survey and provides data on the number of people able to speak Welsh at county council level to demonstrate

Welsh language trends between each census. However, the Commissioner's guidance document states that 'the annual survey results should not be used to measure progress towards the target of a million Welsh speakers'.

Nevertheless, the advantage with this is that it produces results more often and can be a useful indicator. It provides results according to broad age groups to give us a general idea of progress.

At an all-Wales level the trend is as follows:

Number of people aged 3 or over able to speak Welsh, 2001 to September 2020



Source: Annual Population Survey and Census of Population

And at local authority level:

Year	Able to speak Welsh	All	Percentage of population
30 June 2017	69,900	344,300	20.3
30 June 2019	81,300	353,300	23.0
30 June 2021*	89,600	361,500	24.8

(Source Annual Population Survey - October 2021)

*The Government website states that this increase should be treated with care due to a change in how the survey was conducted from mid March 2020 due to the coronavirus pandemic.

National Survey for Wales

Another indicator is the National Survey for Wales which gathers information on the ability of adults aged 16 and over to speak Welsh in accordance with national indicators 36 and 37 of the Well-being of Future Generations Act. As with the Annual Survey, it is not possible to use the data with target for standard 145 but it is useful to show indications and trends in the capital city compared to the rest of Wales:

Year	Percentage of people who speak Welsh daily and can speak more than just a few words of Welsh	Wales	D37 Percentage of adults (16+) who speak Welsh	Wales
2019-20	6%	10%	10%	16%
2018-19	7%	11%	10%	18%
2017-18	6%	12%	11%	19%
2016-17	5%	11%	9%	20%

(Source: statswales.gov.wales)

Until the 2021 Census figures are available, according to the evidence shown in the figures of the Annual Population Survey and the National Survey for Wales there is an encouraging trend in the right direction, and the city has managed to maintain its percentage of Welsh speakers as the population grows.

Language Use Survey

The language use surveys do not gather information on numbers of Welsh speakers, they collect more detailed information on fluency and use. Due to Covid-19 the 2019-21 Language Use Survey had to be discontinued early but the data collected during the first nine months of the survey, when released, will

provide an insight into how people use the Welsh language at a national (and possibly regional) level.

The previous language use survey, in 2013-15, showed that there had been a significant increase in the number of those stating that they were fluent and those who used Welsh every day since 2004-06.

Language transmission

According to the 2011 Census figures, in Wales, the rate of transmission of Welsh to children in households where two parents can speak Welsh was 82%. In Cardiff the rate was slightly higher than this at 84%.

The majority of 3-4 year olds in Cardiff live in a household where no adult speaks Welsh (61% in a couple household and 27% in a single parent household). Only 12% of children live in a household where one or more adults can speak Welsh.

Therefore in Cardiff there is considerable reliance on nursery and education provision to transfer the language to the city's children.

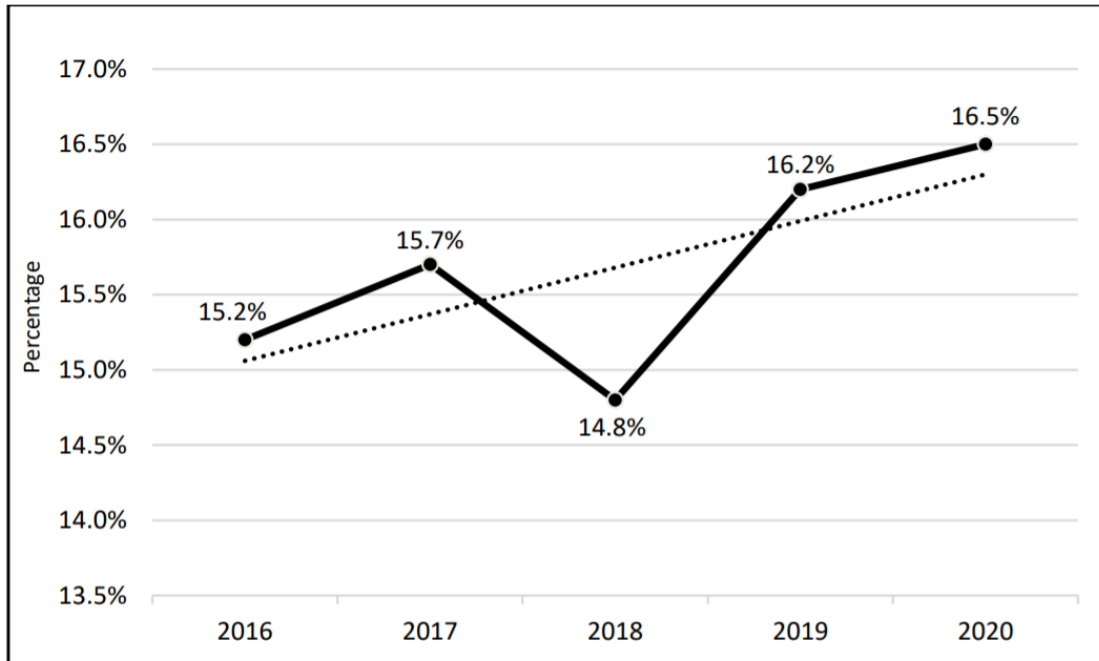
Education

Reception classes

The numbers and percentages of pupils entering reception have varied, but there has been a general level of progress during the period under review. The percentage and number of pupils registered in 2020/21 represented Cardiff's highest percentage of pupils in Welsh Reception classes (764 pupils or 18.5% according to council figures). As there is a direct relationship between the number of pupils registered in Welsh classes with the population of pupils, that may rise or fall, a percentage increase is a better indicator of growth.

Percentage of seven-year-olds in Welsh-medium education

The graph below shows the pattern at primary level over the period.



(Source: Cardiff 2050 Trajectory 2022 – 2032 WESP)

The 'Cardiff 2050 Trajectory 2022-2032 WESP' document summarises the following:

"In January 2017 there were 7,272 pupils aged 4-18 attending Welsh-medium schools. This had increased to 7,902 Welsh-medium pupils in January 2020, which is an increase of 8.7%. On average the number of pupils in Welsh-medium schools has increased by over 200 pupils each year. To reach the target of 8,107 pupils by 2022, set out in Bilingual Cardiff, the current number would only need to increase by a further 205 pupils. Therefore it is very likely that the target of a 12.3% increase will be met by 2022. However, much of this increase is driven by population patterns rather than a change in preference."

Workforce

County councils are required to assess the Welsh language skills of the workforce and publish the information annually. While increasing the Welsh language skills of the workforce is covered by the requirements of other standards, it is fair to say that this aspect and the associated targets in the promotion strategy support the core aims of increasing the number of speakers and the use of Welsh and raising awareness of its importance among the workforce.

The table below summarises the figures over the period:

Council staff – Welsh language skills (figures do not include staff working in schools)	Number	Percentage
2016-2017	242	5.4%
2020-2021	837	11.96%

The number of staff with Welsh language skills has increased by **7.86%** since 2019-20 and **60%** since 2018-19 (**837 in 20/21** compared to **776 in 19/20** and **523 in 18/19**). This increase is associated with improved recording and awareness raising arrangements, the first 5-year strategy (which included a target to increase the number of staff with Welsh language skills), the Bilingual Cardiff: Bilingual Council policy (Promoting and Using Welsh in the Council – June 2018) and Welsh courses provided by an in-house Welsh tutor as well as the Work Welsh scheme.

Activities

A table reporting the full list of activities together with the record of their achievement, is attached as evidence for the purposes of reporting on standard 146 (Annex 1). The activities were subject to regular scrutiny during the Forum and Council scrutiny processes, and a report on them was included as part of an Annual Monitoring Report to the Commissioner.

Naturally, progress during 2020-21 has been limited in a number of areas due to the impact of Covid-19, as people focus on adapting to new models of service delivery. The lessons learned as more flexible and blended provision and work develop over this period will be very valuable when considering future targets.

5. Delivering the 2017-22 Strategy – stakeholder feedback

Interviews were conducted with a number of internal and external partners covering the following:

- Impact of COVID-19
 - Main lessons
 - Successes
 - Bilingual Cardiff Forum
 - Challenges
 - Measuring impact
-
- **Impact of COVID-19**

Although it is too early to assess the full impact of the pandemic on the Welsh language, it is fair to say that in terms of formal and informal opportunities to use Welsh in the community the pandemic has undoubtedly had a negative effect, as highlighted in the Welsh Government's report on the Impact of COVID-19 on Welsh-speaking community groups (December 2020).

However, officers and partners were keen to emphasise the positive side in going forward with many partners having managed to adapt and change ways of working very quickly with flexibility and creativity. Everyone was forced to adapt, experiment and learn, with some successfully extending their appeal nationally with online activities although missing out with the face-to-face contact locally.

Internally, officers noted that there had been little negative impact on the work of the Bilingual Cardiff team, except that it had not been possible to invite partners to meetings of the Bilingual Cardiff Members Working Group to share information and to bring the additional level of scrutiny to the implementation of the strategy. Instead, an overview of progress continued with Bilingual Cardiff internal monitoring reports.

- **Key lessons – partners were asked to sum up the lessons of the last 5 years of the Strategy**

COVID-19: The importance of having a flexible approach and a willingness to experiment and adapt was highlighted.

Communications: The importance of maintaining clear and consistent communication through the Forum so that partners are kept up to date with each other's work and any developments on the horizon.

It was noted that there was a need to try to ensure continuity between each meeting but that this was difficult as the Forum meets once a term.

Gaps: The importance of identifying gaps – i.e. the areas that fall between the responsibilities of different partners. Although there is generally an effective strategic overlap, there are areas that need to be mapped in order to understand gaps and ensure commitment of relevant individuals, whether they are external partners or other departments within the council.

Targets: The importance of setting targets that are in line with the work of partners was noted.

- **Successes – partners were asked what they thought the main successes with the Strategy were**

One of the strengths identified was the initial approach of involving and consulting partners and stakeholders from the outset in planning the strategy. It was also noted that public consultation on the strategy was a strength in order to have the opportunity to hear the voice of the city's Welsh speakers.

Another strength identified by a number of partners was the development of the Bilingual Cardiff Forum over the 5 years where share good practice is share and challenges discussed. It was noted that partners have come to understand each other's priorities and this then facilitates the way of

identifying where there are gaps and demand so that strategic planning can take place.

It was noted how important it is that the strategy recognises the work of Mudiad Meithrin as the key to starting the bilingual journey and that it is absolutely vital to increasing the numbers of speakers and the use of the language in the home.

"Having the support of partners in similar areas with the same vision ultimately helps us reach more parents."

It was noted that the opportunity to bring partners together had also enabled more informal and social links and partnerships to take place that can lead to projects and collaboration.

- **Bilingual Cardiff Forum – after the Welsh Government identified the need for local authorities to ensure that the language forums develop joint programmes of work, partners were asked how the role of the Forum could be strengthened over the coming years**

The feedback from partners was that the Forum was a strength and a good and effective model. But in pressing them to offer suggestions for the future the following suggestions were noted:

It might be interesting if an overview of what other forums are doing across Wales were available.

"Need to try to ensure the opportunity to be less formal at times rather than just formal meetings with quarterly reports"

At the same time the Forum was seen as a very useful opportunity for everyone to get to know organisations and partners better.

Sub-groups – these have been seen as a new development with a lot of potential, allowing for more thematic discussions. It was noted that future opportunities could be examined with the sub-groups to explore common themes (e.g. challenges in terms of technology, the new curriculum for

Wales, diversity) with different individuals having the opportunity to lead on specific small pieces of work with the support and input of other members to strengthen things across the city.

It was noted that a number of partners already held termly meetings in other forums to share information and priorities.

Reference was made to examples of good practice in other areas with important developments across national and international networks (Irish youth groups for example) that can bring another perspective while at the same time celebrating the Welsh language.

"The Forum needs more voices"

The positive step of expanding the Forum's membership over the 5 years was acknowledged, but it was also noted that there may be a need to invite some providers who are key to the aims of the strategy but who are not a regular part of the Forum family, either to the main meeting or to meetings of the more specialist sub-groups when focusing on specific actions (for example Chapter Arts and Sherman Theatre when arts are an area of discussion, or the private sector and business). Whilst it was recognised that simultaneous translation facilities would need to be considered on such occasions, the importance of considering the inclusion of non-Welsh speaking organisations and officers from the Council who do not necessarily speak Welsh but represent relevant areas was noted. Having said that, the risk of involving too large a number of people was identified as something that might impairing the effectiveness of the meetings, and it was recognised that it would be difficult to strike a perfect balance.

Internal partners (from Youth Services and Child Friendly Cardiff in particular) indicated their willingness to be invited to share information with the partners in the Forum when key developments were planned that were relevant to the work of partners (e.g. Children's University).

It was noted that the co-leadership between Bilingual Cardiff and Menter Caerdydd had been a strength:

"This is more effective in ensuring that the work at a strategic level is driven forward"

It was also noted that it was important that Cardiff Council co-ordinated the governance and communications of the Forum to bring everyone together.

- **Challenges – Partners were asked there were apparent gaps when thinking about their work and the Council's provision.**

It was noted that there needed to be a greater emphasis on sharing information about the benefits of Welsh-medium education early to new families, e.g. with registration of births, Flying Start, libraries, Family Information Services and health visitors.

"What about holding a specific meeting with them to discuss more about how they can contribute to the strategy?"

The majority agreed that youth work was generally a challenging area across Wales in terms of meeting local needs and the resources and expertise required.

"There is a certain amount of learning to be done in this area"

The need to look at what is be happening across Wales was noted, identifying good practice and seeing whether it was possible to get national partners to feed in to a process of mapping provision in Cardiff.

More than one partner identified the need to map the Council's youth provision to see where the gaps in Welsh language provision are and what needs to be done to address it, particularly in more specialist areas such as ALN and so on.

"Services for young people should be prioritised, and the opportunity to discuss this is now. We need a vision to take things forward in this area"

and ensure that the Welsh language is part of young people's lives outside school"

It was noted that there was a lack of clarity in terms of the future budget for youth services to accompany the vision and growth of Welsh speakers in this cohort over the coming decades.

A number of partners were keen to note that the Council should ensure adequate resources and funding for those partners who specialise in providing activities in Welsh across the city to ensure continuity of provision. It was noted that the way in which the Urdd and Menter Caerdydd responded to a Summer of Smiles funding was an example of the flexibility of these bodies to be able to offer quality Welsh language provision at short notice.

On the other hand, it was suggested that the terms and conditions within the Youth Innovation Grant could be reviewed to ensure that it included some specific Welsh language objectives (whether relating to communication methods, a specific proportion of activities in Welsh, or staff skills for example) so that organisations applying for the grants have to think about how they will also provide for Welsh-speaking young people. It was noted that the Welsh language needed to be moved up the agenda and that the rest of the Council needed to consider the importance of the Welsh language in the community, outside school, and tie things closer to the aims of the WESP and the promotion strategy over the next 5 years.

The importance of continuity and progression and establishing a pathway for young children, working up through the ages in order to normalise social use of the language at all stages was noted.

The proposed Bilingual Cardiff Youth Forum set out in the draft strategy would be an opportunity to consider how to include the voices of the children of all the city's Welsh-medium schools, whether through language charter groups or school councils and so on.

In terms of the council's own resources, it was noted that perhaps the strategy should reflect an aspiration in terms of developing the Welsh language skills of the youth workforce in general to ensure more bilingual skills over time as well as a need to ensure clarity in terms of requirements for the type of skills sought in recruitment.

It was noted that there should be an attempt to ensure that everyone's voice is heard, for example, the voice of youth in the context of diversity and that the Welsh language is a language for all. It was asked whether this element can be promoted with a visual campaign for all residents of the city (the council's campaign was mentioned some years ago which used the friendly faces of its staff to bring the council closer to the residents), so that all the city's communities can see and celebrate Welsh as a language that stands alongside other languages in the community.

A gap in arts provision was noted with a need for more detailed discussion to map provision leading to the necessary strategic conversations.

It was noted that Cardiff was uniquely placed because it had a wealth of experiences and resources within the reach of all. The gap in this context is how to ensure that Cardiff children experience these activities systematically, coherently and fairly regardless of their circumstances.

It was suggested that there was an opportunity to have a strategic conversation as partners in the Forum to identify the challenges faced by everyone and whether joint solutions can be found.

- **Measuring impact**

It was noted that it was important that the council continued to mainstream the Welsh language into all areas and that the Welsh language was a proactive policy consideration when allocating grants and agreements.

In terms of the work of the Forum's partners, it was noted that the fact that the Strategy reflected the strategic themes of Cymraeg 2050 was a

strength as it will be easier in terms of reporting. It ensures compatibility with the aims of the partners and is easier for them to plan and map goals.

"These themes are a silver thread running through everyone's planning."

Partners were asked how the impact of the strategy on behaviour change or patterns of use could be measured. Everyone saw this as a challenge in their own reporting areas. However, it was also noted that quantitative and qualitative data were equally important although it was a challenge to ensure consistent methods and the quality of the information collected.

Partners shared a number of examples of good practice that could be considered for measuring the Strategy's impact using qualitative methods. These include:

- Using a mix of formal and informal methods of gathering users' views, from quick snapshots surveys to measuring satisfaction with activities to more in-depth case studies that track the journey through the process and identify lessons that have been learned. The case studies then help to report on achievement and share good practice across the body.
- Include questions about language use in staff questionnaires.
- In certain activities that take place over a period of time, it is possible to develop relationships with people and gather their views and feedback. It is also possible to target the views of different groups and create case studies to demonstrate impact.
- Mudiad Meithrin for example asks all parents who have attended groups over the term to complete a short questionnaire to measure progress in using the language. Mudiad is then able to use extracts from the feedback to promote the groups.
- Another partner in their internal meetings uses case studies/good news stories that reflect encouraging examples, reporting experiences that demonstrate the short/long-term impact of different activities.

- One partner noted that increasing awareness of the language of its history and culture was seen to bring to life the importance of the Welsh language to young people and staff in different organisations, and there is therefore a change in behaviour or attitude and subsequently this qualitative evidence should also be sought in expanding such training in the future.
- It was noted that the Siarter Iaith (Language Charter)'s methods of setting a baseline and measuring impact may provide an excellent example of measuring progress in use of the Welsh language. The questionnaire records children's social use of Welsh in school, in the yard and in the community and enables children to record their confidence and how important the Welsh language is to them as well. The questionnaire is repeated after a period of time to track the change as a result of different activities. The graph or 'language web' is an effective visual tool to show which areas need to be focussed on.
- The Arts Council of Wales conducts the Children's Omnibus Survey <https://arts.wales/about-us/research/annual-surveys> with an arts focus with a sample of 2000 across Wales. It was suggested that the Council's research department would be able to carry out an omnibus themselves with schools in the county to collect data as a measurement before implementing a scheme such as this and afterwards (for example relating to the arts in Welsh and English).
- Innovative examples of qualitative evidence gathering can also be found within Council departments –an ethnographic study in the work of the Child Friendly Cardiff team; the youth services department makes extensive use of technology and various digital activities to engage with young people to find out their views and feelings on different topics.
- It was suggested that consideration should be given to the best ways of reaching people as this is much more than sharing messages on social media. A number of sources should be considered as age groups differ in their use of social media and so on. It would be possible to draw on

the links of partners as well as through Hwb and the schools, Siarter Iaith Co-ordinators and school councils and so on.

- In terms of measuring the impact of the strategy, it was suggested that individual partners could feed back to Forum meetings on their qualitative methods of measuring impact and this could then feed into the whole strategy where appropriate, eg. providing a case study to enrich the evidence.
- A similar suggestion was that an item could be included on the Forum's agenda with different partners sharing good practice and good news stories (for example in the form of a short case study) as a means of collecting a record of qualitative evidence over time.

Any further comments

It was noted that a strong Forum was crucial to the success of the strategy's objectives with the Council and the Menter co-chairing. It was asked whether there was scope to bring in other key partners to lead on some items with a specific responsibility or role. It was noted that there was a need to maintain the work that is currently taking place to ensure commitment from all and action between each quarterly meeting.

In conclusion, the quote below sums up the collaborative spirit of the Bilingual Cardiff Forum:

"We would like to thank you for the clear and strong leadership in driving the strategy forward" (Mudiad Meithrin)

6. Conclusions

- **Standards 145 and 146**

To address the Council's compliance with the standards in question, it is clear that the Council has fully met the requirements of standard 145 by setting a target in terms of the percentage and number of speakers in the area, together with outlining in the strategy how it would aim to achieve that target in the form of an action plan and targets.

This review meets the requirement in standard 146 in terms of assessing the extent to which the Council has followed the strategy and met the target set, and in turn, the assessment offers useful feedback for the production of a revised and ambitious 5 year strategy to be published in due course.

- **Overall impact of the strategy**

As noted above, Census data is not yet available to measure the exact extent of the success of the Council's strategic intervention in terms of the numbers and ages of Welsh speakers in the area, but indications from other reliable sources suggest a stable and gradual increase.

It would be difficult to attribute any increase in numbers directly to the strategy's community activities, but, as the Commissioner's advice document on assessing the achievement of 5-year strategies notes, it is also difficult to attribute an increase in everyday use to specific activities. The Council is therefore encouraged to consider the Commissioner's advice document in the context of the second Cymraeg 2050 target to double the daily use of Welsh, by setting qualitative and quantitative measurements to track the impact and success of specific activities. The feedback from partners offers an excellent starting point for this.

- **Status of the language**

Although the 5-year strategy is founded by the promotion standards, the Bilingual Cardiff strategy has provided an opportunity for the Council to seek to expand on the statutory requirements of the other standards to which it is subject under the Measure such as the policy making and

operational standards, for example with the Welsh language skills of its staff, the Cardiff street-naming policy and policy guidance for developers. These all relate to promoting the **status of the language** and this should be identified as good practice to emulate. It is important that Bilingual Cardiff continues to look for opportunities to raise the profile and status of the language in the city as well as its work in increasing the number of speakers and opportunities to use the language.

7. Recommendations

As noted in the first review, it is important to celebrate the strengths of the Bilingual Cardiff Strategy and lessons learned should continue to be examined and good practice shared. A number of opportunities arise for the Council on the cusp of the implementation of a new promotion strategy and WESP along with other strategic developments at Council level and with partners.

Section 3 sets out the recent position at national policy level in relation to the Welsh language and any new approach at this level should be taken into account in the development of the second strategy with consideration of any new opportunities arising.

Section 5 sets out valuable insights and suggestions contained in the feedback received from the interviews with partners and careful consideration should be given to each one.

The recommendations below are based on the new context of the 5-year strategies, interviews with partners and an assessment of progress to date, and are intended to provide an element of challenge in planning for the future with the Bilingual Cardiff Strategy for 2022-2027:

Recommendation 1.

2021 Census data The new Strategy should be reviewed following the publication of Census data on the Welsh language in 2022/23 with critical scrutiny of targets, adapting them as necessary. It will be necessary to be prepared to work with internal and external partners to meet challenge in any particular demographic area and to propose some new targets.

Recommendation 2.

Children and young people With reviews of the Council's youth services currently taking place, together with the developments with Child Friendly Cardiff, there is an opportunity to put plans in place now to expand Welsh-medium provision over the next 5-10 years. The mapping exercise to identify gaps in provision referred to in the draft WESP, (objective 1 Outcome 5), should lead directly to proportionate investment in Welsh

language services and resources that fits with the vision of the WESP and the new Promotion Strategy.

Recommendation 3.

Bilingual Cardiff Forum The strength of the Forum is its communication and links with partners/stakeholders. There is a need to consider how best to include:

- (i) officers from the Council (Education, Child Friendly Cardiff and Youth Services specifically) to share knowledge and good practice and ensure a shared understanding of goals;
- (ii) a wider base of partners eg. from business and economy.

Recommendation 4.

Measuring impact In order to be able to measure the strategy's progress effectively by 2027, the Welsh Language Commissioner's advice on assessing the strategy should be considered alongside the practical examples of evidence gathering given by partners. A decision should be made as to the evidence that could demonstrate the impact of interventions, in terms of change in behaviour / attitude / use of Welsh as well as what success means in quantitative terms.

Recommendation 5.

WESP 2022-31 (outcome goals 1 and 5) Following the consultation process on the Promotion Strategy and the WESP, stronger links between the two strategies should be ensured so that the strategic goals can be easily cross-referenced as they evolve into practical actions (specifically Outcome 1 and 5 of the WESP).

Recommendation 6.

Caerdydd Ddwieithog / Bilingual Cardiff The Council should expand the resources of the Bilingual Cardiff team. Policy advice and expertise from the team could add value, provide valuable input and assurance of compliance as other departments plan their services in alignment with the Council's strategic goals.

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**CARDIFF COUNCIL
CYNGOR CAERDYDD****CABINET MEETING: 24 FEBRUARY 2022**

**SCHOOL ORGANISATION PLANNING: CARDIFF WELSH IN
EDUCATION STRATEGIC PLAN (WESP) 2022-2032****EDUCATION, EMPLOYMENT AND SKILLS (COUNCILLOR
SARAH MERRY)****AGENDA ITEM: 5**

Reason for this Report

The purpose of this report is to inform the Cabinet of the responses received following consultation on the draft Welsh in Education Strategic Plan (WESP) and to seek authorisation to proceed to submit the final WESP to the Welsh Government for approval in line with Welsh in Education Strategic Plans (Wales) Regulations 2019, following the completed public consultation.

Background

1. The Welsh in Education Strategic Plans (Wales) (hereafter referred to as WESP) Regulations 2019 make provision for a local authority to prepare a ten-year Plan, with effect from 1 September 2022, subject to the Welsh Ministers' approval.
2. Cardiff's Welsh in Education Strategic Plan (WESP) sets out a series of ambitious commitments to build on the progress achieved to date. These will ensure that every child in the city can receive an education in the language of Welsh, the number receiving their education in Welsh-medium schools will increase, and through the significant use of Welsh in English medium education all will have the opportunity to become confident in speaking Welsh.
3. At its October 2021 meeting, Cabinet considered the draft WESP 2022-2031 and authorised officers to proceed to undertake an eight-week public consultation on the content of the draft with the outcome to be presented to Cabinet in January prior to submission to the Welsh Government.
4. Regulation 9 of WESP Regulations 2019 and Welsh Government Guidance on WESPs January 2021 sets out the bodies with whom the Local Authority must consult with. It states that consultation should be with the public and other stakeholders (including elected Members,

schools, parents, pupils, the relevant partner organisations and interested parties) ahead of submission to Ministers.

Issues

5. The consultation has informed the final draft proposed to Cabinet, A summary of the stakeholder responses is provided as set out in Appendix 2. Agreement of the WESP is required for submission to Welsh Government for approval.

WESP Consultation Process

6. The Cardiff WESP consultation ran for eight weeks between 15 October-13 December.
7. The public consultation has largely been conducted online with a webpage to host the draft plan alongside the Bilingual Cardiff 5 Year Strategy consultation.
8. To ensure that all necessary information was easily accessible in one place and stakeholders had a single place to refer to with the Draft WESP 2022-31 document; an 'easy read summary' version and the Trajectory of Growth documents all provided on the webpage along with and an online survey to capture the views of interested parties.
9. Officers monitored response levels and sought to engage with less represented groups via targeted emails to community representatives and network contacts. This process sought to garner feedback from a wider audience so the plan could reflect the Council's ambition to move away from the status quo and ensure that Welsh is a language for all of its citizens.
10. The consultation was extensively promoted through the Council's communications team with targeted and frequent social media prompts to encourage engagement with links to the webpage for access to all relevant documents.
11. Links to the plan (including the full draft WESP, the easy read summary version and the Trajectory for Growth) and survey webpage were also circulated to statutory stakeholders named in the guidance inviting them to respond including all elected members, schools, Cardiff's Welsh Education Forum member organisations, Estyn, the Welsh Language Commissioner and the Cardiff Youth Panel.
12. An online 'Big Welsh Conversation' interactive pupil survey open to all primary and secondary aged children and young people in Cardiff promoted through schools was held on the 10 December 2021.
13. For stakeholders who did not have access to digital platforms the opportunity to discuss the proposed changes via telephone was available.

Responses received regarding the proposal during the consultation period

14. In total 3,248 responses were received to the draft Cardiff WESP 2022-31 during the consultation period. This included 584 online survey responses and 9 email responses. 2,656 Children and Young People contributed their views regarding the use of Welsh in education and informal learning opportunities in Cardiff through 'The Big Welsh Conversation'.
15. The details presented in this report and appendices, represent the views expressed during the consultation process. These include the wider stakeholder survey, formal responses submitted via e-mail and the views expressed through the pupil consultation.
16. A summary of the responses received from all stakeholders setting out the key issues raised, and appraisal of views expressed, can be seen at Appendix 2.

Formal responses

17. Formal responses were received from:
 - Welsh Language Commissioner
 - Estyn
 - RhAG
 - Mudiad Meithrin
 - Ysgol Gyfun Glantaf Headteacher and Chair of Governors
 - Ysgol Gyfun Plasmawr Headteacher
 - Ysgol Mynydd Bychan Headteacher
 - Ysgol Hamadryad Chair of Governors
 - Coleg Cymraeg Cenedlaethol
18. Full copies of each of the formal responses listed above are provided at Appendix 3.
19. The formal responses received were all supportive of the principles and vision outlined in the Draft Cardiff WESP with positive recognition of Cardiff's positive and ambitious vision for the Welsh language in education. It was noted that the actions included, and the achievement of the objectives and targets included in this plan would represent a significant step in the context of Cardiff's contribution to the national vision of an increasingly bilingual Wales.
20. It was acknowledged that one of the strengths of Cardiff's draft WESP is that it is a clear and concise strategic document. Stakeholders were largely supportive of the key principles, noting the WESP contains many relevant and positive actions. However, several stated many of the outcomes would be stronger if there was a little more clarification of the current progress, with reference to relevant data. Many felt the WESP could be further strengthened if there was more detail on the key actions and

Outcome 2 required further detail and clarification which has been reflected in the final draft version attached (Appendix 1).

21. The feedback largely agreed that the draft WESP outlines relevant goals aimed at meeting the targets but suggested cross-referencing the objectives in more detail to the Bilingual Cardiff Strategy goals that are implicit with the outcomes of the WESP as a whole would strengthen the impact of implementation and proposed increase in Welsh-medium provision. There was also a desire to see how the plan would be monitored and evaluated explained more explicitly. This will largely respond to the Action Plans with each target clearly setting out which partner(s) are responsible for implementing along with milestones and any resources required/committed as appropriate.
22. There was also frustration expressed by some respondees that outcomes implicit in the WESP are not sufficiently purposeful and coherent in planning long term and it has been suggested that the County has not been sufficiently proactive in planning to develop Cardiff's Welsh-medium education across the capital to date.
23. It is acknowledged that the separation of the draft WESP and the 'Trajectory for Growth' document made the link between the current context and content within the plan less visible. The trajectory document is now appended with references throughout the plan to the relevant context and details available at this time along with the inclusion of links to other documents/information available online where it supports understanding.
24. As set out in the WESP, detailed action plans will be developed flowing from the approved strategy prior to starting implementation of the WESP in September 2022. These will contain the level of detail necessary to underpin effective practical implementation. This will support effective joint working so all actors are clear as to their responsibilities and are accountable for their contributions towards achieving the actions set out. This has been highlighted in a 'Next Steps' section.
25. Any proposals which require school organisational change and/or capital investment will be subject to securing relevant funding streams (Welsh Capital, 21st Century Schools, LDP) and proceeding through statutory consultation processes. In the event funding or agreement to proceed to implement organisational change is not secured within the designated timeframe, this could result in reprofiling of actions within the plan.
26. Furthermore, it is acknowledged that given the wider context within which this WESP is being prepared, there are a range of changes and further information/guidance at both national and local level expected over the next 18 months to 2 years that will have a direct impact on the practical implementation of the plan. We therefore expect to review and potentially strengthen the actions set out under outcomes as necessary once such updates are received. In the event changes are required a revised plan would be sent for approval to Welsh Ministers as stipulated in Regulation 8 and republished on the Council's website.

Feedback received through the online survey

27. Views were sought from interested stakeholders via an online survey. The summary of the stakeholder survey along with examples of the views expressed can be found in Appendix 4.
28. A total of 584 responded to the wider stakeholder survey with a broad level of support for the principles set out in the plan. Responses were received from across Cardiff, some areas had a greater number than others. The full breakdown of the different groups that responded set out in the report
29. Not all respondents answered all the questions or commented on the content within all seven of the outcomes. However, there was a majority in support of the questions and/or actions under each outcome of 60% or above.
30. A minority of responses indicated they did not agree with the Welsh Governments aspirations concerning the growth of the Welsh language and the associated investment in this agenda. Consequently, responses that followed from this minority regarding the content of the WESP and proposed actions to increase the amount of Welsh taught and spoken were consistent with their aversion to the national policy direction. 6
31. Of the 584, Parents/Guardians made up the main cohort of respondents to the survey (66.4%). This was followed by school staff (27.5%) and Community members (16.7%).
32. Over two fifths of respondents to the survey were Welsh speakers with around one in four responding to say they are learning Welsh. Minority Ethnic respondents were most likely to be a Welsh learner (39.5%), followed by those that identified as disabled (31.8%).
33. A large majority of those that responded (80.1%) have children, almost two thirds indicated that their child can speak Welsh. Three in five parents agreed with the Council's actions regarding the need to promote the uptake of Welsh-medium education as a way to increase the number of Welsh speakers.
34. When we asked stakeholders which outcome was of greatest importance in terms of supporting an increased number of people that feel confident to speak and use Welsh increasing the fluent Welsh workforce to support the teaching or Welsh and subjects through the Welsh language was deemed most important by those that responded.
35. This was followed by increasing the number of children at nursery age receiving their education in Welsh-medium provision. Ranked third was a need to look beyond the formal learning to other opportunities to use Welsh outside the classroom.

36. The lowest theme with limited support was deemed to be a need to prioritise ensuring more learners study for assessed qualification in Welsh.
37. Strong levels of support (65%) were seen for engaging with and supporting parents with a comprehensive range of information to support them making choices regarding their children's education. Over three quarters of those that responded to this question stated that they started thinking about their child's education prebirth or soon after their child was born.
38. Almost two thirds of those that responded supported the need to increase the number of children entering Welsh-medium primary education at reception as a key method to increase the number of Welsh speakers.
39. Three quarters of respondees told us they had considered Welsh-medium for their children against a city-wide average take up of 15.6%. However, 16% told us that they thought about it but decided against it. The prime reasons identified for this being associated with there being no Welsh in the home and concern they would be unable to support their children followed by there was felt to be no advantage to choosing the language and thirdly the nearest provision was too far from home.
40. When considering the key factors for choosing Welsh-medium, the prime reasons from parents were that they felt being bilingual gave advantages, they wanted their child to love the language and they specifically wanted their child to be able to speak Welsh.
41. These collectively reinforce the importance attached in the WESP to increasing the number of children taking up Welsh-medium provision and the need to undertake wider research to understand key concerns preventing this, what would allay them and bespoke promotion to prospective and new parents to support a greater number feeling confident to choose Welsh for their children as set out in Outcome 1 and 2.
42. Just under 75% of respondents that opted to answer the questions regarding the importance of retaining learners as they transition through the different education stages agreed this was an important priority and the intense Welsh Immersion catch up had a place in supporting this. This aligns with the key concerns expressed by parents that did not choose Welsh because they were unsure they could support their child's learning at home. This reinforces the element of the plan that provides reassurance that support is available to enhance language acquisition when required, along with a range of mechanisms to reinforce the information available to involve parents effectively so all feel able to choose Welsh-medium with confidence.
43. Of the 584 respondents, 183 opted to provide additional comments outside the specific questions asked in the survey. These were divided into 24 main themes. Of these the most common view expressed by 24% of this group was to stress the importance of personal choice and

expressed concern regarding children being 'forced' to learn/use Welsh. This was followed by concerns expressed regarding the approach being perceived as 'divisive' and not a priority in terms of public resources. Contrary to this, 12% did not feel the plan went far enough and would like to have seen further ambition with just over 3% going as far as to suggest that all schools should be Welsh-medium.

Children and Young People's views – 'The Big Welsh Conversation'

44. In order to engage with children and young people in Cardiff schools regarding the priorities in the WESP and how they thought we could work to meet the key targets and increase the number of people confident to speak and use Welsh in Cardiff over the next ten years Officers facilitated an online survey consultation called 'The Big Welsh Conversation/Sgwrs Fawr y Gymraeg'.
45. All schools across the city were invited to take part in the conversation by answering questions through a platform called Mentimeter. This method allowed for instantaneous feedback where the results updated live with pupils able to see the overview of answers from all the schools attending. Live sessions were held in English and Welsh for primary schools throughout the day while secondary pupils had a survey they could complete in their own time throughout the day.
46. Overall, 2,656 responses were received from 27 schools across the city including 8 Welsh medium schools, 18 English Medium schools and 1 dual stream school. 16 of Cardiff's 18 secondary schools within the city participated along with 12 of our primary schools with pupils giving their views on Welsh within the education they receive. A full analysis of the responses received is available at Appendix 5.
47. Pupils responded well to the survey and were keen to share their opinion on the Welsh language and how to reach the Cymraeg 2050 target of 1 million Welsh speakers. The wide variety of responses received reflects the differences in lived experiences between participants.
48. In prioritising the importance of reasons to speak Welsh, secondary school pupils were far more likely to identify employment opportunities as a top priority. Those who answered the survey in English were more likely to prioritise opportunities to use Welsh outside of school as the most helpful way to grow the Welsh language in Cardiff whereas those in Welsh language sessions were more likely to identify attending Welsh-medium schools as the most helpful.
49. It was clear that secondary and primary pupils have different views on why Welsh is important to them and the perceived benefits to learning the language. Follow up work to achieve an improved understanding would potentially support retaining pupils at transition points and with increasing the number of young people that choose to continue to study in Welsh beyond GCSE level.

50. Pupils gave a range of suggestions as to how to improve the opportunities to speak Welsh beyond formal learning in schools. They place an emphasis on activities being fun and enjoyable with something for everyone. Lots liked the current opportunities particularly in performing arts and sports although not everyone felt these were easily accessible everywhere and far fewer pupils at the English language sessions advised they went to informal learning or out of school opportunities to learn Welsh compared to those that attended the Welsh sessions which would also benefit from further research as to why and what could make a difference to greater numbers participating in future.

Summary

51. In summary, the draft WESP used for consultation has been broadly endorsed as an effective 'strategic' and overarching document. Further detail and action plans to enable the implementation of the below actions will flow from the approved strategy ahead of implementation in the latter part of 2022. These action plans will provide greater detail setting out milestones, success indicators, partners aligned to achieving targets set together with information regarding the monitoring and evaluation to support joint partnership working and accountability.
52. For each outcome we will:
- Agree the range of representation from officers and stakeholders to form a sub-group to create actions plans to drive this work forward;
 - Set a timeline for the development of action plans with deadlines and number of meetings;
 - Revisit the scope of Task and Finish mechanisms to ensure focus and skills to achieve the actions;
 - Develop action plans including ensuring up to date baselines, refining actions, defining monitoring and evaluation processes;
 - Agree communication and reporting mechanisms to the Cardiff Welsh Education Forum;
 - Enact approved strategy and associate action plans in conjunction with partners to realise the vision set out; and
 - Review the plan and achievement of actions on an annual basis with reporting back to the WEF and Bilingual Cardiff
53. In addition to the annual review process outlined above, we plan to undertake a formal review process after 2 years and potentially amend outcomes as necessary once such updates are received. The reason for this being the wider context within which this plan is being prepared. The range of changes and further information/guidance expected over the next 18 months to 2 years have the potential to impact on the actions and how they are delivered¹. In the event of any additional targets are added or those set out are amended we will submit a revised plan to Welsh Ministers as stipulated in Regulation 8.

¹ Specify the guidance and other expected

54. In presenting the revised Cardiff WESP 2022-31, attached in Appendix 1, the Council has carefully considered all feedback from stakeholders and amendments have been made accordingly. Whilst the strategic position of the paper and many of the commitments presented were broadly supported, some attention has been given to aspects of the plan to provide a little more clarity. Many respondees did request further information and this has been provided where possible.
55. The Council has sought to balance the strategic objectives of a 10-year strategy against appropriate deliverable commitments. In doing so, it has brought these forward in the national context that is expected to develop in the next few years. This is in relation to national policies and statistics.
56. Any proposals outlined within commitments that require capital investment will also be subject to securing relevant funding streams (Welsh Capital, 21st Century Schools, LDP). If funding is not secured within the designated timeframe, this could result in reprofiling within the plan in accordance with the review structure outlined above.
57. These clarifications, together with further explanation regarding how this strategy will be developed through the preparation of detailed action plans mean the revised WESP 2022-31, is now fit for the purpose of providing the strategic direction necessary to drive forward the desired change to ensure all in Cardiff will have the opportunity to become confident in speaking Welsh.

Local Member consultation

58. The WESP is a strategic policy document, all Members were consulted as part of this process.

Scrutiny Consideration

59. The Children and Young People's (C&YPs) Scrutiny Committee received a presentation the key content that informed the basis of the draft WESP on 21 September 2021. The feedback from consultation and the final draft is to be considered by the C&YPs Scrutiny Committee on 22 February ahead of Cabinet's consideration and prior to final publication.

Reason for Recommendations

60. To comply with the requirement to prepare, consult and publish a Local Authority WESP 2022-2031.

Financial Implications

61. The reason for this report is to note the responses received following consultation on the draft Welsh in Education Strategic Plan (WESP) and to seek authorisation to proceed to submit the final WESP. At present this would not result in a commitment of capital expenditure with no financial implications directly arising from this report.

62. Any additional works to current or new schools or spend undertaken within the Education directorate as a result of WESP will require a full financial evaluation to be undertaken in order to provide assurance of affordability within the education capital programme or met from within existing resource allocations.

Legal Implications

Equality Duty

63. In considering this matter, the Council must have regard to its public sector equality duties under the Equality Act 2010 (including specific Welsh public sector duties). This means the Council must give due regard to the need to (1) eliminate unlawful discrimination, (2) advance equality of opportunity and (3) foster good relations on the basis of protected characteristics. The protected characteristics are: age, gender reassignment, sex, race – including ethnic or national origin, colour or nationality, disability, pregnancy and maternity, marriage and civil partnership, sexual orientation, religion or belief – including lack of belief.
64. When taking strategic decisions, the Council also has a statutory duty to have due regard to the need to reduce inequalities of outcome resulting from socio-economic disadvantage ('the Socio-Economic Duty' imposed under section 1 of the Equality Act 2010). In considering this, the Council must take into account the statutory guidance issued by the Welsh Ministers (WG42004 A More Equal Wales The Socio-economic Duty Equality Act 2010 (gov.wales) and must be able to demonstrate how it has discharged its duty.

Well-being of Future Generations (Wales) Act 2015

65. The Well-being of Future Generations (Wales) Act 2015 ('the Act') places a 'well-being duty' on public bodies aimed at achieving 7 national well-being goals for Wales - a Wales that is prosperous, resilient, healthier, more equal, has cohesive communities, a vibrant culture and thriving Welsh language, and is globally responsible.
66. In discharging its duties under the Act, the Council has set and published well-being objectives designed to maximise its contribution to achieving the national well-being goals. The well-being objectives are set out in Cardiff's Corporate Plan 2021-24. When exercising its functions, the Council is required to take all reasonable steps to meet its well-being objectives. This means that the decision makers should consider how the proposed decision will contribute towards meeting the well-being objectives and must be satisfied that all reasonable steps have been taken to meet those objectives.
67. The well-being duty also requires the Council to act in accordance with a 'sustainable development principle'. This principle requires the Council to act in a way which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs. Put simply, this means that Council decision makers must

take account of the impact of their decisions on people living their lives in Wales in the future. In doing so, the Council must:

- Look to the long term;
 - Focus on prevention by understanding the root causes of problems;
 - Deliver an integrated approach to achieving the 7 national well-being goals ;
 - Work in collaboration with others to find shared sustainable solutions; and
 - Involve people from all sections of the community in the decisions which affect them.
68. The decision maker must be satisfied that the proposed decision accords with the principles above; and due regard must be given to the Statutory Guidance issued by the Welsh Ministers, which is accessible using the link below: <http://gov.wales/topics/people-and-communities/people/future-generations-act/statutory-guidance/?lang=en>

General

69. The decision maker should be satisfied that the decision is in accordance with the financial and budgetary policy.
70. The decision maker should also have regard to, when making its decision, to the Council's wider obligations under the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards.

HR Implications

71. To achieve this 10-year strategy, there will need to be a sufficiently skilled workforce who are able to teach Welsh and through the medium of Welsh across the city.
72. HR People Services will continue to support Welsh-medium Head Teachers and Governing Bodies to address any recruitment challenges they may encounter, specifically in relation to the planning and opening of new schools and the expansion of provision in others. Advice will also continue to be available regarding workforce planning and whole school staffing structures.
73. As the Council continues to increase the provision of Welsh across our schools, HR People Services will continue to work with the Education directorate and partners to identify opportunities to develop the current and future workforce to meet the needs of schools within Cardiff. This will include supporting the increased diversity within the Welsh-medium education workforce.

Property Implications

74. Strategic Estates will support Education colleagues on any land and property requirements to support this Plan. Where there are any resultant

land transactions or valuations required to deliver any proposals, they should be done so in accordance with the Council's Asset Management process and in consultation with Strategic Estates and relevant service areas.

Traffic and Transport Implications

Transport Policy Context

75. The Council's Transport White Paper sets out the Council's commitment to deliver a range of transformational transport projects to help tackle climate change, air pollution and the adverse impacts of car dependency on people's health.
76. The adopted Local Development Plan sets a target to achieve a 50:50 split between journeys by car and journeys made by foot, cycle and/or use of public transport by 2026.
77. The Council's Transport White Paper sets a much more ambitious modal shift target and seeks to achieve over 60% of daily work trips to be made by sustainable modes of travel by 2025 with this share increasing to around 75% by 2030.
78. Achieving this target will require changes to the way children travel to school.
79. Travel to school creates considerable pressure on Cardiff's transport network. 30% of all car-based trips during the morning peak are journeys to school. There are around 40,000 car trips to school each day in Cardiff.
80. Yet, journeys to school are often very short: 75% of journeys to education are within 3km of people's homes. More of these journeys could be made by active modes if all schools are well connected to their catchment areas by safe and convenient active travel routes.
81. The Transport White Paper includes the commitment to "Develop Active Travel Plans and accessible walking and cycling routes for all schools by working with children, teachers, parents and governors to promote walking, scooting and cycling to and from schools".

Travel distances

82. It is noted that the average pupil travel distance to Welsh-medium schools is longer than to English-medium schools which are more closely spaced and have smaller catchment areas.
83. Achieving the WESP targets of pupils taught in Welsh-medium schools increasing from 18% in 2021 to 25-29% in 2032 could require increased numbers of Welsh-medium schools and some English-medium schools changing to Welsh-medium. With an increased distribution of Welsh-medium schools, the average travel distance to Welsh-medium schools

could reduce, with a corresponding increase in average travel distance to English-medium schools. As a result, overall average travel to school distances may increase due to the majority of pupils being taught in English-medium schools.

Learner Travel

84. The Welsh Government guidance to WESP requires the Council to set out how it will promote access to education in relation to learner transport. The Council should also consider the impact of school transport policies which may adversely affect transfer rates at Welsh medium schools.
85. Cardiff Council provides free home to school transport to Welsh-medium pupils who are of statutory school age (5 to 16) who live 2 or more miles, primary aged, or 3 or more miles, secondary aged, (measured via the shortest available walking distance) from their nearest appropriate catchment area school for their home address.
86. Cardiff Council's current home to school transport policy states that there are 4 categories/types of the nearest appropriate school. These are:-
 - i. The nearest English-medium Community School;
 - ii. The nearest Welsh-medium Community School;
 - iii. The nearest Church in Wales School; and
 - iv. The nearest Roman Catholic School.
87. In line with the Council's current policy, free transport is provided to pupils who live more than the statutory walking distances from their nearest appropriate catchment area Welsh-medium school, regardless of a closer English-medium or Faith based school.
88. When new schools are opened and catchment areas are designated for each type/category of school, Cardiff applies the same principle to all schools in that the new catchment area applies to all pupils starting at a school from the September that the change is effective from. The new catchment area also applies to any pupils starting at the school in each subsequent year thereafter.
89. With the average travel to school distance reducing for Welsh-medium pupils, it is expected that there would be a decrease in pupils who qualify for transport to their nearest Welsh-medium school. Conversely, there may be some increase in the numbers of pupils attending English medium schools who qualify for free transport.
90. The Learner Travel implications of proposals for new Welsh medium schools and the conversion of existing English medium schools to Welsh medium will need to be carefully considered at the level of the strategic planning of provision and through each stage of the development of individual projects (new build and changes to existing schools). This will include consideration of cost implications of any increase in entitlement to free home to school transport and the effect of the Council's home to school transport policies upon access to Welsh medium education.

School Active Travel Plans

91. The Council wants to maximise the numbers of pupils travelling to both Welsh and English medium schools by walking and cycling instead of being driven. The Council is committed to ensuring that every school in Cardiff has an Active Travel Plan. Such a plan identifies actions by the school to support and encourage active travel to school and will also identify any improvements to on-site and off-site infrastructure required to facilitate active journeys.
92. Any new school developments or expansion of existing school sites arising from the WESP will provide the opportunity to ensure that active travel infrastructure is properly planned and provided as an essential and integral element of the scheme design.
93. Key to this will be ensuring that the design and layout of buildings and the site access arrangements prioritise travel by active and sustainable modes. Other critical elements will be the location of access points in positions which take account of the alignment of the surrounding network of roads and pathways and which serve to minimise walking and cycling distances and avoid unnecessary detours for people travelling. Development of the proposed new site provides an opportunity to design accesses in more appropriate and convenient locations to suit desire lines.
94. All new Welsh medium schools or schools which have changed/expanded to become Welsh medium will need to have an Active Travel Plan in place from the outset of their operation. An Active Travel Plan for a new school site or a school which has changed to Welsh medium should be informed by a Transport Assessment (for new build or an expansion of an existing site) and any existing Active Travel Plan and developed with full involvement of the pupils and staff and involving pupils and staff in the feeder school populations, where possible. The Active Travel Plan for a secondary school should be linked to the Active Travel Plans for the feeder or cluster schools. This will help to encourage active travel across each age group and ensure that all pupils entering the new school are equipped with the skills they need to travel to school by active modes. The Council's Active Travel Plans officers can support the development and implementation of Active Travel Plans. Other support can be offered through the Council's Road Safety Team which delivers National Standards Cycle Training to schools in Cardiff.

Equality Impact Assessment

95. An initial Equality Impact Assessment has been carried out. It concluded that the draft WESP would have a positive impact on the development of the Welsh language and would not negatively affect a particular group in society. The Equality Impact Assessment is attached as Appendix 3.
96. The Equality Impact Assessment will be reviewed after consultation.

RECOMMENDATIONS

The Cabinet is recommended to:

- (i) Approve the WESP 2022-2031 for submission to the Welsh Government Ministers.
- (ii) Approve publication of the WESP 2022-2031 on the Council's website following approval by Welsh Government Ministers.
- (iii) Delegate responsibility to the Director of Education and Lifelong Learning for the development and implementation of operational plans together with Welsh Education Forum (WEF) partners to deliver the success measures set out in the strategy.

SENIOR RESPONSIBLE OFFICER	Melanie Godfrey Director of Education & Lifelong Learning
	18 February 2022

The following appendices are attached:

Appendix 1: Cardiff WESP 2022-2031

Appendix 2: Summary of issues raised and analysis of responses

Appendix 3: Formal responses in full

Appendix 4: Public Survey Summary Report

Appendix 5: Pupil Consultation 'The Big Welsh Conversation' Summary Report

Appendix 6: Equality Impact Assessment

The following background papers have been taken into account:

Welsh Government Guidance on Welsh in Education Strategic Plans, January 2021.

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CARDIFF WESP 2022-31 - CONSULTATION DRAFT

Foreword

Our vision is for a truly bilingual Cardiff.

We have made huge strides toward this vision, but we cannot rest. We still have more to do to ensure the capital of Wales is a place where Welsh is a vibrant living language that every young person has the opportunity to hear, speak and enjoy in every aspect of their lives and is recognised for its place firmly at the heart of our nation's capital.

I feel strongly about the importance of creating opportunities for the children and young people of Wales capital to become confident speakers of both Welsh and English. We want our education system to ensure that all young people, from each and every community across Cardiff have the opportunity to speak Welsh, to be proud of their identity and able to celebrate and enjoy both languages in their daily lives.

Essential to achieving this is the continued growth of our Welsh-medium education sector across each phase in order to increase the number of people of all ages becoming fluent in both Welsh and English. We are proud to be a diverse multilingual city; our desire is to build on this and for every young person to have the confidence and the ability to use all of their languages confidently with their families, their communities and later carry this wealth of linguistic knowledge into their places of work and adult lives.

It is proven that being bilingual or multilingual has numerous benefits, from birth through to old age with over half of the world's population able to speak two languages or more. By enabling our young people to become bilingual we are making an active choice to increase development of their cognitive and social functions. As they become bilingual adults, they will have greater opportunities within the workforce as more organisations across the country deliver their services in both Welsh and English. When you add to this, that being bilingual can help protect against the onset of dementia, it is clear that in Wales, Welsh is our gift to share, one which broadens opportunities not only for childhood but for life.

This 10-year Welsh in Education Strategy seeks to clearly set out Cardiff's firm commitment, clear aspirations and the actions we plan to prioritise with our partners to further bolster the growth of Welsh-medium education and the number of our citizens that actively engage with and use Welsh with confidence. This in turn will contribute to raising the profile and enjoyment of our national language now and in the future.

Leader, Cabinet Member for Education, Director of Education

The Capital City of Wales. A Welsh Capital City.

In addition to being the Capital of Wales, Cardiff has an important role to play as a Welsh Capital City.

This is more than a symbolic role. Having seen significant population growth over the last two decades, Cardiff has made a telling contribution to the growth of the Welsh language.

Over the last 30 years, the number of Welsh speakers in Cardiff has more than doubled with the latest census figures indicating that over 16% of the city's population have one or more skills in the Welsh language. Cardiff is currently the local authority with the third highest number¹ of Welsh speakers in Wales.

This reflects the excellent work taken forward across the city- involving a range of partners- to promote the Welsh language and demonstrates the impact of partnership initiatives such as those progressed by the Bilingual Cardiff Working Group.

What is also clear is the central importance of Welsh language education for the growth of the Welsh Language. Census data demonstrates that, amongst 5 to 15 year olds, the proportion of pupils able to speak Welsh has increased from 7.5% in 1981 to 26.7% in 2011. More recent school admissions data also reveals that the numbers of children enrolled in Welsh-medium education increased by 16% (1,752 pupils) between 2012 and 2018.

The commitment to making every school in Cardiff a good school, the £280m investment programme in schools and the continuous improvement in education attainment have all underpinned this growth. As Cardiff looks to the next 10 years, the Council will retain its commitment to making every school in Cardiff a good school whilst ensuring that the Welsh language remains a defining characteristic of education in Cardiff.

The Welsh in Education Strategic Plan sets out a series of ambitious commitments to build on the progress achieved to date. These will ensure that every child in the city can receive a Welsh language education, that the number receiving a Welsh language education will increase and that, through the significant use of Welsh in English medium education, all children will feel confident speaking Welsh.

¹ Annual Population Survey

Our vision: A truly bilingual Cardiff.

We will ensure the growth of our Welsh-medium education sector across each phase in order to increase the number of people of all ages becoming fluent in both Welsh and English with the confidence and desire to use all of their languages in every aspect of their lives.

Underpinning our vision are the following principles:

- Apply the principles of the ‘15-minute neighbourhoods’² to ensure that all learners have access Welsh-medium education within a reasonable distance of their homes.
- Seek to establish at least 50% of new school places provision on LDP sites as Welsh-medium.
- Every child in the city can choose to be educated in Welsh or English with the benefits of a bilingual education actively promoted to all parents from birth.
- Parents will be supported to transfer their child, or children, to Welsh-medium education at any age, with high quality immersion provided to support in-year transition applications.
- Learners who have been educated through Welsh-medium throughout the primary phase will be proactively supported to continue into Welsh-medium secondary provision.
- The Council will work with a wide range of partners to proactively promote and increase Welsh/English bilingualism.
- All learners will be supported to become confident in at least two languages.
- All Cardiff schools will increase the amount of Welsh taught, used and heard in their schools, consistent with new curriculum for Wales
- Learners with additional learning needs (ALN) will receive equal linguistic opportunity.
- Learners with English or Welsh as additional languages will receive equal linguistic opportunity.
- To facilitate the growth of Welsh medium education we will aim to maintain city wide capacity in the Welsh-medium sector at 10% over the projected intake.

² [Corporate Plan 2021 E.indd \(cardiff.gov.uk\)](#) p.56

To achieve our vision we will deliver:

- More nursery children/ three-year olds receive their education through the medium of Welsh.
- More reception class children/ five-year olds receive their education through the medium of Welsh.
- More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another.
- More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh.
- More opportunities for learners to use Welsh in different contexts in school.
- An increase in the provision of Welsh-medium education for pupils with additional learning needs (ALN) in accordance with the duties imposed by the Additional Learning Needs and Education Tribunal (Wales) Act 2018
- An increase in the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh.

Cymraeg 2050 ***A Million Welsh Speakers and the importance of Welsh Medium Education***

Strategic Context

In 2017, the Welsh Government published its Welsh language strategy *Cymraeg 2050: A Million Welsh Speakers* in accordance with Section 78 of the Government of Wales Act 2006. The strategy supports ‘the promotion and facilitation of the use of the Welsh language’ and its long-term aim is for Wales to have one million Welsh speakers by 2050.

The strategy names Welsh-medium immersion education as the ‘principal method for ensuring that children can develop their Welsh language skills, and for creating new speakers’ (*Cymraeg 2050: A Million Welsh Speakers*, pg21). Therefore the availability of Welsh-medium education will be key to meeting the target of one million Welsh speakers.

The national target is to *“Increase the proportion of each school year group receiving Welsh-medium education from 22 per cent (based on 7,700 seven-year-old learners in 2015/16) to 30 per cent (about 10,500 in each year group) by 2031, and then 40 per cent (about 14,000 in each year group) by 2050.”*

There is recognition within the strategy that the approach will vary across different regions within Wales depending on the characteristics of their populations. The strategy also identifies areas with a high population density but lower percentage of Welsh speakers as areas with particular potential for growth.

The Welsh in Education Strategic Plans (Wales) Regulations 2019 require Local Authorities to set a ten-year target outlining the expected increase in Year 1 children who are taught through the medium of Welsh in the local authority's area during the lifespan of a Plan.

Cardiff is committed to achieving a scale of growth in line with the 25-29% as provided by the Welsh Government³. The local target must, however, balance ambition with an understanding of the prevailing trends, which includes falling birth rates and heightened uncertainty relating to school admission choices due to the pandemic.

Cardiff’s ten-year target is therefore to “increase the percentage of Year 1 children who are taught through the medium of Welsh in Cardiff by 9% with 27% of the eligible cohort.”

We know from our own experience and as set out in *Cymraeg 2050* that full Welsh language immersion education – i.e. education within a Welsh-medium setting or mainly through the medium of Welsh – is the most effective and reliable way to create individuals with the necessary skills and confidence to enable them to use the language naturally and comfortably within their everyday lives.

³ For a detailed explanation of the methodology implemented for setting this target please see the Technical Note at ([guidance-welsh-in-education-strategic-plan.pdf \(gov.wales\)](#))

As the new curriculum is introduced the role of English-medium education will become clearer in its ability to produce learners who are able to use Welsh and who want to use Welsh when moving on to further education, training or during their career.

Legislative and Statutory background for the WESP

One of the main priorities is to transform how the Welsh language is taught and assessed to ensure that all learners can be confident in their ability to use Welsh when they leave school.

To encourage and facilitate long-term and sustainable growth for Welsh-medium education and to improve standards of Welsh language teaching the WESP will consider the following:

- Reforms to the education system (i.e. curriculum and assessment, workforce development accountability and the national approach to professional learning).
- Requirements of the Additional Learning Needs and Education Tribunal (Wales) Act 2018
- 21st Century Schools and Colleges Programme
- School improvement guidance: a framework for evaluation, improvement and accountability
- Childcare Sufficiency Assessments
- Agreements made under section 106 of the Town and Country Planning Act 1990
- Children and young people's services
- School admissions code
- School organisation code
- Learner Travel (Wales) Measure 2008
- Post-16 Education and Training
- Local authorities' 5 year Promotion Strategies, made under standard 145 and 146 of The Welsh Language Standards (No. 1) Regulations 2015
- Local Development Plans

Demographic Context

A detailed analysis of the population trends in Cardiff, drawing on Welsh Government population projections and forecasts prepared utilising NHS GP registration data,

projects decreasing birth rates across the city is set out in the trajectory for growth on pages 35-64. Given this context, it is clear that achieving the targeted growth in the Welsh-medium sector will require an approach that recognises all the different needs and characteristics of local communities when bringing forward proposals for change.

The Council will continue to work with all partners and stakeholders in order to ensure that Welsh medium education is distributed effectively across the city, maximising and enhancing access to existing provision and adding in capacity as required in the right locations. This will apply to all stages of learning, from early years through the provision statutory education all the way through to higher and further education.

The Expansion of Welsh Medium Education

Cardiff has invested significantly in the growth of Welsh-medium by delivering additional places at entry to primary education and at transfer into secondary education. The establishment of the highly successful immersion provision has also played a crucial role in supporting and increasing the number of In-year transfers.

Since 2010, Cardiff has increased the Welsh-medium capacity available at entrance to the primary sector by approximate 6 forms of entry (FE) and intakes at reception have grown by an average of approximately 0.25% per year between Sep 2015 and Sep 2020.

During the same period within the secondary school sector, we have established Cardiff's third Welsh-medium school and increased capacity at established schools which has resulted in an overall increase of 7FE at entry to Year 7.

Cardiff has also established its highly successful Welsh Immersion provision. Initially established within the primary sector to support parents to transfer their children to Welsh-medium education, the provision has grown to welcome pupils at KS3 and KS4. This has meant that pupils from Cardiff and neighbouring authorities could transition effectively from English-medium into Welsh-medium schools, becoming fully bilingual students and experiencing success at all key milestones.

Recognising Delivery Challenges and Promoting the Welsh Language throughout our Education Sector

The growth of Welsh medium education is a success that should rightly be celebrated, but it is clear that there is more to do. Whilst there has been an increase in the amount of high-quality provision and take up of Welsh-medium places, there remain challenges associated with continued growth, not least given the declining birth rate populations and the need to meet the needs of our diverse communities.

Moving forward we will ensure that, as a diverse city, everyone understands the benefits of a Welsh-medium education and the positive benefits of embracing the Welsh language. This will involve engaging with communities that may not have traditionally considered Welsh-medium education for their children and developing tailored approaches for each community.

In addition to increasing the intake of Welsh-medium provision from the early years and at the beginning of statutory education, there is also a need to further consider the potential role of the Welsh Immersion provision as part of a proactive strategy for growth in the future.

This is part of a coordinated approach to ensure that families feel confident and supported should they opt for Welsh-medium provision. This will require a dedicated support network which forms part of the formal school offer and the recent pandemic has only served to emphasise the need for intensive language acquisition support of this nature. Further to this, there is a need to emphasise the availability of specialist places within the Welsh-medium sector for children that have Additional Learning Needs (ALN) that will allow them to progress in line with their potential.

Consistent with the Council's commitments as a Child Friendly City, the Council will continue to engage with young people and their families on a number of important issues. Understanding the reasons why families have opted for Welsh-medium, or may not have chosen Welsh for their children, remains a priority. There is also a need to understand why young people who may have received Welsh-medium statutory education would choose not to pursue further or higher education through the medium of Welsh. Similarly, there is a need to better understand why some young people may lack the confidence to use any Welsh in their adult careers and what they think we could do to change this.

We also recognise that the benefits of hearing, speaking and enjoying learning in Welsh is not confined to those that opt for a Welsh-medium education. It is important that the Council set high expectations of how the new curriculum for Wales is to be delivered in terms of providing greater opportunities for language acquisition through learning and using an enhanced amount of Welsh within our English-medium schools. Prioritising the development of our new dual language model to ensure it is implemented successfully represents a priority if we are to establish this as a template for other new schools in the future. This Strategy therefore reaffirms Cardiff Council commitment to increasing the number of Welsh speakers in the city and enhancing the amount of Welsh used throughout all of our schools and education provisions.

Shaping provision in the City

Ensuring sustainable growth of Welsh-medium places and achieving an increase in demand in the context of falling birth rates will require detailed and informed planning. The allocation of Welsh-medium places within the current Band B schools investment programme represents an excellent starting point. Moving forward, the opportunity to maximise the impact of Welsh capital grants, the allocation of new schools secured through the Local Development Plan and the potential to further expand provision through the Band C Schools Investment Programme represent significant further opportunities.

Cardiff also continues to have the recommended amount of surplus in the Welsh-medium primary sector, although there are variances in the take up rates across the city. This means that there are pockets of insufficiency and a small number of schools which struggle to attract a consistent number of pupils to support viability.

At secondary, demand for places at transition to Year 7 is high and places have been increased to take account of this as the larger cohort of learner progressing from the primary sector. This, however, was prior to the projected decrease in the overall population. In those primary and secondary schools, work is ongoing to address any anticipated short term temporary increases to accommodate specific enlarged population cohorts to ensure sufficiency of places in the relevant areas. This will be done in the context of a longer-term exercise to identify how large-scale capital investment in the latter half of this WESP can effectively and sustainably support growth.

Going forward, the Council's ambitious Band B 21st Century Schools Programme will invest £283 million in Cardiff Schools. As the largest schools investment programme in Wales, it will increase the provision and improve the distribution of Welsh-medium nursery and primary school capacity. It will also enhance the community facilities available to support wider childcare needs. The Council anticipates that any investment programmes in schools- such as Band C- will feature large scale investment in the expansion of the secondary Welsh-medium sector.

In order to achieve the ambitious targets set nationally, and to successfully meet our aspirations of Welsh Language education, there is an urgent need to increase the number of fluent Welsh speaking teachers. This is a national challenge that cannot be overstated and is one which will require a coordinated response from all levels of Government in Wales. The scale of the challenge therefore demands unprecedented levels of collaboration and intervention to ensure that the high quality of Welsh medium education is not diluted and that the amount of Welsh taught across our education system can be enhanced.

A Welsh Capital City

As a Capital City for Wales, Cardiff is committed to supporting the delivery of Cymraeg 2050, and the Council fully recognises the importance of the education system in meeting this aspiration.

The Welsh in Education Strategic Plan (WESP) therefore sets out Cardiff Council's ten-year plan for increasing and improving the provision of Welsh-medium and Welsh language education. It builds on our achievements to date and sets out the actions we plan to take in order to make all learners in Cardiff confident Welsh speakers.

Cardiff's Commitment to Action

This section of the plan sets out the actions we intend to take as Cardiff Council together with our partners as our collective commitment to achieve the stated outcomes. Under each outcome we have set out some of our most recent achievements together with the current position and the actions we shall take specific to each over the life of this plan.

These overarching actions are split into two five-year periods. The first set of actions are those we expect to prioritise in the first half of the plan which will sit hand in hand with Cardiff Council's 5 Year Bilingual Cardiff Strategy with several shared targets. Many of these will underpin what follows and/or ensure that the actions in the latter five years are well informed and build on a firm understanding of what local communities want from their schools and need to ensure they have the confidence to embrace the language with and for their children's education.

It will also include any actions that are required to secure any capacity necessary to ensure we are able to offer a Welsh-medium place to any family that requests one, along with responding to the need to enhance support following the pandemic to ensure children and young people are able to achieve their potential regardless of the challenges caused by this interruption to their normal learning provisions.

The second five years will include a greater amount of the delivery of permanent capacity which will necessitate statutory consultation and in some cases construction lead in and build times. It will also build on the early wins in terms of language upskilling in the workforce and enable a greater an upscale of the Welsh language taught, used and heard across all schools in Cardiff and in a broader range of social situations and extra-curricular activities.

By the end of this period we would expect to have both achieved the actions set out in this plan and have a firm understanding of how we plan to progress and build on our achievements to plan for the next WESP to ensure we continue our trajectory as part of the national journey towards a Wales with at least 1 million people that identify themselves as being confident to speak and use Welsh.

Next Steps

Further detail and action plans to enable the implementation of the below actions will flow from the approved strategy ahead of implementation in the latter part of 2022. These action plans will provide greater detail setting out milestones, success indicators, partners aligned to achieving targets set together with information regarding the monitoring and evaluation to support joint partnership working and accountability.

For each outcome we will:

- Agree the range of representation from officers and stakeholders to form a sub-group to create actions plans to drive this work forward.
- Set a timeline for the development of action plans with deadlines and number of meetings
- Revisit the scope of Task and Finish mechanisms to ensure focus and skills to achieve the actions

- Develop action plans including ensuring up to date baselines, refining actions, defining monitoring and evaluation processes.
- Agree communication and reporting mechanisms to the Cardiff Welsh Education Forum
- Enact approved strategy and associate action plans in conjunction with partners to realise the vision set out.
- Review the plan and achievement of actions on an annual basis with reporting back to the WEF and Bilingual Cardiff

In addition to the annual review process outlined in above, we plan to undertake a formal review process after 2 years and potentially amend outcomes as necessary once such updates are received. The reason for this being the wider context within which this plan is being prepared. The range of changes and further information/guidance expected over the next 18 months to 2 years have the potential to impact on the actions and how they are delivered. In the event of any additional targets are added or those set out are amended we will submit a revised plan to Welsh Ministers as stipulated in Regulation 8.

Any proposals which require capital investment will be subject to securing relevant funding streams (Welsh Capital, 21st Century Schools, LDP). If funding is not secured within the designated timeframe, this could result in reprofiling within the plan.

Outcome 1 - More nursery children/ three year olds receive their education through the medium of Welsh

In the period of the previous WESP (2017-2020) Cardiff Council and partners have:

- Established Cylch Meithrin Pwll Coch which opened in September 2020 and Cylch Meithrin Y Waun Ddyfal which opened in September 2021
- Increased the number of Welsh-medium nursery education places available in maintained community schools.
- Established an active Cardiff Welsh Education Forum Promotion Sub-Group to move work forward in relation to developing further promotion of Welsh-medium education options in the Local Authority Area.

Currently 18.5% of nursery children/ three-year-olds taking up a nursery education place in Cardiff receive their education through the medium of Welsh.

Our targets for the next ten years are as set out in the table below⁴:

Numbers and % of 3-year olds receiving their education through the medium of Welsh									
2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
698-740	19.0-19.8%	733-790	19.8-21%	755-826	20.5-22.1%	778-863	21.3-23.3%	803-902	22-24.4%
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032	
830-943	22.8-25.6%	857-984	23.5-26.7%	883-1024	24.3-27.9%	911-1066	25-29%	931-1090	25.8-30.2%

To achieve this outcome and grow the take up of Welsh-medium nursery education places from 18.5% to between 25-30% of the eligible population cohort in the first 5 years we will:

1. Improve understanding of parents needs and preferences for their children's education thorough:
 - a. Conducting and acting on the outcome of a survey to parents asking about what sources they gravitate to for education information from to better focus targeted messages e.g. social media, [Local Authority website](#), [partner websites](#) or word of mouth in conjunction with Bilingual Cardiff⁵
 - b. Undertaking micro research pilot initiative with Bilingual Cardiff including particular areas of city where take up of Welsh -medium is low and/or within specific under-represented groups/communities (including Black, Asian and Minority Ethnic) to understand the reasons for this together with implementing bespoke promotions from birth to nursery in addition to uplift

⁴ Further information can be found on pg 8-9 of the Trajectory - Appendix 1

⁵ Bilingual Cardiff Strategy 2022-2027 Theme One Objective 1&2

on general benefits of being bilingual and learning Welsh in conjunction with Bilingual Cardiff⁶

- c. Support a pilot initiative by Bilingual Cardiff and partners to work intensively in 2 different areas of the city on two primary schools experiencing a reduction in the number of children seeking a place in reception/nursery class.
2. Improve communication with parents through:
 - Implementing pilot project to collect information from parents when registering their child(ren)'s births in order to establish a more direct way of communicating with families, allowing for targeted surveying of new parents to facilitate more effective communications regarding nursery and school options.
 - Development of an information pack to provide parents and carers with high quality accessible information in conjunction with partner organisations regarding Welsh-Medium education and local provision to promote awareness, stimulate interest and support informed decision making^{7*}
 3. Increase in Welsh-medium early years' social opportunities and raise awareness of this provision alongside partners and in conjunction with the Bilingual Cardiff Strategy⁸
 4. Increase Welsh-medium wraparound childcare places to support parents accessing the childcare offer in conjunction with our partners through development of new settings and/or expansion and relocation of existing settings to school sites including:
 - a. Relocate and expand the Cylch Meithrin provision serving Whitchurch to be located on local Welsh-medium school site.
 - b. Establish a new Welsh-medium sessional care setting at the new school agreed for Plasdŵr.
 5. Deliver at least 192 new Welsh-medium maintained nursery education places by 2025-2026 through progressing proposals to increase Welsh-medium primary school provision serving:
 - Ely & Caerau in the Southwest of the city;
 - Trowbridge and St Mellons in the East of the city.
 - Birchgrove, Gabalfa, Heath and Plasnewydd in the central area of the city.
 - Fairwater, Radyr and Morganstown in the Northwest
 6. Secure funding and appoint/maintain a post of Welsh Education Promotion Officer (across the Southeast Wales Region) in conjunction with Bilingual Cardiff as part of their 2022-2027 Strategy⁹ to support research and promotion of Welsh language education and wider social opportunities

⁶ Bilingual Cardiff Strategy 2022-27 Theme One Objective 8

⁷ Links to Bilingual Cardiff Strategy 2022-2027 across all themes. Examples include: [Cymraeg for kids](#) | [GOV.WALES](#), [For Parents - Meithrin](#), [Adre | Home \(welsh4parents.cymru\)](#)

⁸ Bilingual Cardiff Strategy 2022-2027 Theme One, Objective 4

⁹ Bilingual Cardiff Strategy 2022-2027 Theme One, Objective 7

Over the next 10-years we will:

7. Develop further Welsh-medium wraparound childcare options to support parents accessing the childcare offer in conjunction with our partners including Mudiad Meithrin through:
 - Undertake a full review of the feasibility of building in space and facilities for delivery of Welsh-medium childcare (such as Cylch Meithrin provision) to be built into each new Welsh-Medium primary school.
 - Undertake a full review of opportunities to building in space and facilities for delivery of Welsh-medium childcare (such as Cylch Meithrin provision) to be built into existing Welsh-Medium primary schools utilising Welsh capital grants.
8. Work with childcare providers and Flying Start Programme to stimulate demand increase the number of Welsh-medium childcare places taken up
9. Ensure health and other universal services colleagues are aware of the WESP and are actively promoting consistent messages regarding benefits of being bilingual and are able to dispel myths and concerns to support parents' decision making regarding their child's education
10. Increase the number of Welsh-medium nursery education places aligned to primary provision by a minimum of 192, to ensure we have appropriate capacity and distribution of places across the city. To be achieved through
 - a. establishing nursery classes attached to each new Welsh-medium school/stream developed to serve new LDP communities and
 - b. delivering additional places at expanded and/or new Welsh-medium primary schools developed through the 21st Century Schools Programme.

Main partners responsible for implementing actions above include:

- Menter Caerdydd
- NHS HVs and GP Surgeries
- Childrens Services

Outcome 2 - More reception class children/ five-year-olds receive their education through the medium of Welsh

In the period of the previous WESP (2017-2020) Cardiff Council and partners have:

- Undertaken a catchment review and implemented the associated changes from September 2021 to support future growth and sustainability of the Welsh Medium Sector in Cardiff
- Approved development of a new dual stream school to serve new housing developments in the northwest of the City. This will include one Welsh-medium stream and a dual-language stream where Welsh and English are taught up to 50:50
- Secured and maximised capital investment in a range of Welsh-medium primary schools to ensure high quality facilities to substantiate temporary expansion solutions.

Currently, 18.0% of Reception children in Cardiff are receiving their education through the medium of Welsh¹⁰. This is an indication that growth within the Welsh-medium primary sector is on a positive trajectory¹¹.

There has been an average growth of c0.25% per year in recent years in the percentage of children entering Reception in Welsh-medium. The below table illustrates that while there has been progress it has not been linear.

	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21
Welsh-medium	695	747	710	706	683	749
% Welsh-medium	15.9%	17.2%	17.2%	17.0%	16.5%	18.0%

Ensuring sustainable growth of Welsh-medium places and achieving an increase in demand in the context of falling birth rates will require detailed and informed planning. We recognise that more pupils accessing their statutory education through the medium of Welsh is a key tenant not just of the WESP but the national Cymraeg 2050 strategy.

The actions laid out in this outcome will work towards the desired increase in pupils entering Reception at Welsh-medium schools. We recognise that Cardiff is a growing city and while we are proactive in our vision and planning we must also be responsive to the needs of our community in developing a school offer which is robust to withstand the population fluctuations which naturally occur.

¹⁰ A full list of Cardiff's schools including Welsh-medium, where they are located and take up across the city can be found on the Council's website [Cardiff schools](#)

¹¹ More detailed insights regarding the trajectory can be found on pg 16-27 Trajectory Appendix 1

Our targets for the next ten years are as set out in the table below:

Numbers and % of 5-year olds receiving their education through the medium of Welsh									
2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
725-765	19.0 – 19.8%	747-792	19.8-21%	785-846	20.5-22.1%	809-885	21.3-23.3%	833-924	22.0-24.4%
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032	
860-965	22.8-25.6%	889-1010	23.5-26.7%	918-1054	24.3-27.9%	946-1095	25-29%	975-1141	25.8-30.2%

To achieve this outcome and grow the percentage of Reception age children educated through the medium of Welsh from 18% to 27% by 2031 in the first 5 years we will:

1. Undertake research including general parent survey and targeted focus groups in particular areas of city where take up of Welsh -medium is low and/or within specific under-represented groups/communities incl. BAME and FSM to understand the reasons for this together with implementing bespoke micro promotions as appropriate.
2. Make Welsh-medium education the prime option promoted to families seeking an education place in Cardiff by our admissions service and in our admissions guidance literature
 - a. All actions for entry to primary consistent with Outcome 1 above.
 - b. Work with national partners to address systems issues to adjust the ordering of schools at entry to statutory education to raise visibility of Welsh-medium schools when searching for education provision.
3. Develop and implement targeted promotion in conjunction with Bilingual Cardiff designed to stimulate desire and to increase take up of Welsh-medium places in areas with low demand.
4. Actively promote the opportunity to transfer to Welsh-medium education through accessing the primary Welsh-immersion provision to all new in year transfer enquiries for admission to Cardiff schools
5. Enhance the range and promotion of extra-curricular activities and other social opportunities within and outside school in conjunction with Bilingual Cardiff/Welsh Education Forum partners including Menter Caerdydd, Urdd, our school community, local businesses and Welsh speaking volunteers/alumni.
6. Ensure city wide capacity in the primary Welsh-medium sector at 10% over and above the projected intake at reception to support growth and allow for in year admissions and flexibility for transition.
7. Deliver at least 4FE of new Welsh-medium capacity¹² at primary level (with nursery) by 2025-2026 through progressing proposals to increase Welsh-medium primary school provision serving:

¹² Bilingual Cardiff Strategy 2022-2027 Theme One, Objective 9

- Ely & Caerau in the South West of the city;
 - Trowbridge and St Mellons in the East of the city;
 - Birchgrove, Gabalfa, Heath and Plasnewydd in the central area of the city;
 - and Fairwater, Radyr and Morganstown in the North West
8. Develop and implement the dual language model where Welsh and English are taught up to 50:50 to start in the new Welsh-medium and dual language stream school for Plasdŵr¹³ through continuation of work with strong school leaders delivering education in Cardiff, the consortium and the leadership of the new school in Plasdwr to create a learning environment in which all children can flourish in two languages.

Over the next 10-years we will:

9. Undertake focussed monitoring and research of the dual language model to identify successful practice to inform upscaling of the model as appropriate.
10. Use the evidence of success in dual language models (Cardiff and others) to Share best practice on the dual language model which could have benefits for other schools across the city and support current English-medium schools consideration of whether they are ready to move along the bilingual continuum to a different linguistic category with a greater amount of teaching and learning offered through the medium of Welsh.
11. Promote school models which offer greater use of Welsh along with the benefits of each in terms of language acquisition and potential to benefit from enhanced Welsh language skills.
12. Deliver the further capacity required to achieve a total of 8 FE new Welsh-medium capacity at primary level (with nursery) across the life of the plan to continue to grow sustainably and meet the needs of communities across the city.

Main partners responsible for implementing actions above include:

- | | |
|--|---|
| <ul style="list-style-type: none"> • Cardiff Council • Central South Consortium • National Day Nurseries Association • Cardiff Schools • Childrens Services | <ul style="list-style-type: none"> • Menter Caerdydd • NHS HVs and GP Surgeries • RhAG • Urdd • Mudiad Methrin |
|--|---|

¹³ Consistent with Category 2 in the Welsh Government's Categorisation Document

Outcome 3: More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another.

In the period of the previous WESP (2017-2020) Cardiff Council and partners have:

- Implemented a 1FE increase for Ysgol Gyfun Gymraeg Plasmawr from academic year 2020/21 to provide more capacity to meet the projected demand for secondary school Welsh-medium places.
- Undertaken a catchment review with associated changes implemented from academic year 2021/22 to improve the balance between the number of children and number of places serving each area of Cardiff.
- Grown the Welsh Immersion provision to provide for secondary age students and increased the number of young people able to successfully transfer from English-medium primary to Welsh-medium secondary school education.

PLASC data demonstrates that the transition of learners between key stages does not appear to be a significant problem. However, the COVID-19 pandemic and the need for remote learning has presented challenges for schools and families. We are aware that this has had a short-term impact with a small number of families choosing to remove their children from Welsh-medium education. It remains to be seen if there are long term ramifications from the disruption in terms of later transfers at the end of year or at transition points.

There has been a slight increase in the number of in-year transfers from Welsh-medium schools during the pandemic. There has roughly similar numbers of pupils moving out of Cardiff and moving to alternative provision (including elective home education, special school, PRU and private education).

The position relating to children transferring from Welsh-medium schools in year over the past three years is as follows:

Destinations of pupils leaving WM primary and secondary schools in-year

	2018-19		2019-20		2020-21	
Moved out of Cardiff	64	37%	66	36%	61	30%
Transferred to another Cardiff Welsh-medium school	55	32%	48	27%	35	17%
Transferred to a Cardiff English-medium school	42	25%	59	33%	93	47%
Other*	11	6%	8	4%	11	6%
Total	172	100%	181	100%	200	100%

*Includes Elective Home Education, EOTAS, special school or PRU, private school

It is notable that of pupils who transferred to another mainstream local authority school within Cardiff, there was a significant shift in the split between those remaining in

Welsh-medium sector and those transferring to English-medium. We will continue to monitor this in coming years to assess whether this is an isolated event resulting from the challenges of the pandemic or a recurring pattern.

Whilst there has been a number of pupils that have transferred out of Welsh-medium, this is mitigated to an extent by a number of pupils opting to transfer into Welsh-medium from the English-medium sector. Cardiff has a well-regarded and highly effective Welsh Immersion provision. This has seen growing numbers of pupils successfully transfer from English-medium provision into join new peers in Welsh-medium provision.

To achieve this outcome and grow the number of children that continue to improve Welsh language skills when transferring from one stage of their statutory education to another, in the first 5 years we will:

1. Monitor requests for transfer from Welsh-medium schools into the English-medium sector in the city and undertake further research where those that opt out of this sector are coming from a particular area/group to ensure an improved understanding of concerns and ensure appropriate reassurance and support is provided with a view to reconsideration to remain.
2. Keep high levels of progression from Welsh-medium primary to Welsh-medium secondary under constant review.
3. Work in close partnership with schools to improve the information available as standard on individual school websites to explain the value placed on developing Welsh linguistic skills, the benefits of being bilingual and up to date information regarding how children and young people are supported in their learning including:
 - Increase signposting to out of school Welsh learning and socialising opportunities to normalise the use of Welsh outside of the school formal learning environment.
 - Support collaboration between primary and secondary schools to produce resources that promotes linguistic progression to parents/carers and provides reassurance to support retention.
 - Ensure that the whole educational journey from nursery to post-16 is clear to families in order to develop further confidence in choosing Welsh-medium including highlighting available support for their child to develop and grow in confidence in using Welsh outside of school.
4. Provide advice, professional learning and resources to English-medium schools to increase the percentage of the curriculum taught through the medium of Welsh and to implement Welsh Across the Curriculum increasing the amount of learning provision offered and enhanced opportunities for Welsh language use.
5. Celebrate and share good practice across Cardiff and the wider South East region in a variety of ways e.g., webinars, podcasts, blogs and learning walks.

6. Identify and provide focussed support to schools where transition rates may be a cause of concern and publish resources to increase confidence in pupils, along with supporting and reassuring parents/carers regarding transition between phases to encourage retention.
7. Seek to use at least one of the LDP secondary school sites to increase the number of Welsh-medium secondary places in Cardiff¹⁴.
8. Submit bids (capital and revenue) to secure funding to support the expansion of the Welsh immersion provision (at both primary and secondary levels) to increase and sustain the number of places available to both:
 - enable proactive promotion strategy encouraging consideration of the opportunity to transfer from English-medium and/or dual language model schools to Welsh-medium education at transfer to secondary
 - support intense language acquisition catch up as required to enhance learner confidence and provide greater assurance to parents choosing Welsh-medium that their child will have the opportunity to access support if required.
9. Work with Welsh-medium primary schools to ensure increased participation in teacher training and in careers fayres to support a greater number of our young people to consider the benefits of and range of opportunities to teach through the medium of Welsh.
10. Increase the provision of Welsh language training for parents who send their children to Welsh-medium schools in conjunction with the Bilingual Cardiff Strategy.

Over the next 10 years we will:

11. Progress strategic plans to increase the permanent capacity of Welsh-medium secondary provision to establish city wide capacity in the sector at 10% over and above the projected intake.
12. Continue to build upon current collaboration with the Welsh-medium secondary sector to provide subject specific professional learning particularly in areas of Welsh-medium practitioner shortage.

Main partners responsible for implementing actions above include:

- | | |
|---|--|
| <ul style="list-style-type: none"> • Cardiff Council • Central South Consortium • Cardiff Schools • Childrens Services • Menter Caerdydd • CAVC | <ul style="list-style-type: none"> • RhAG • NHS GP Surgeries • Urdd • Cardiff Metropolitan University • Cardiff University • Education Workforce Council |
|---|--|

¹⁴ Shared ambition reflected in Bilingual Cardiff Strategy 2022-2027 Theme One, Objective 9

Outcome 4 More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh

In the period of the previous WESP (2017-2020) Cardiff Council and partners have:

- Increased the number of young people studying bilingually and through the medium of Welsh at Cardiff and Vale College
- Successfully supported students to access a wide range of GCSE options and courses at post-16 through close collaboration between the three Welsh medium secondary schools enabling students to continue their studies in Welsh.

Currently 100% of learners in all three of Cardiff's Welsh-medium community secondary schools study all subjects (bar English Language and Literature) through the medium of Welsh at both GCSE and A level or equivalent. The academic offer includes a variety of subject options for learners to choose with some cross schools working to enhance the range of 14-19 subjects available. Learner outcomes across the three schools are strong. Intakes to Year 7 are increasing consistent with the larger cohorts moving through the system.

Welsh as a second language is a compulsory subject studied throughout Cardiff's English-medium community secondary schools with a wider awareness of the opportunity to transfer from English-medium to Welsh-medium at secondary level through attending the KS3/4 Welsh immersion provision.

Cardiff and Vale College have also reported an increase in young people studying bilingually and through the medium of Welsh, including 46 young people studying hair and beauty, and 24 learners studying bilingual BTEC level 3 qualifications. The college noted a major change in learner attitudes towards the Welsh language and being able to see how the language will help them in the future. It is intended that both courses will be promoting through the medium of Welsh only for September 2021.

Clearly, linking with the previous outcome, in order to achieve a greater number of pupils studying for qualifications through the medium of Welsh, it remains essential to prioritise retention of learners that have started in the Welsh-medium primary sector at transition to secondary school.

The provision of online learning and teaching has been vital during the pandemic. Whilst this has come about out of necessity, the upskilling of the workforce and technical competence presents the potential opportunity to explore and deliver a range of provision and embrace technology as a mechanism for broadening the Welsh-medium curriculum offer available across the local authority. There is already provision shared across schools.

To achieve this outcome and ensure more learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh, in the first 5 years we will:

1. Identify and maximise further resources to expand and invigorate the illustration of the range of careers where Welsh is used thereby stimulating greater take up

by young people further into their learning career and encourage a broader use of Welsh beyond the curriculum and qualifications in conjunction with Bilingual Cardiff¹⁵

2. Undertake focussed research with young people in conjunction with schools, colleges and partners to gain an improved understanding regarding their reasons for selecting their options and what could encourage them to choose A level Welsh.
3. Work with partners across the WEF, Bilingual Cardiff and Cardiff Commitment to highlight the benefits of learning and using Welsh including opportunities for apprenticeships, work experience and/or volunteering opportunities in Welsh-speaking organisations and workplaces that maximise the potential of bilingual speakers.
4. Work with partners to promote the benefits of Welsh and being bilingual with parents / carers along with how they can support pupils' progression even if Welsh is not the spoken language at home.
5. Work with external providers and Welsh Government on any national initiatives to promote Welsh as an A-level subject.
6. Ensure 100% of pupils in Welsh-medium schools continue to take all qualifications (with the exception of English literature and language) through the medium of Welsh at the end of Key Stage 4, including GCSE and equivalent.
7. Continue to work with colleagues in English-medium schools across Cardiff to ensure all pupils are able to undertake Welsh as a second language GCSE or Entry Level Pathway units¹⁶ at the end of Key Stage 4.
8. Work with partners to lobby Qualifications Wales to ensure that the new Welsh GCSE qualifications to support the proposed curriculum offer texts that are more contemporary and more relevant to learners
9. Support schools to plan purposefully to increase the desire, resilience and confidence of secondary school learners to use and grow the Welsh language skills acquired in primary, and work with external partners to promote this.
10. Work with Bilingual Cardiff and partners to support an increase in the number of students studying further and higher education courses through the medium of Welsh¹⁷.

Over the next 10 years we will:

11. Review uptake and completion of A levels in Welsh since the start of the plan and seek young people's feedback to ascertain what factors led to their decision to continue with their studies of Welsh or through the medium of Welsh and their

¹⁵ Bilingual Cardiff Strategy Theme Three, Objective 5

¹⁶ Entry Level Pathway Units incl 6365, 6366, 6367, 6368 & 6369

¹⁷ Bilingual Cardiff Strategy Theme One, Objective 12

thoughts regarding the impact of the information and resources developed and shared with them.

12. Engage with exam boards to represent the desire for a greater range of courses and qualifications (particularly with regard to vocational learning opportunities) delivered in Welsh-medium to achieve parity with the range available in English.
13. Work with partners to identify opportunities to make strategic use of Welsh-medium e-learning options alongside whether there is potential to develop Cardiff online learning modules for delivery to provide a greater range of subjects and expand the offer of potential qualifications and learning experiences across Cardiff Welsh-medium education along with supporting the development of skills in digital learning in Key Stage 4 and earlier.

Main partners responsible for implementing actions above include:

- | | |
|---|--|
| <ul style="list-style-type: none">• Cardiff Council• Central South Consortium• Cardiff Schools• CAVC | <ul style="list-style-type: none">• Cardiff University• Cardiff Metropolitan University• Exam Boards incl WJEC• Education Workforce Council |
|---|--|

Outcome 5 - More opportunities for learners to use Welsh in different contexts in school

In the period of the previous WESP (2017-2020) Cardiff Council and partners have:

- hosted 'Gyrfa Gymraeg - Ffair Swyddi Gymraeg Caerdydd' led by Bilingual Cardiff to highlight career options and the advantages of working through the medium of Welsh.
- The pandemic has provided a catalyst for more online content in Welsh, including S4C youtube channel for children aged 11-13 and Hansh working with young people to create content.
- Significantly uplifted online learning and socialising opportunities delivered throughout the pandemic and whilst many face to face in person activities have resumed, it continues to supplement this offer with a range of online learning opportunities

Cardiff recognises the value for young people to use their Welsh skills in a variety of contexts to build both enhance their language acquisition and build their confidence in speaking the language in everyday communication to meet the aspirations of Cymraeg 2050. Despite the disruption of the pandemic Cardiff WEF partners have continued to provide enrichment activities through the medium of Welsh in-school, as extra-curricular activities with many moving online where possible during the pandemic.

Within Cardiff, 17 Welsh-medium primary schools have been awarded the [Siarter Iaith](#) Bronze Award with 8 progressing to achieve the silver award by 2021. In secondary, 2 schools have achieved the bronze award.

The Cymraeg Campus scheme has been introduced for schools where the language of instruction is English and as of 2021, 15 primary schools have been awarded bronze with 2 secondary schools piloting the Cymraeg Campus secondary scheme.

Learners attending both Welsh and English medium schools are encouraged to participate in wide range of cultural, social and sporting activities through the medium of Welsh in order to improve their confidence and retain their fluency in the Welsh language including amongst other high level of involvement and representation at Urdd events and social opportunities (Eisteddford yr Urdd, national sports competitions, outdoor pursuits and residential trips) along with in school performing arts productions.

There has been work undertaken by the Bilingual Cardiff partner forum to identify and collate a directory of work experience and volunteering opportunities which require Welsh language skills. Going forward this is expected to be beneficial in exhibiting the value and transferability of Welsh skills beyond the classroom. It is hoped this will bolster Welsh as a thriving part of the culture of Cardiff and vital to the identity of the Capital.

The current position relating to opportunities for learners to use Welsh in different contexts in school and our overriding target for the next ten years are as follows:

Ensure that young people are supported to enjoy and retain their use of and confidence in their Welsh language skills beyond school through ensuring a wide

variety of accessible opportunities within Cardiff which will excite, engage and encourage young people thereby contributing to the aspiration for the language to be embraced as a living language in our capital city.

To achieve this outcome and ensure learners have more opportunities to use Welsh in different contexts in school, in the first 5 years we will:

1. Undertake up to date mapping of out-of-school provision in conjunction with other providers to identify gaps and underpin discussions relating to new collaboration / partnerships in order to increase / expand the provision to meet the demand.
2. Undertake focussed engagement activities with young people about what Welsh learning and socialising opportunities they would most like to see, aligned with Cardiff's Child Friendly City commitment including the establishment of a Bilingual Cardiff Youth Forum¹⁸
3. Undertake research with young people and adults who have previously achieved Welsh fluency but have lost confidence to use it in order to better understand and tackle the challenge of language retention beyond statutory education.
4. Conduct a survey with Cardiff businesses and Welsh-medium school alumni to explore scope to support further alternative opportunities to those already on offer to broaden scope and engage with more niche interests.
5. Provide all schools with a designated consortia officer to support Language Charter and Cymraeg Campus progress focussing on promotion, support, challenge and accreditation of all Cardiff schools to make progress with the Language Charter and Cymraeg Campus Awards.
6. Ensure comprehensive and cohesive promotion of all opportunities offered within Cardiff to children, young people and their families to maximise awareness and increase participation in learning and using Welsh.
7. Secure funding and increase collaboration between the Youth Service and partner organisations including Menter Caerdydd and the Urdd to upscale the range and distribution of opportunities available across Cardiff for young people in conjunction with the Bilingual Cardiff Strategy¹⁹.
8. Prioritise provision, opportunities and access to the arts in Welsh in Cardiff for children, young people and families in conjunction with Bilingual Cardiff Strategy through:
 - Tafwyl
 - Sessions in creative reading and writing²⁰.

¹⁸ Bilingual Cardiff Strategy Theme Two, Objectives 1,2&8 and Theme Three, Objective 2

¹⁹ Bilingual Cardiff Strategy 2022-2027, Theme Three, Objectives 2, 3 & 8

²⁰ Bilingual Cardiff Strategy 2022-2027 Theme Two, Objective 8, Theme Three Objective 3

- Increase arts collaboration with years 12 and 13 in Secondary Schools and Undergraduates at Cardiff Colleges and Universities.²¹
9. Work with partners to support the initiative in the Bilingual Cardiff Strategy to increase activity with English medium schools installing clubs, holding workshops, and encouraging activities directly with the schools through the medium of Welsh²²
 10. All Cardiff schools participate in Welsh Language Charter accreditation programme (Currently known as Siarter Iaith and Cymraeg Campus), with all schools working to achieve next level by 2027).

By the end of the 10-year plan we will:

11. Evaluate impact of the Language Charter and Cymraeg Campus to support refinement of the schemes over time, especially alongside the implementation of the new curriculum.
12. Provide support to schools in the use of Welsh in schools with high quality Welsh Language, Literacy & Communication professional learning opportunities including bespoke support for individual schools/clusters and opportunities for school-to-school collaboration and peer partnerships as appropriate.
13. Promote children's active participation in cross school partnerships to enhance their enjoyment of using Welsh supporting normalising the language in all settings to cohesion and enhanced desire to interact with the language.

Main partners responsible for implementing actions above include:

- | | |
|---|---|
| <ul style="list-style-type: none"> • Cardiff Council, including Bilingual Cardiff & Cardiff Commitment • Urdd • Menter Caerdydd • CSC | <ul style="list-style-type: none"> • S4C • Schools • CAVC • University partners, incl Coleg Cymraeg, Cardiff University and Cardiff Met |
|---|---|

²¹ Bilingual Cardiff Strategy 2022-2027, Theme Three, Objective 4

²² Bilingual Cardiff Strategy 2022-2027 Theme Two, Objective 3

Outcome 6 - An increase in the provision of Welsh-medium education for pupils with additional learning needs (ALN) (in accordance with the duties imposed by the Additional Learning Needs and Education Tribunal (Wales) Act 2018

In the period of the previous WESP (2017-2020) Cardiff Council and partners have:

- Established a new learning base for up to 20 pupils at Ysgol Pwll Coch
- Extended the designated number for the specialist resource base at Ysgol Glantaf to 30, and taken steps to improve facilities
- Established a primary Wellbeing class at Ysgol Pen Y Groes, offering temporary, dual registered places for up to 8 pupils
- Worked with the three secondary schools to develop a ‘virtual wellbeing base’ operating across the three schools, for up to 18 pupils at risk of exclusion or disengagement

The current position relating to the provision of Welsh-medium education for pupils with additional learning needs (ALN) in Cardiff and our targets for the next ten years are as follows:

The incidence of ALN in the Welsh-medium sector continues to be lower than for Cardiff schools overall:

April 2021	All schools	% of pupil pop.	WM schools	% of pupil pop.
School Action Plus	3045	5.54	320	3.72
Statemented	1360	2.48	116	1.35

However, there has been an increase in the number of pupils with significant and complex ALN who choose a Welsh medium education, as evidenced by the growth in demand for specialist provision:

- The learning base at Ysgol Pwll Coch opened 2018-19 with 2 pupils: 9 pupils in 2021.
- The learning base at Ysgol Glantaf catered for 11 pupils in 2016: 24 pupils in 2021

A survey of current need carried out by the Autism Support Team in 2020-21 and identified 21 primary pupils who are likely to need placement in an autism base either on transition to secondary school or at some point during KS2.

To achieve this outcome and ensure high quality additional learning provision for all pupils in Welsh-medium education who have or may develop additional learning needs

In the first 5 years we will:

1. Further develop the range of professional learning opportunities in relation to ALN to build capacity of the Welsh medium workforce to identify and meet a range of additional learning needs.

2. Continue to support a range of approaches to early intervention and support across all Welsh-medium schools, to ensure equal linguistic opportunity.
3. Provide information and advice for children and young people and their families, ensuring school and council websites include information about how additional learning needs are identified and addressed in our Welsh-medium schools, including information about specialist provision²³
4. Regularly seek the views of learners and their families about the effectiveness and impact of additional learning provision to 'keep additional learning provision under review'²⁴.
5. Monitor requests for transfer from Welsh-medium schools into the English-medium sector in the city and undertake further research where those that opt out of this sector have ALN IDPs in place to ensure an improved understanding of concerns appropriate reassurance and support is provided with a view to reconsideration to remain.
6. Review the impact of the Welsh-medium primary Wellbeing Class and the secondary 'virtual Specialist Resource Base' for pupils with emotional health and wellbeing needs along with considering the learning and implications for future development of specialist provision in the sector.
7. Review Welsh medium 'Stage 3 and Stage 4' provision as part of a city wide review, to determine how best to further improve early intervention and prevention of ALN.
8. Develop and deliver an increased number of secondary specialist places to be delivered in specialist resource bases located at each Welsh-medium high school with different specialist needs in each base to achieve a level of specialist provision that is on a par with other sectors and responds appropriately to individual need.
9. Develop and deliver an increased number of primary specialist places to be delivered in specialist resource bases in at least three primary schools that promote to the relevant secondary schools.

Over the next 10-years we will:

10. Deliver further ALN SRBs on primary sites as large residential LDP areas develop
11. Work with partners in Health to improve access to therapy support and advice through the medium of Welsh
12. Work with Welsh Government and other partners to improve access to assessments and resources in the medium of Welsh

²³ As outlined in ALN Code 2020

²⁴ IN line with ALN Code 2020

Main partners responsible for implementing actions above include:

- Cardiff Council
- Central South Consortium
- Cardiff Schools
- NHS services
- Children's Services

Outcome 7 - Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh

In the period of the previous WESP (2017-2020) Cardiff Council and partners have:

- Enabled school staff to access professional development in Welsh language through a range of opportunities from beginners' courses through to the intensive Welsh Sabbatical Programme
- Supported an increased number of Cardiff based staff to be accepted onto the Aspiring Headteacher Programme in 2020/21 which leads to a NPHQ assessment.
- Broadened the WEF membership to include Cardiff Metropolitan University to benefit from their input regarding Initial Teacher Training in Cardiff has been much valued in providing greater insight into potential for and barriers to increasing workforce.

Current targets can only be based on school reported data reflecting the self-assessment of fluency by individual staff members contained within the 'Teaching/working through the medium of Welsh by Local Authority' data sets²⁵. On the basis of the data available we would expect to need to increase the workforce by 8% in order to support the increase of places in this WESP. However, this target will need to be reviewed following discussion with the Welsh Government and local partners to establish more standardised baselines and in light of the Welsh Governments ten-year Workforce Development Plan to be published later in 2022.

A significant growth of the workforce able to teach Welsh and through the medium of Welsh is critical in order for Cardiff to succeed in delivering the growth of Welsh speakers through education in our schools and wider learning opportunities.

Cardiff Council recognises that recruiting a sufficient workforce is already presenting challenges across all education sectors. To date, Cardiff has in the main continued to attract both locally and draw in staff from across Wales with challenges most acutely felt in secondary particularly in mathematics and science subjects. However, as the sector expands as part of the national effort to increase the Welsh-medium and enhanced Welsh offered through dual language schools this challenge will become greater across the age ranges. Nationally confidence regarding sufficient resources is currently low.

Ensuring there are sufficient high quality fluent Welsh teachers to staff the increased number of Welsh-medium and dual language school is only a part of this picture. In addition, the enhanced expectations to teach and learn using a greater amount of Welsh in English-medium schools will also necessitate upskilling across much of the teaching and learning workforce.

We are therefore committed to working closely with other LAs in Central South Consortium (CSC) in planning and supporting school staff across all sectors to further

²⁵ [Teaching / working through the medium of Welsh by local authority \(gov.wales\)](https://gov.wales/teaching-working-through-the-medium-of-welsh-by-local-authority)

improve their Welsh language skills along with Welsh-medium Initial Training Education and Childcare workforce training providers to support an increase of NQTs, learning support staff and childcare practitioners to help reduce the projected workforce shortage in the future and ensure that collective local WESPs can be implemented effectively to achieve the government target.

To achieve this outcome and increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh in the first five years we will:

1. Undertake a central workforce audit to review existing staffing along with consideration of current and future vacancies of teaching and support staff to support recruitment and retention of staff with Welsh language skills including fully fluent teaching and learning staff. This will include:
 - Analysing the outcome of the school workforce census data, the Language Framework data and qualitative evidence sources to support workforce planning and inform design of professional learning programmes which reflect our local workforce needs specific to enhancing Welsh language use in all schools.
 - Undertaking an audit to review and reflect changes in school type/linguistic designation across all phases and plan strategically to support upskilling where required.
 - Monitoring School Development Plans to ensure that leaders demonstrate active consideration of and planning for improvement of the linguistic skills of their school workforce and encourage staff participation in Welsh learning and language acquisition opportunities.
 - Monitoring the number of Welsh-medium applicants that opt to progress into leadership positions on completion of national leadership development programmes and encourage highly qualified practitioners and leaders to remain look for opportunities to maximise their qualifications to the benefit of Cardiff schools and pupils.
2. Review the Welsh Government Workforce Development Plan²⁶ and seek to mainstream recommendations at a local level to maximise and grow the fluent Welsh teaching and learning workforce, including the required growth and specialisms within it.
3. Ensure that schools are accessing available resources to develop Welsh workforce in schools including:
 - Advice, support, and guidance to schools on how to accurately reflect the Welsh language skills of staff through maximising the input of the CSC Welsh in Education Officer.
 - Encouraging and monitoring take up of the new National Centre for Learning Welsh course by teaching staff as another route for developing language confidence within the teaching and learning workforce.
 - Ensuring that all school leadership teams and governors are made aware of the WESP and of the need for bilingual skills and that monitoring the upskilling of their staff is key as part of their governor and CPD training.

²⁶ Publication expected mid-2022

- Ensuring that staff from Welsh medium schools are applying for relevant national leadership development programmes and professional learning opportunities including the Aspiring Headteacher Programme leading to NPQH qualification.
4. Work to support growth in the teaching workforce by:
- Working with external partners to promote initiatives on routes into teaching and share any relevant information with schools continue to provide professional learning and support to NQT (Newly Qualified Teachers) particularly through the role of regional induction mentors.
 - Promoting the multiple routes and incentives for teacher training to supplement the content available through the Education Workforce Council.
 - Developing and co-ordinating a campaign to promote Welsh-medium education and training for further and higher education students in conjunction with Bilingual Cardiff and provider partners, alongside exploring opportunities to fund a Transition Officer to support this work.²⁷
 - Developing a localised promotion and recruitment campaign to target the need for further diversity across the teaching and learning workforce, particularly in Welsh speaking workforce to support diversifying the long-term uptake of Welsh-medium and ensuring that all families and pupils feel that their school is reflective of their local community.²⁸
5. We will support the continuous professional development of staff in terms of the Welsh language through:
- Working closely with Initial Teacher Education partnerships to support training of fluent Welsh student teachers, including ensuring that Cardiff Welsh-medium schools are identified as lead, training or placement schools.
 - Providing proactive post Welsh language sabbatical support for practitioners and look for opportunities for participants to further use and develop their Welsh language skills in their professional context on a regular basis with a view to staff working in provision that is further along the bilingual continuum (i.e. dual language or Welsh-medium schools/settings).²⁹
 - Upskilling linguistic competence of the current English-medium teaching and learning workforce to ensure they feel confident to support enhanced Welsh language learning with all pupils as part of the new Curriculum Wales offer

Over the next 10 years we will:

6. Evaluate impact of the new National Centre for Learning Welsh course for teaching staff in Cardiff and whether it is proving to be effective as a route for developing language confidence within the teaching and learning workforce.
7. Require the governors of every school to include a report on the Welsh language to celebrate and reflect on enhanced use and development of Welsh

²⁷ Bilingual Cardiff Strategy Theme One, Objective 12

²⁸ Bilingual Cardiff Strategy, Theme One, Objective 13

²⁹ Bilingual Cardiff Strategy, Theme One, Objective 13

skills of pupils and focussed language acquisition opportunities of their teaching and learning staff in their annual report to parents consistent with the Curriculum for Wales 2022

8. Ensure that schools set and report on targets Welsh skills development within school development plans within the context of improving standards to ensure that there is a strong focus on prioritising continuous professional development which includes improving linguistic skills.
9. Intensify work with Higher Education providers together with the CSC to ensure that the Welsh language Sabbatical Scheme is used more strategically to meet the needs of schools especially those where there will be changes in the amount of Welsh taught which will affect the skills needs of staff.

Main partners responsible for implementing actions above include:

- CSC
- ITE providers incl. – Cardiff Met, Open University, Coleg Cymraeg
- Education Workforce Council
- Cardiff Commitment

ANNEX 1

Cardiff 2050 trajectory

2022 – 2031 WESP

August 2021

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National Policy Context: Cymraeg 2050

In 2017, the Welsh Government published its Welsh language strategy *Cymraeg 2050: A Million Welsh Speakers* in accordance with Section 78 of the Government of Wales Act 2006. The strategy supports ‘the promotion and facilitation of the use of the Welsh language’. Its long term aim is for Wales to have one million Welsh speakers by 2050.

The strategy names Welsh-medium immersion education as the ‘principal method for ensuring that children can develop their Welsh language skills, and for creating new speakers’ (*Cymraeg 2050: A Million Welsh Speakers*, pg21). Therefore the availability of Welsh-medium education will be key to meeting the target of one million Welsh speakers.

The national target is to:

- Increase the proportion of each school year group receiving Welsh-medium education from 22 per cent (based on 7,700 seven-year-old learners in 2015/16) to 30 per cent (about 10,500 in each year group) by 2031, and then 40 per cent (about 14,000 in each year group) by 2050.

There is recognition within the strategy that planning will be different for different regions within Wales depending on the characteristics of their populations. It identifies areas with a high population density but lower percentage of Welsh speakers as areas with particular potential for growth.

The Welsh in Education Strategic Plans (Wales) Regulations 2019 require Local Authorities to set a ten year target outlining the expected increase in Year 1 children who are taught through the medium of Welsh in the local authority's area during the lifespan of a Plan.

This target must be supported by a statement setting out how a Local Authority would achieve the expected increase in the number of Year 1 learners taught through the medium of Welsh during the lifespan of the plan. This is the overarching ten year target for the 2022 - 2031 WESP.

The methodology employed by the Welsh Government to calculate the target is consistent with the milestones in *Cymraeg 2050* which relate to the increase in the number of learners in Welsh-medium education required to meet the target of a million Welsh speakers by 2050.

The number of learners being taught through the medium of Welsh will vary in each year group, therefore the target will be based on the number of Year 1 learners (5/6 year olds), representing the start of statutory education. PLASC data for Year 1 learners represents the most comprehensive dataset available for learners at the earliest stages of primary school education. PLASC is an electronic collection of pupil and school level data provided by all maintained sector primary, middle, secondary, nursery and special schools in January each year; however, in 2021, the data was provided in April.

Local Authorities have been grouped into different categories reflecting the differences (and recognising similar elements) between the 22 authorities. The factors considered when grouping included the percentage of learners taught in Welsh in each area; the models of Welsh-medium education provision adopted by Local Authorities and the linguistic nature of an area.

Cardiff has been placed in 'Group 3' which is described as:

"Between 14% and 19% of Year 1 children in these local authorities were being taught through the medium of Welsh in 2019/20. It may be that Welsh-medium community education is the norm in one/a very small number of areas, but this is the exception not the rule. There is usually a choice between Welsh-medium education and English-medium education."

The below table sets out the 2019/2020 baseline identified by Welsh Government, and targets set by Welsh Government, for Cardiff:

Table 1: Cardiff baselines and targets published in the WESP guidance

	2019/20		2030/31		2030/31	
			Lower Range		Upper Range	
	Number	Percent	Number	Percent	Number	Percent
Cardiff	702	16.9%	1,035	25%	1,200	29%
Wales	7848	23.3%	10415	31%	11690	35%

Numbers on roll (NOR) figures for January 2020 show that there were just under 4,700 children attending Welsh-medium primary schools (4-11 years) in Cardiff and just over 3,200 in Welsh-medium secondary schools (11-18 years). The NOR figures show that the overall proportion of children in full-time Welsh-medium education (age 4-18) in Cardiff was 16% in January 2020.

Bilingual Cardiff Strategy 2017-2022

Cardiff Council set out its *Bilingual Cardiff: 5-Year Welsh Language Strategy 2017-2022* in 2016. This strategy aims to create 'a truly bilingual Cardiff.' It also aims to contribute to doubling the number of Welsh speakers in Cardiff by 2050 in line with *Cymraeg 2050*.

Included in the strategy's action plan were the targets to:

- Increase the number of students attending Welsh Medium schools by 12.3% by 2022.
- Increase the number of seven year olds taught through the medium of Welsh by 1.2%, from 15.2% in January 2016 to 16.4% by 2020.

An integral part of the Bilingual Cardiff Strategy was the Welsh in Education Strategic Plan 2017-2020 (WESP), which focused on growth and provision of Welsh-medium education.

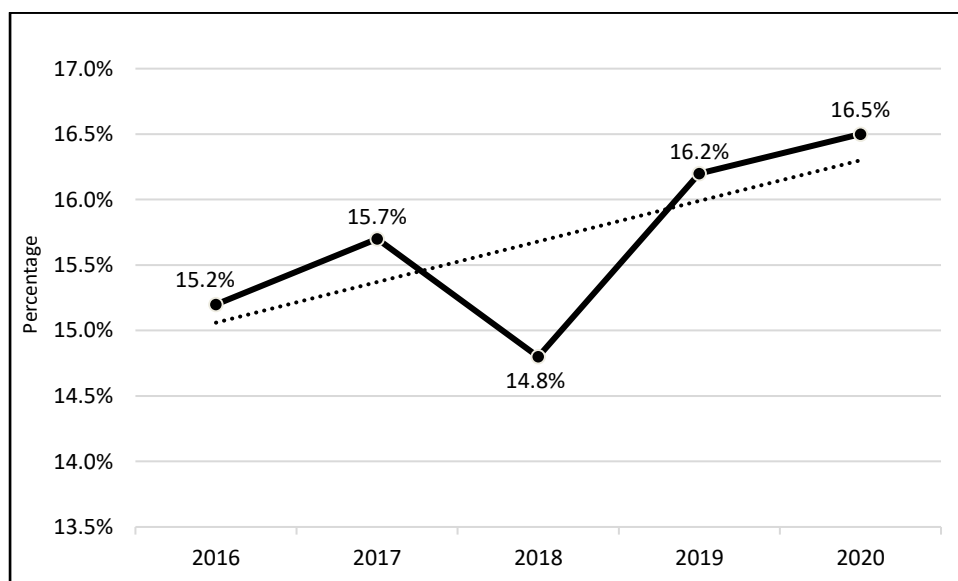
Of the 2017-2020 WESP's seven strategic outcomes, Outcome 1 looked at the provision of Welsh-medium places in Cardiff and added an extra target to the two set out in Bilingual Cardiff:

- Increase the number of Reception aged children entering Welsh-medium education each year.

Of the three targets set out in the Bilingual Cardiff Strategy and the WESP, two have already been met.

The NOR figures for January 2020 show that 16.5% of seven year olds in Cardiff were taught through the medium of Welsh. The percentage fluctuates between 2016 and 2020, with a drop in 2018, but the overall trend is a rise in seven year olds taught through the medium of Welsh.

Figure 1: Percentage of seven year olds in Welsh-medium education



The number of Reception age children entering Welsh-medium education has fluctuated between 2010 and 2020, although the overall trend is a slow increase. However, this may be because of changes in the number of children in each cohort, and also changes in preference for Welsh-medium. Looking at the percentage of Reception age children in Welsh-medium education there are still fluctuations from year to year, but the overall trend is a steeper increase.

Figure 2: Intake to Reception in Welsh-medium schools in Cardiff (PLASC data)

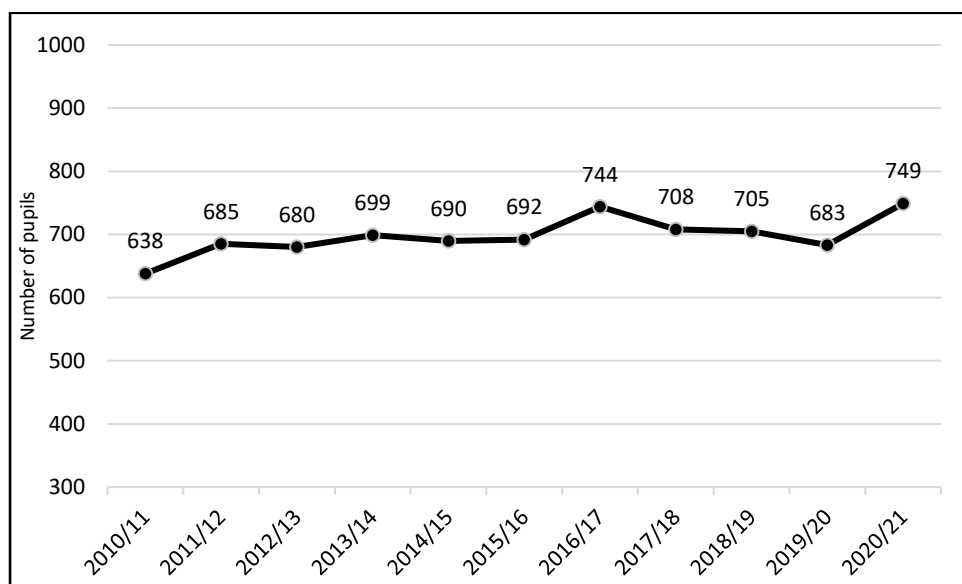
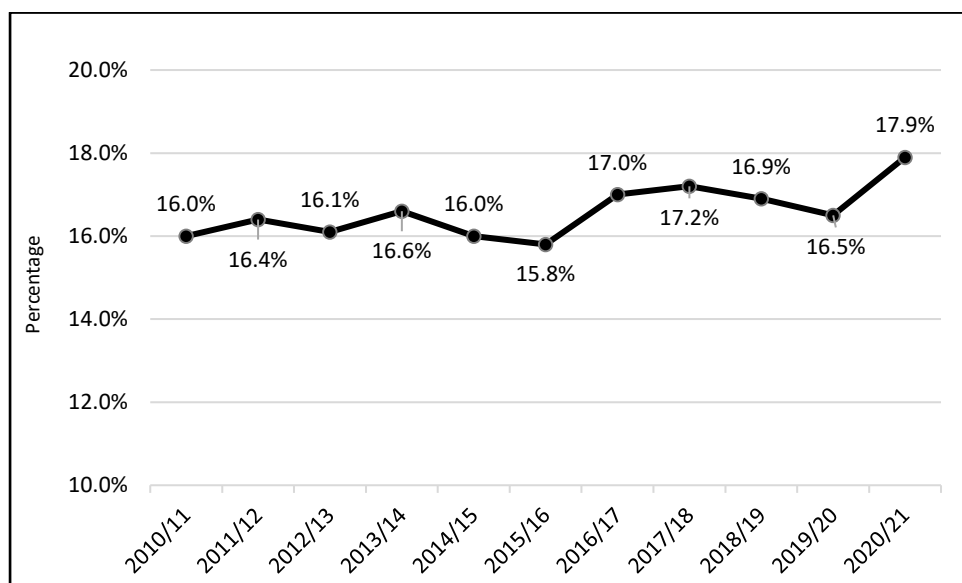


Figure 3: Percentage of Reception age children in Welsh-medium education in Cardiff (PLASC data)



The third target to increase pupils attending Welsh-medium schools by 12.3% was set for 2022. In January 2017 there were 7,272 pupils aged 4-18 attending Welsh-medium schools. This had increased to 7,902 Welsh-medium pupils in January 2020, which is an increase of 8.7%. On average the number of pupils in Welsh-medium schools has increased by over 200 pupils each year. To reach the target of 8,107 pupils by 2022, set out in Bilingual Cardiff, the current number would only need to increase by a further 205 pupils. Therefore it is very likely that the target of a 12.3% increase will be met by 2022. However, much of this increase is driven by population patterns rather than a change in preference.

In order to contribute to Cymraeg 2050 new targets need to be set, this document will look at the existing provision in Cardiff and what actions can be taken to help meet the Welsh Government target of one million Welsh Speakers.

Background data

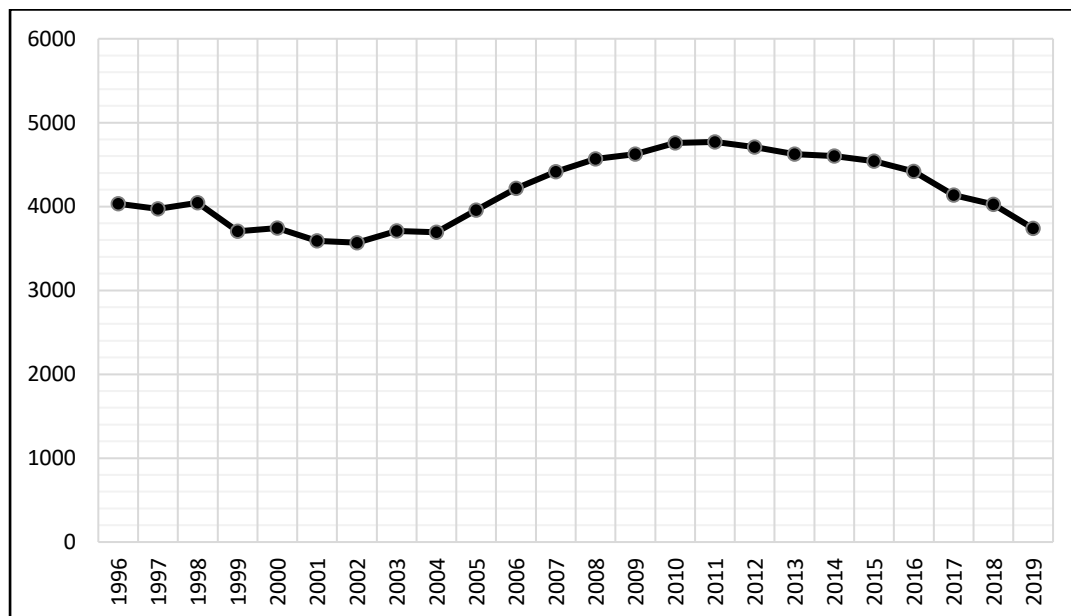
Recent population cycle

Birth rates in Cardiff have fluctuated significantly in recent history. Population data published on the Welsh Government (Stats Wales) website indicates a cyclical pattern over the past 25 years.

Figure 7 below shows that the number of births fell between 1996 and 2002, at which point the number had fallen to 3,569. In school place planning terms, this equates to 119 Forms of Entry (FE).

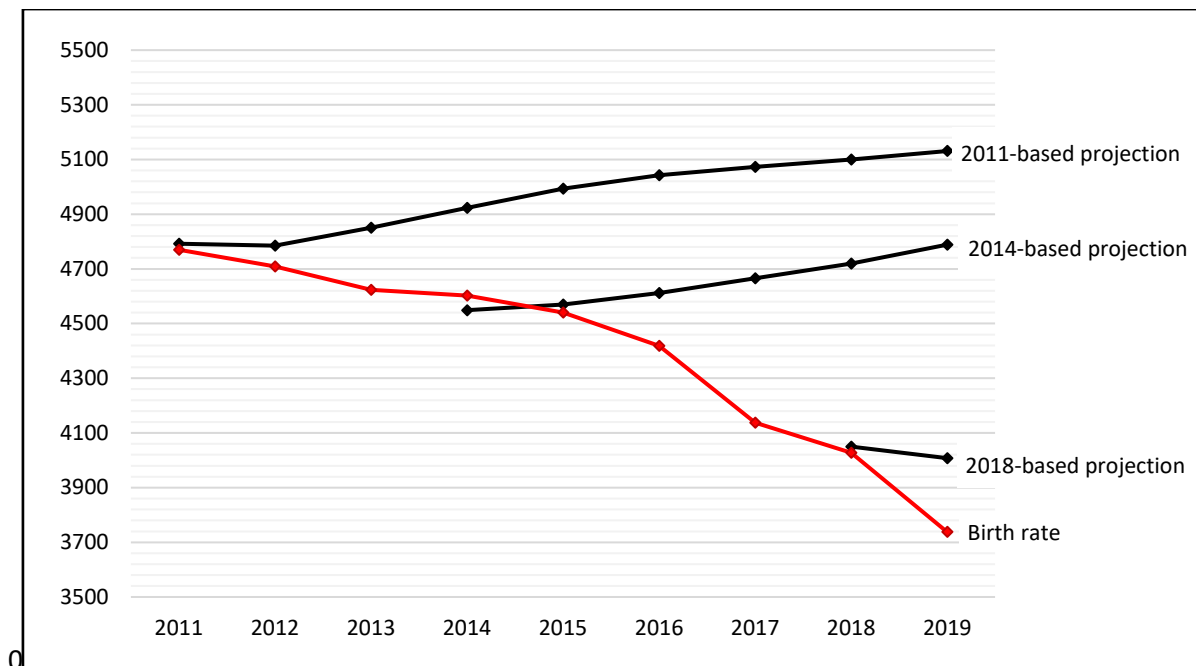
A period of growth followed until a peak of 4770 (159 FE) in 2011, an increase of over 33%. Births started to fall in 2012 and have been decreasing since. Following this pattern it is more likely that we will continue to see rises and falls in the birth rate rather than a more linear increase over time.

Figure 4: Births in Cardiff 1996 – 2019 (Stats Wales)



This cycle observed in Cardiff's birth rate data differs to the population projections published by Welsh Government in 2011 and 2014, and also differs to the most recent 2018-based projections published in 2020:

Figure 5: Welsh Government projections for number of 0 year olds compared with the birth rate



The Welsh Government has set number and percentage targets for Cardiff which are based on a 2030/31 population in the relevant cohort of c4,140 children. However, analysis of the most recent population data published by the Welsh Government, indicates a lower projected population.

The Council collects GP registration data from the NHS each year which indicates that the birth rate in Cardiff 2020, when published, will be lower than the birth rate projected by the Welsh Government. Any short or medium term targets set in Cardiff must therefore take account of the most recent birth rate data available.

School capacity and surplus places

Currently Welsh-medium provision makes up approximately 16% of school place capacity (age 4-18) in Cardiff.

Approximately 18% of primary school (age 4-11) and 15% of secondary school (age 11-18) places are provided through the medium of Welsh. When considering only community schools (i.e. excluding faith-based schools which are solely through the medium of English in Cardiff), approximately 20% of primary school (age 4-11) and 23% of secondary school (age 11-18) places are provided through the medium of Welsh.

The School Organisation Code notes the following in respect of surplus places:

“Some spare places are necessary to enable schools to cope with fluctuations in numbers of pupils, but excessive numbers of unused places that could be removed mean that resources are tied up unproductively. Where there are more than 10% surplus places in an area overall, local authorities should review their provision and should consider whether to make proposals for their removal if this will improve the effectiveness and efficiency of provision.

It should not normally be necessary to provide additional places at schools when there are others of the same type with surplus places within a reasonable distance. However, proposals to increase the number of places in response to demand for a particular type of provision, e.g. Welsh medium, may still be appropriate; particularly if effective provision of school places is planned for the local authority area.”

Primary Schools - Capacity

The current Published Admission Numbers (PANs) for entry to Reception year in each primary school provides the most appropriate measure of capacity, for admitting pupils to school, in the primary age range. This is because some schools may be part way through a phased change, to increase or decrease total capacity, following the implementation of a proposal.

Table 2 below shows the total number of Forms of Entry (FE) for English-medium community, English-medium faith based and Welsh-medium for Reception in 2020/21.

Table 2: Total forms of entry for Reception in 2020/21

	Total FE	Percentage
English-medium community	101.7	64.4%
English-medium Faith based	28.4	18%
Welsh-medium	27.9	17.6%
Total	158	100%

As of September 2020, 17.6% of primary provision in Cardiff was Welsh-medium.

Table 3 shows the latest numbers on roll (NOR) data, taken from April 2021. At that time, 16.1% of children on roll in mainstream primary schools in Cardiff were in Welsh-medium education.

Table 3: NOR for primary schools in April 2021 (PLASC 2021)

	NOR	Percentage
English-medium community	19,422	66.3%
EM Faith based	5,144	17.6%
Welsh-medium	4,707	16.1%
Total	29,273	100%

The number of pupils entering Welsh-medium primary education in Cardiff has been rising steadily for the last ten years and provision has increased accordingly. Since 2010, Cardiff has increased permanent capacity as follows:

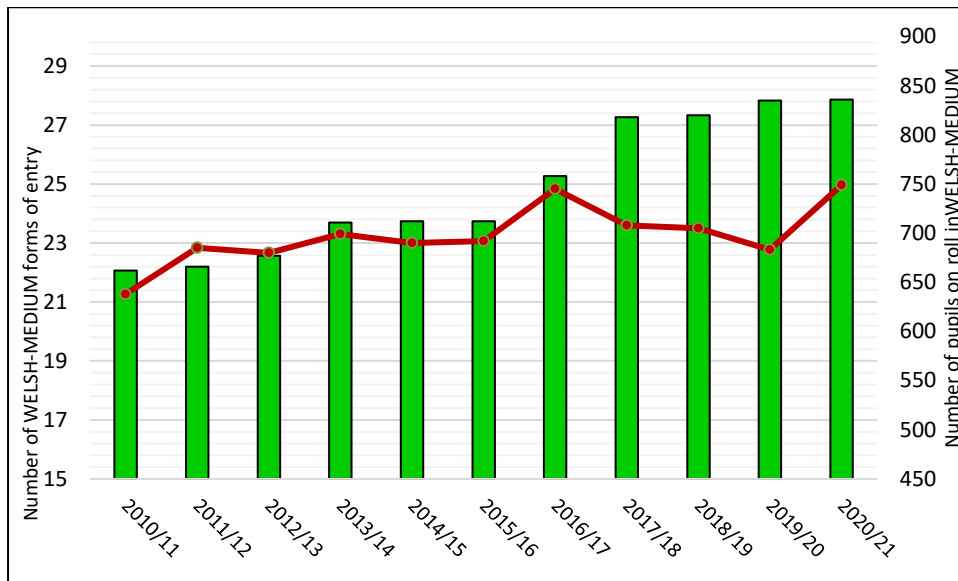
Table 4: Increased capacity at entry to primary education, 2012-2021

Year	School(s)	Change	Net capacity change
2012	Ysgol Gymraeg Melin Gruffydd	Expansion from 1.5FE to 2FE*	+0.5FE
2013	Ysgol Gymraeg Treganna	Expansion from 0.8FE to 3FE	+1.2FE
2013	Ysgol Tan Yr Eos	Closure of 1FE (linked proposal)	
2016	Ysgol Y Wern	Expansion from 2FE to 2.5FE*	+0.5FE
2016	Ysgol Gymraeg Hamadryad	New school established initially at 1FE	+1FE
2017	Ysgol Glan Morfa	New build & expansion from 1FE to 2FE	+1FE
2018	Ysgol Glan Ceubal	New build & expansion from 0.9FE to 1FE	+0.1FE
2017	Ysgol Gymraeg Hamadryad	New build & expansion from 1FE to 2FE	+1FE
2019	Ysgol Y Wern	Expansion from 2.5FE to 3FE*	+0.5FE
2012-2021	Primary capacity increase:		5.8FE

- Denotes temporary enlargement ahead of permanent increase

Overall, the number of Welsh-medium forms of entry in Cardiff increased by 5.8FE in the period 2010-2020.

Figure 6: Forms of entry and Reception NOR (January) in Welsh-medium education from 2010/11 - 2020/21

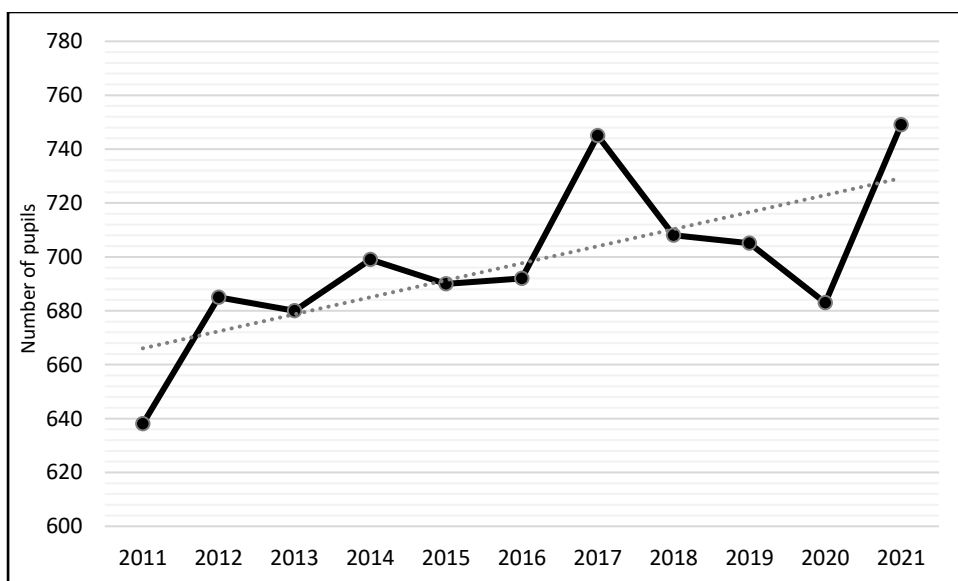


Primary Schools – Recent numbers on roll and surplus places

Overall, the number of pupils taking up Reception places in Welsh-medium schools has increased from 638 (21.3FE) in January 2011 to 749 in January 2021. Commonly, the number of children allocated Reception places in Welsh-medium schools is higher in the autumn term but reduce by the January PLASC date.

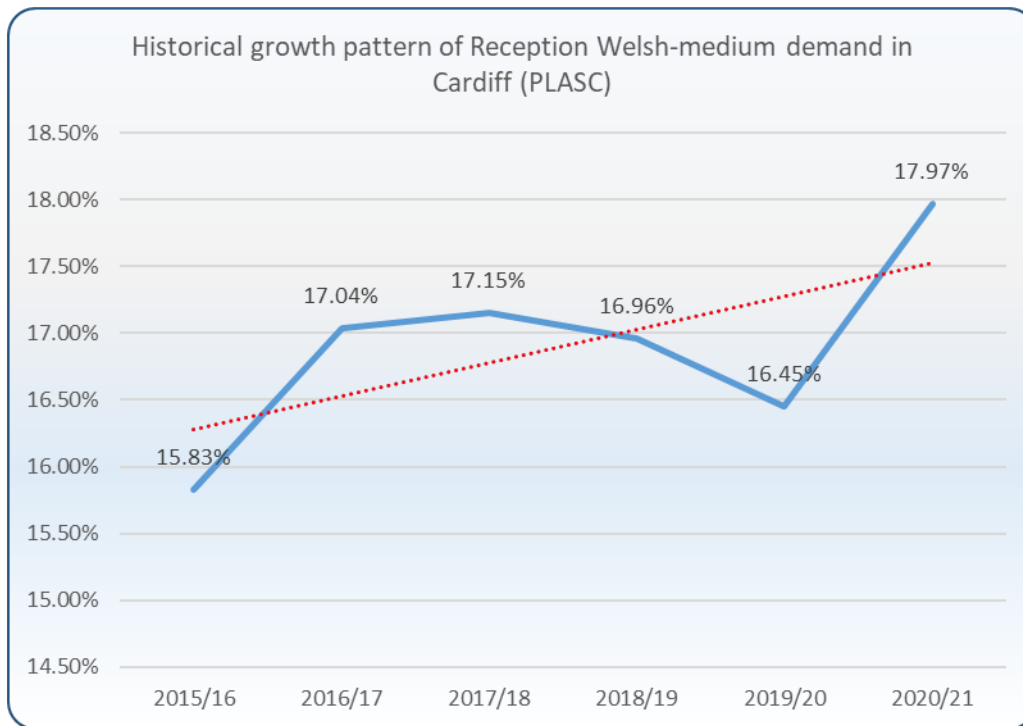
The overall increase has not been steady, with numbers rising in some years and falling in others, but the trend has been a rise in Welsh-medium pupil numbers over the ten year period.

Figure 7: Intake of pupils to Welsh-medium schools in Reception (January PLASC data)



The percentage of Reception pupils in Welsh-medium education follows a similar pattern with increases in some years and decreases in others, but with an overall rise in the percentage over the ten years.

Figure 8: Percentage of pupils entering Reception in Welsh-medium schools



The annual percentage rise between 2015 and 2021 was 0.25%. Therefore, it is reasonable to project that demand would continue to rise at a similar rate for the next ten years. Projections are the predicted percentages if the current patterns and trends, relative to the population, continue.

Overall, the number of children enrolling in Welsh-medium Education has steadily increased and a sustainable level of surplus places city-wide of over 10% has been maintained each year over the period 2016-2021. This surplus has ensured that the Council is able to admit all children who wish to enrol in Welsh-medium education. However, the level of surplus varies throughout the city.

Secondary Schools - Capacity

The table below shows the total number of Forms of Entry (FE) for English-medium community, English-medium faith based and Welsh-medium for Year 7 in 2020/21.

Table 5: Total Forms of Entry for Year 7 in 2020/21

	Total FE	Percentage
English-medium community	85.5	61.6%
English-medium faith based	32.3	23.3%
Welsh-medium	21	15.1%
Total	138.83	100%

Currently 15.1% of secondary provision in Cardiff is through the medium of Welsh.

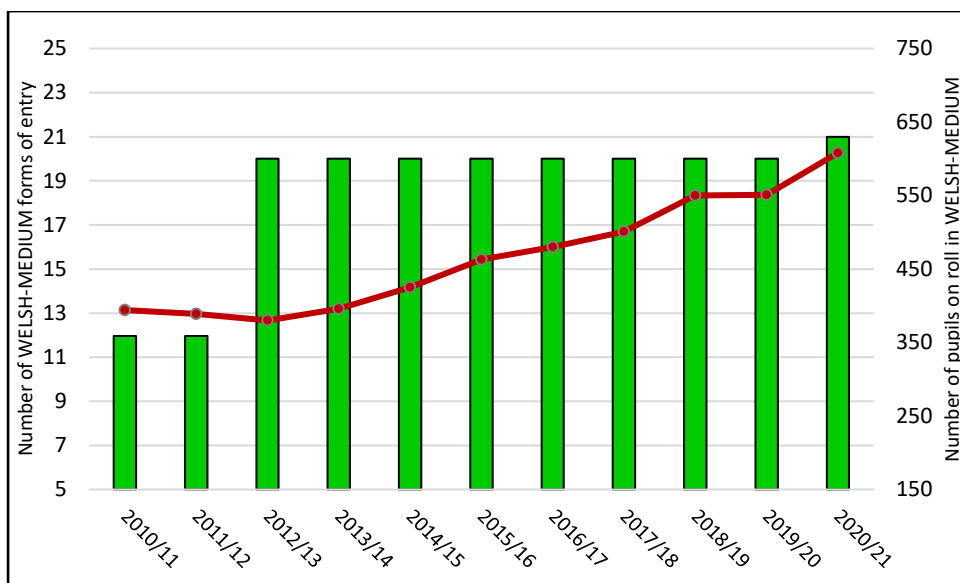
The latest NOR data from April 2021, in Table 6, shows that 15% of children on roll in mainstream secondary schools in Cardiff are in Welsh-medium education.

Table 6: NOR for secondary schools (age 11-18) in April 2021

	NOR	Percentage
English-medium community	13,496	60.5%
EM faith based	5,457	24.5%
Welsh-medium	3,356	15%
Total	22,309	100%

Provision of secondary Welsh-medium education in Cardiff increased significantly by 6FE between 2011 and 2012, with the opening of Ysgol Gyfun Gymraeg Bro Eder, taking total capacity from 14FE to 20FE. Capacity was further increased by 1FE at Ysgol Gyfun Gymraeg Plasmawr in 2020 to accommodate all pupils wishing to enrol in Welsh-medium secondary education, whilst retaining a sustainable level of surplus places.

Figure 9: Forms of entry and NOR for Year 7 in Welsh-medium education from 2010-2020



Secondary Schools – Recent numbers on roll and surplus places

Overall, the number of children promoting to Welsh-medium secondary education has steadily increased from 394 (13.1FE) in January 2011 to 601 (20FE) in April 2021. The Council has been able to admit all children who wish to promote to Welsh-medium secondary education, firstly through arrangements to enlarge Ysgol Gyfun Gymraeg Glantaf and Ysgol Gyfun Gymraeg Plasmawr and then to establish Ysgol Gyfun Gymraeg Bro Edern.

The level of surplus places reduced over an extended period following the establishment of Ysgol Gyfun Gymraeg Bro Edern in 2012, from 36.6%% surplus in 2012/13 to 8.3% by 2018/19. The respective growth of Bro Edern, and reduced intakes to Ysgol Gyfun Gymraeg Glantaf, created organisational and financial difficulties for each school.

Proposed changes to school capacities: 2021 - 2025

The following permanent changes to school capacities have been agreed and will be implemented in the period 2021-2025:

- The expansion of St Mellons Church in Wales Primary School from 0.5FE to 1FE
- The consolidation of Allensbank Primary School, from 1.5FE to 1FE
- The establishment of a 2FE entry dual stream primary school to serve the early phases of the Plasdŵr development.
- The expansion of Cantonian High School from 6FE to 8FE
- The consolidation of Willows High School from 7.4FE to 6FE
- The expansion of Radyr Comprehensive school from 7FE to 8FE

The Council has agreed to consult on the following permanent changes to school capacity:

- The expansion of Pentyrch Primary School from 0.7FE to 1FE

The following permanent changes to school capacities are planned within Cardiff's 21st Century Schools Band B programme in the period 2021-2025:

- The expansion of Cathays High School from 5.5FE to 8FE
- The expansion of Cardiff High School from 8FE to 10FE
- Increased places to serve the Ysgol Gymraeg Nant Caerau catchment area by 1FE
- Increased places to serve the Ysgol Pen Y Pil catchment area by 1FE

The Council has also achieved Welsh Government Capital Grant funding for the expansion of Welsh-medium provision as follows:

- Increased places to serve the Ysgol Mynydd Bychan catchment area by 1FE

The primary school proposals would increase English-medium provision by 1.3 FE and Welsh-medium provision by 4FE, which would increase the total number of Forms of Entry (FE) for Welsh-medium for Reception to 19.5% of available provision by September 2025.

Table 7: Total Forms of Entry for Reception by September 2025

	Total FE	Percentage
English-medium community	103FE (+0.8FE)	62.9%
English-medium Faith based	28.9 (+0.5FE)	17.6%
Welsh-medium	31.9 (+4FE)	19.5%
Total	163.8 (+5.3FE)	100%

The secondary school proposals would increase English-medium provision by 6.1 FE, which would proportionally reduce the total number of Forms of Entry (FE) at entry to Welsh-medium secondary education to 14.5% of available provision by September 2025

Table 8: Total Forms of Entry for Year 7 by September 2025

	Total FE	Percentage
English-medium community	91.6 (+6.1FE)	63.2%
English-medium faith based	32.3 (No change)	22.3%
Welsh-medium	21 (No change)	14.5%
Total	144.9 (+6.1FE)	100%

Future Changes

Population

The Welsh Government publishes population projections for Wales, which are based on the Office of National Statistics' (ONS) national population projections for the UK. The most recent set of projections, based on 2018 data, were published on 4th August 2020. They cover the 25-year period from 2018 to 2043.

The projections do not predict what will actually happen in the way a forecast would. Rather, they make assumptions about future changes and show what the population would be if those future changes do occur. They do not predict the impact of external factors such as government policies or economic conditions.

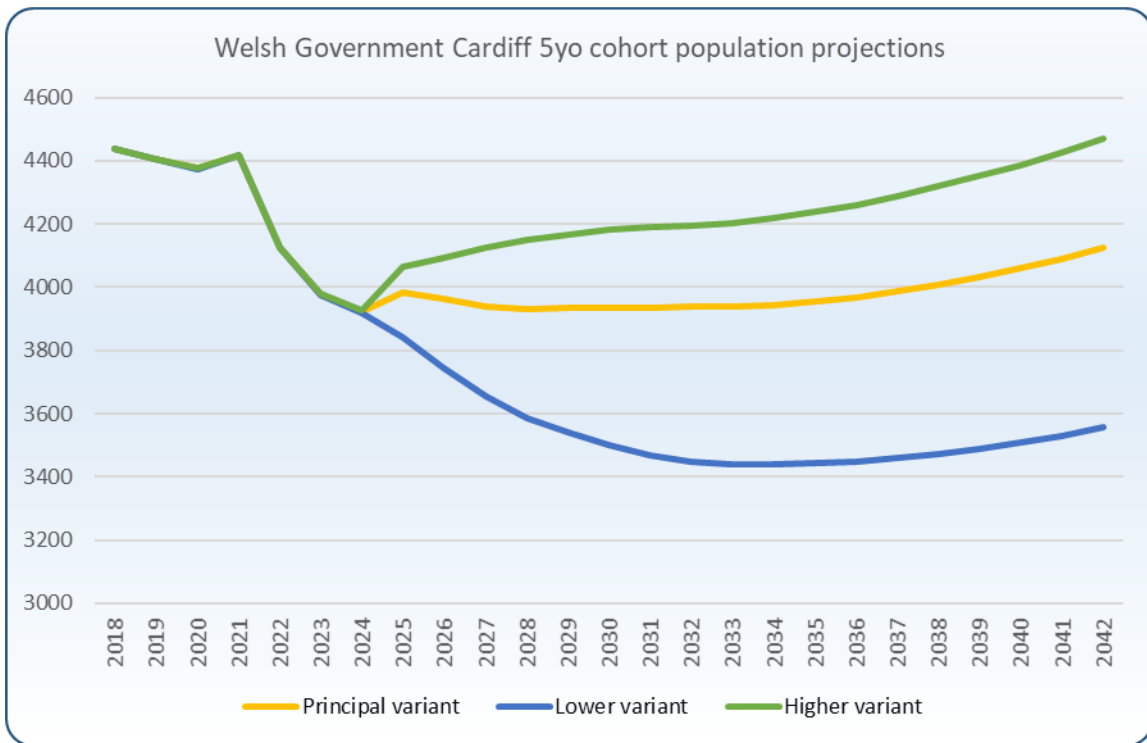
Three different variants were published in 2020: principal, high and low. These are based on assumptions about future fertility, mortality and migration. The principal is the main projection i.e. the best reflection of patterns in demographics. The high and low offer alternative future scenarios, taking into account different assumptions of the three population factors. The variants are not set as limits, but rather give a level of flexibility that reflects the uncertainty of projecting changes in population.

The 2018-based projections show a lower increase in the population in Cardiff than the previous 2014-based projections. The population increase is 6.8% lower than the previous projections. However, Cardiff's population is still projected to increase by 3.2%. Whilst this is not the largest percentage increase within Wales, Cardiff still remains the largest local authority with a projected population of over 375,700 by 2028.

Unlike other areas, the increase in Cardiff's population is largely due to a higher number of births than deaths, with just a small increase from net migration. Although the projections show a decrease in the number of children and young people aged 0 to 15 years old, the number of births is projected to increase between 2018 and 2028.

The number of 5 year olds (Reception age children) in Cardiff is projected to fall initially, between 2018 and 2024, before slowly increasing up to 2043. This would suggest that there will not be a large increase in demand for school places up to 2043.

Figure 10: Welsh Government projections for the number of 5 year olds in Cardiff 2018-2043



However, as outlined on page 8, birth rates in Cardiff have followed a cyclical pattern in the past 25 years. Birth rates have fallen below each of the three WG population projection trajectories published in 2011, 2014 and most recently in 2020 (based on 2018 data).

Figure 11 shows the rise in births to 2011 and how births started to fall in 2012 and have been decreasing since. Following this pattern it is possible that we will continue to see rises and falls in the birth rate rather than a more linear increase over time.

Figure 11: Births in Cardiff 1996 – 2019

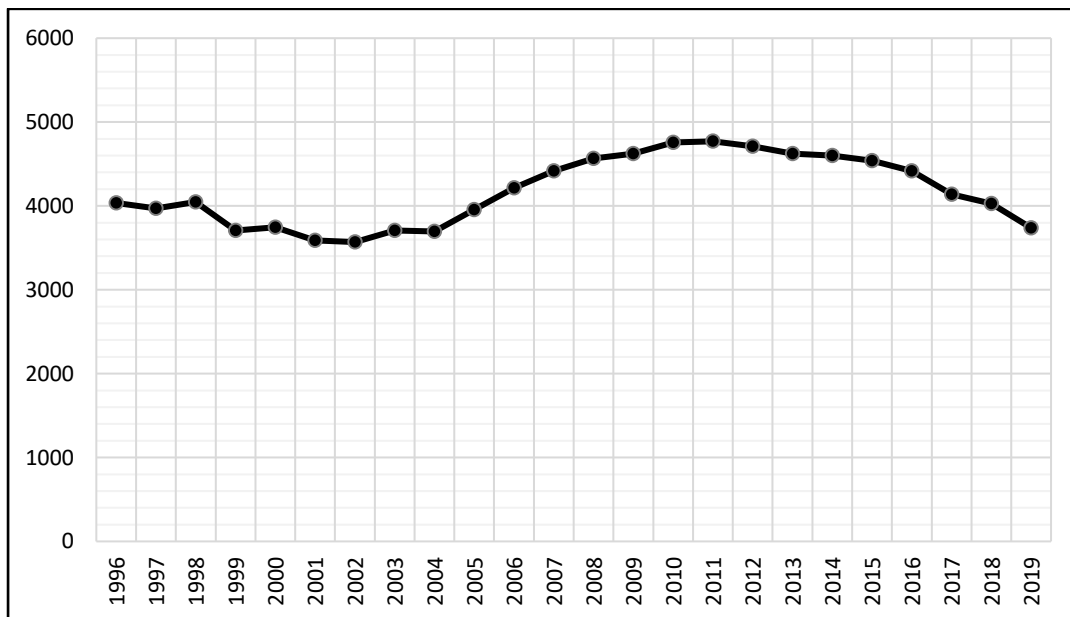
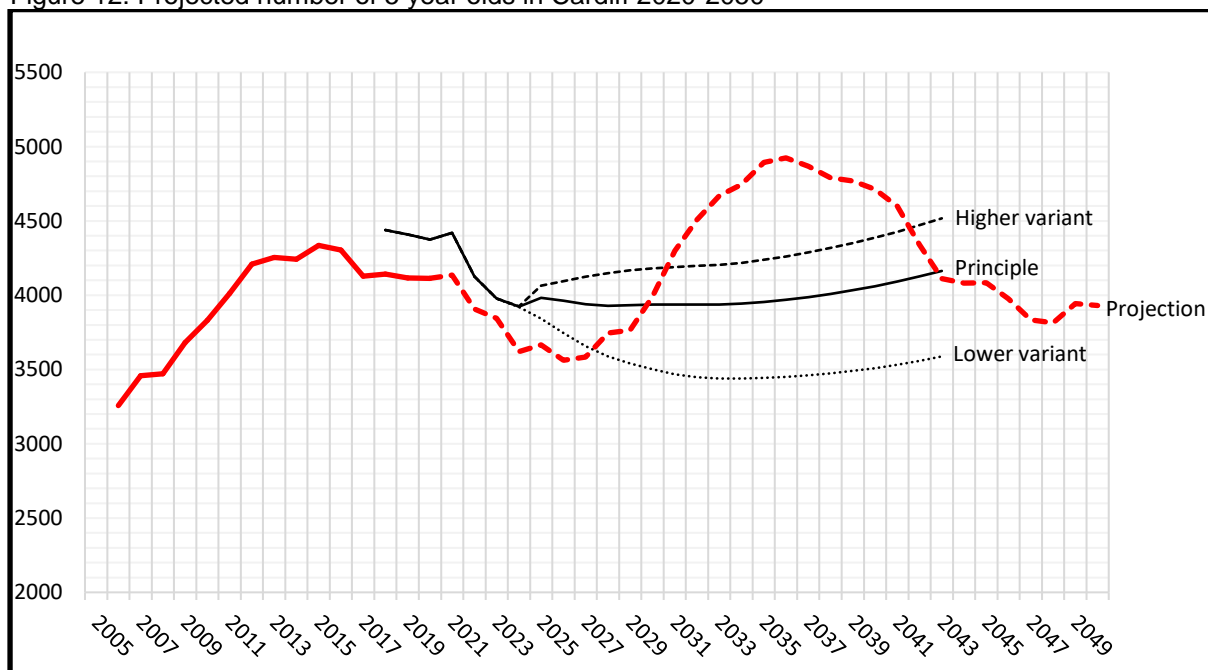


Figure 12 shows an alternative projection for the number of five years olds entering Reception up to 2050. This alternative trajectory repeats the past birth rates and numbers enrolled in schools and incorporates the projected gross yields year-on year from the strategic housing developments published in the adopted LDP within the city.

If this alternative trajectory was followed, Cardiff could see the birth rate peak around 2031, which would give a peak in the number of 5 year old pupils enrolling in schools around 2036 of just under 5,000. Numbers would then start dropping again, although they would remain above the previous low point of the cycle due to the increased overall population from new housing in the city. This trajectory differs significantly from the published Welsh Government population projections, falling below the projections in the short term (2021-2026) and exceeding the projections in the longer term (beyond 2031).

As the Council’s projected number of 5 year olds in the period 2021-2025 is based on NHS GP registration data supplied in August 2021, a high level of confidence can be given to these short-term projections. It is also reasonable to conclude based on past population cycles, that whilst the timing and rate of change is uncertain, the number of pupils enrolling in future beyond 2025 is likely to increase. A sufficient but sustainable level of surplus capacity should therefore be retained in schools to respond to future population changes.

Figure 12: Projected number of 5 year olds in Cardiff 2020-2050



Later changes to school provision (2026-2031)

The planned changes to school provision in the period 2021 – 2025 outlined on page 15 would increase the number of places available at entry to Welsh-medium education from 836 places (27.9FE) to 956 places (31.9FE).

Several proposals will need to be brought forward beyond 2025 to meet increased demand for primary school places in certain areas of Cardiff and to deliver new schools to provide for increased demand from new strategic greenfield housing sites planned on the outskirts of the city. The new housing sites include:

- Churchlands development in Lisvane
- Land north of Pontprennau/ East of Lisvane
- Llanilltern Village housing development north of Junction 33 on the M4.
- Later phases of the Plasdŵr housing development in the north-west of Cardiff.

Alongside proposals to change some existing provision within the city, the new schools could add up to eight forms of entry of primary school places in the period 2026-2031. It is anticipated that new provision serving the Churchlands and Llanilltern village developments will be brought forward around 2025/2026, and further provision at Plasdwr and north of Pontprennau towards the end of the decade.

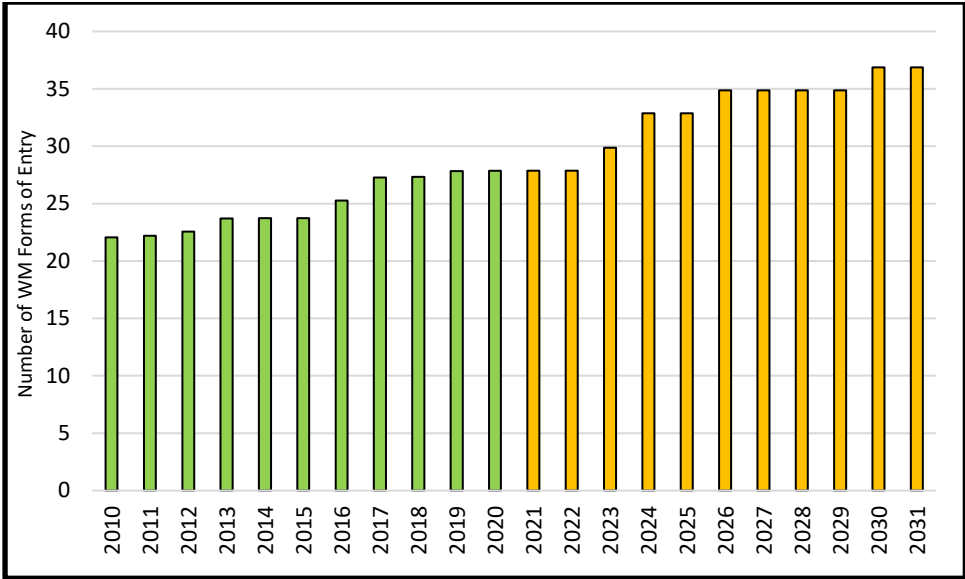
In the absence of developed proposals, the Council has modelled capacity changes based on new school provision being 50% Welsh-medium. The below table includes all capacity changes planned in the period 2021-2025 and the additional places in the period 2026-2031.

Table 9: Total Forms of Entry for Reception in 2030/31

	Total FE	Percentage
English-medium community	107FE (+4.8FE)	62.3%
English-medium Faith based	28.9 (+0.5FE)	16.8%
Welsh-medium	35.9 (+8FE)	20.9%
Total	171.8 (+13.3FE)	100%

Figure 13 shows how the number of Welsh-medium forms of entry at entry to primary education could increase year on year, as schools are built or expanded.

Figure 13: Proposed future Welsh-medium FE in Cardiff for September intake



Trajectory

Targets for individual local authorities have been set by the Welsh Government for the 2030/31 school year, based on Welsh Government population projections. These targets include a lower range and upper range and give both a number of pupils and percentage of pupils for each. The target for Cardiff is set out in the table below.

Table 10: Targets for Welsh-medium pupils in Cardiff 2030-31

	2019/20		2030/31		2030/31	
	WG Baseline		Target: Lower Range		Target: Upper Range	
	Number	Percent	Number	Percent	Number	Percent
Cardiff	702	16.9%	1,035	25%	1,200	29%

In the 2020/2021, the intake to Reception Welsh-medium education was 749 pupils, which was 18.0% of the total intake. Therefore, to reach the lower range target there would need to be a percentage increase of approximately 7.0%. To reach the upper range target there would need to be a percentage increase of approximately 11.0%.

Trajectories should therefore be established to identify the possible growth in intakes at Reception Year to Welsh-medium schools in September 2030, and to demonstrate how these may align with Welsh Government Cymraeg 2050 targets.

A target trajectory would outline the result required from any actions that may be taken to increase Welsh-medium take up to the recommended threshold, but is not intended to identify the actions themselves.

Trajectories have been produced based on a combination of recent Welsh-medium Reception place demand, applied to the population projection data published by the Welsh Government, together with the modelled pupil yields from the strategic site housing building program underway in Cardiff.

Over the last ten years the increasing demand for places was met and driven/ supported by expanding the existing Welsh-medium provision by 5.8 forms of entry. Whilst more provision may be needed to accommodate further increases in demand in some areas of Cardiff (a demand driven approach), there is also an opportunity decisions to increase Welsh-medium numbers further by opening or expanding more Welsh-medium schools (a policy driven approach).

Whilst the birth rate in Cardiff in coming years may be lower than it has been within the past decade, there are several housing developments planned in the city. New housing developments will increase the number of children needing school places in some areas of the city. New schools are provided by developers on some sites as part of the planning agreement with the Council, in order to lessen the impact on the availability of places in existing schools.

Making Welsh-medium provision available at the local school for the residents of new housing developments is likely to increase the uptake of Welsh-medium education at a faster rate than if the provision is merely expanded in line with growing demand.

Trajectory methodology

Creating the trajectory requires an estimation of how many pupils would potentially enter Welsh-medium education if additional Welsh provision was available within their local area. This modelling additionally projects how the provision of Welsh-medium schools for new housing developments is likely to affect the number of pupils taking up Welsh-medium places.

The recent growth pattern based on 2015/16 - 2020/21 PLASC data has been used to determine intrinsic growth in the percentage of children entering Welsh-medium education, and to extrapolate this to 2031 as a baseline for growth within existing communities.

However, the historical growth of Welsh-medium demand in established communities cannot be used to determine Welsh-medium uptake from future residents of the new communities planned on strategic greenfield sites at the edge of the city. The take of places varies greatly from community to community in Cardiff. As a consequence, growth patterns in Welsh-medium demand have been disaggregated and the pathway determined separately, as follows:

- Welsh government principal population projections for children of 5 years of age are adjusted to align with the school year (Reception year)
- The projections are further adjusted relative to recent school census data (PLASC) to established a baseline of pupil numbers
- Projected pupil yield numbers, based on housing completions from the strategic site housing developments, are subtracted from the Welsh Government projection figure.
- A historical growth pattern is extrapolated for the Reception population cohort to create a baseline.
- Yield numbers from the strategic greenfield housing sites are then apportioned to Welsh-medium and English-medium at a 50:50 ratio
- The number of Welsh-medium pupils from the housing yield is added onto the baseline figure for Welsh-medium take up in established communities , to give the total number of pupils entering Welsh-medium education

Combining this data for the greenfield sites, with that of existing communities, has been used to build a trajectory for Cardiff, to plot the potential number of pupils in Welsh-medium education if extra Welsh-medium places are added.

Pupil number projections

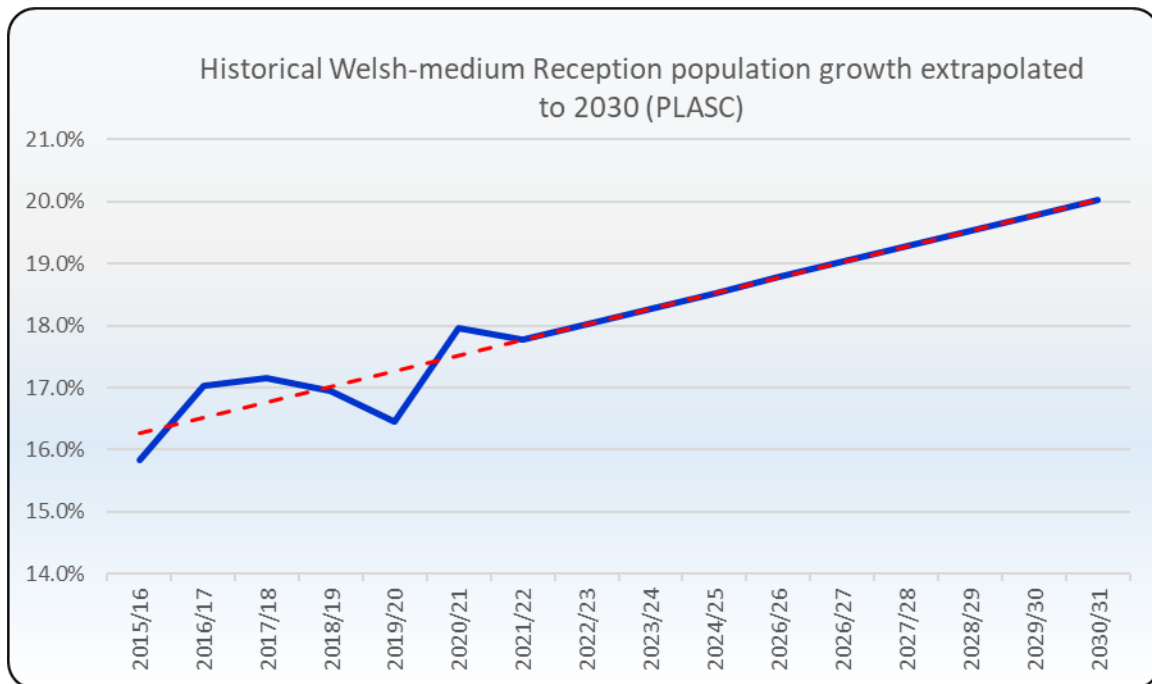
The Welsh Government population projections and the previous cyclical pattern of birth rates provide an indication of how the pupil numbers in schools might change over the next few decades.

The percentage of pupils enrolling in Reception classes in Welsh-medium education increased by 0.25% per year between 2015/16 and 2020/21.

The projected number of children entering Reception Year in Welsh-medium education is the number that is predicted if the current patterns and trends, relative to the population, continue.

If the percentage of pupils increases at the same rate between 2021 and 2030, 20% of pupils entering Reception in September 2030 would be attending Welsh-medium schools.

Figure 14: Projected increase in percentage of Welsh-medium pupils 2021-2030



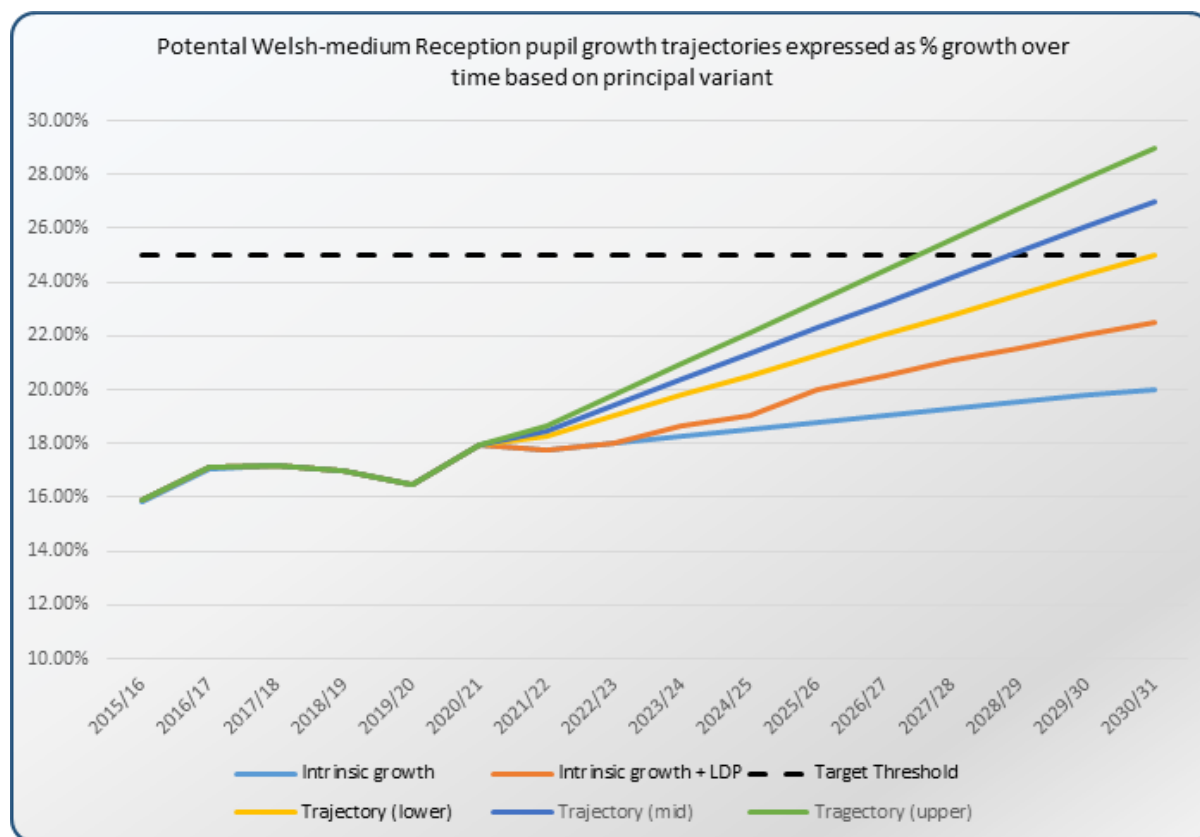
This projection relates to the recent growth pattern in established communities, which may differ to the development of the large strategic development housing sites as identified in the Local Development Plan. Projections do not capture any changes to patterns of behaviour that are not reflected in the historical data, such as future provision and/ or policy changes.

Combining the pattern of intrinsic growth indicated in figure 11, with projected pupil yield data on strategic development housing sites, allows the comparison of the Welsh-medium reception growth trajectories below, namely:

- a continuation of the intrinsic city-wide growth (i.e. growth on the basis of the recent, evidenced pattern) in established communities
- a forecast taking account of increase take up on strategic greenfield sites (at a higher rate), and
- the trajectory necessary to reach the 25% target threshold, and those for 27% and 29%

As outlined on page 21, in the absence of developed proposals, the Council has modelled capacity changes based on new school provision being 50% Welsh-medium on strategic greenfield sites.

Figure 15 (below) provides a comparison of these trajectories.



Annual growth based on PLASC 2015/16 – 2020/21 gives a growth of approximately 0.25% per year.

Adding in potential population from occupation of LDP sites, and assuming a Welsh-medium uptake of 50% on those sites, gives a combined potential growth rate of 0.52% per annum. However, this combined growth would still be insufficient to meet the published targets.

To achieve the threshold indicator of 25% by 2030, approximately 0.75% annual growth is required.

To achieve 27% by 2030, approximately 0.95% annual growth is required.

To achieve the upper threshold of 29% by 2030, approximately 1.15% annual growth is required.

The trajectory shows that the percentage of pupils in Welsh-medium education would meet the lower range target of 25% of Reception age pupils in Welsh-medium by September 2030 if an additional growth of 0.23% per year is achieved based on half of all pupils resident on the strategic sites taking up Welsh-medium provision.

Table 11 below identifies the projected number of children in the relevant cohort, in each academic year, the modelled intake to Welsh-medium Reception classes, and the number of children that would need to enrol in Welsh-medium Reception classes in order to make consistent progress against the targets set.

Academic Year	Principal population projection	Projected intrinsic growth (established communities)	Intrinsic growth + LDP communities growth	Growth to meet 25% target	Growth to meet 27% target	Growth to meet 29% target
2021/22	3937	696	700	720	728	735
2022/23	3810	687	685	725	740	755
2023/24	3777	690	704	747	770	792
2024/25	3822	708	728	785	815	846
2025/26	3801	714	759	809	847	885
2026/27	3781	719	776	833	878	924
2027/28	3774	728	796	860	913	965
2028/29	3777	738	815	889	949	1010
2029/30	3780	748	833	918	986	1054
2030/31	3937	757	850	946	1021	1096

Conclusions

Cardiff Council is committed to achieving the targets set by Welsh Government, and on providing sufficient Welsh-medium school places to support the increase in the uptake of Welsh-medium education that would be necessary to achieve these targets. Whilst there has been growth in the take up of places over the past five years, a continuation of past trends would mean that Cardiff falls short of the targets set.

New housing developments in the city offer an opportunity to accelerate the uptake, as the rise in population from the new housing is sufficient to require new schools to be built as part of the developments. Expanding Welsh-medium provision would support an increase the number of pupils attending Welsh-medium schools.

The adoption of a ten year WESP supports Local Authorities in setting out a long-term, strategic and sustainable approach to the growth of Welsh-medium education. Birth-rate and population data is available for those children entering primary education from 2021 to the 2024/25 school year, but there is no robust data available beyond this period.

2021/2022 – 2025/2026

When compared to the most recent school census data for Reception classes in April 2021, the existing capacity in Welsh-medium primary schools and classes of 27.9FE leaves c10% surplus in Welsh-medium Reception classes.

The existing capacity of 27.9FE at entry to Reception Year is sufficient to accommodate up to 20.3% of the pupil population, who are expected to enrol in Autumn 2021.

School Admissions data indicates that, owing to a lower population, the Autumn 2021 intake will be c690 pupils, and surplus is likely to increase to >15% in the Autumn 2021 intake. The increased level of surplus places city-wide would support the Council in increasing the percentage of the population taking up Welsh-medium places in future years.

When compared to the Welsh Government principal population projections, the existing capacity of 27.9FE would be sufficient to accommodate up to 21.8% of the pupil population, who are expected to enrol in the 2024/ 2025 school year.

The proposals already identified to increase capacity to 31.9FE by 2025, to meet and to drive demand in parts of the city, would allow up to 25.2% of the city-wide Reception population to enrol by 2025/2026.

In order to make consistent progress towards the target of between 25% and 29% of the Reception cohort enrolling in Welsh-medium education by the end of the plan period in 2031, based on the WG principal projections, the interim targets for the 2025/2026 year would be between 809 pupils (21.3% of the population) and 885 pupils (23.3%).

A comparison of these figures against planned capacity indicates that there would be between 7.4% and 15.4% surplus at entry to Reception Year in Welsh-medium primary schools and classes in 2025/2026, taking account of the planned provision of 31.9FE. If Cardiff was to aim for the mid-point of the target range (27%), there would be 11.4% surplus.

There would also be between 24.4% and 26.3% surplus in English-medium community and faith-based provision at this time, taking account of the 131.9FE provision.

Whilst a reasonable level of surplus would be required in the Welsh-medium sector to support future growth, consideration must be given to the impact on existing school provision of carrying a high level of surplus places in the English-medium sector.

2026/2027 – 2030/2031

The new school provision of up to eight forms of entry planned to serve the new communities on strategic housing developments in the North West and North East of the city could further increase capacity in Welsh-medium primary education to 1,076 places (35.9FE) by 2031.

When compared to the population projection of 3,937, this would allow c27.3% of the city-wide Reception population to enrol. Taking into account the modelled take up in table 11, the proposals already identified may provide up to 12% surplus at entry to Welsh-medium primary schools in 2030/2031, if 25% of children took up places in Welsh-medium provision.

When compared to the population projection of 3,937, further proposals would need to be identified as part of Cardiff's Welsh in Education Strategic Plan in order for Cardiff to meet the upper target threshold of 29%.

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Cynllun Strategol Cymraeg mewn Addysg Caerdydd 2022-31

Crynodeb a dadansoddiad o'r materion a godwyd yn ystod yr ymgynghoriad

Deilliant 1

1. Dim digon o fanylion am y targedau a nodir yn Neilliant 1 a sut y cânt eu cyflawni

Mae targedau ar gyfer Deilliant 1 wedi'u hamlinellu yn y duedd a oedd ar gael ochr yn ochr â'r cynllun drafft yn ystod yr ymgynghoriad ac mae wedi'i atodi i'r fersiwn derfynol gyda chyfeiriadau at ddata perthnasol. Darperir rhagor o fanylion am y camau gweithredu mewn cynlluniau gweithredu i alluogi cyflawni'r strategaeth yn rhan olaf 2022.

2. Diffyg manylion ynghylch datblygu gofal plant cyfrwng Cymraeg ychwanegol ac amserlenni ar gyfer datblygu gan gynnwys cynyddu'r cynnig Dechrau'n Deg cyfrwng Cymraeg.

Mae'r ADGP yn mynd rhagddo ar hyn o bryd, i'w gyflwyno ym mis Mehefin 2022, yn adolygu digonolrwydd gofal plant ledled Caerdydd. Bydd canlyniad hwn yn cael ei ymgorffori yn y gwaith o gynllunio camau gweithredu'r CSCA fel y bo'n briodol i ddangos tystiolaeth a chadarnhau'r cynllunio ar gyfer twf dros y 5 a'r 10 mlynedd nesaf.

3. Diffyg cynllun marchnata i hyrwyddo lleoedd ychwanegol sy'n gysylltiedig â'r strategaeth. Byddai hyn yn cynnwys datblygu cynllun marchnata amlieithog i hyrwyddo addysg cyfrwng Cymraeg neu ddatblygu rôl llysgenhadon addysg cyfrwng Cymraeg o fewn y cymunedau hynny.

Ni all data meintiol ond dweud cymaint wrthym ynghylch pa fath o hyrwyddo a fydd yn cefnogi twf, yn enwedig mewn rhai amgylchiadau. Fel y nodir yn y CSCA, mae Caerdydd yn awyddus i geisio ymgysylltu â theuluoedd ar lefel bersonol i sicrhau eu bod yn teimlo eu bod yn cael eu clywed ac i ategu'r wybodaeth sydd ar gael ar hyn o bryd er mwyn llywio ein gwaith hyrwyddo yn y dyfodol a sicrhau y bydd yn cael yr effaith fwyaf ystyrlon gyda chynnig y mae teuluoedd yn ei ddeall yn llawn ac eisiau ymgysylltu ag ef.

Byddai disgwyl i hyn gynnwys cynhyrchu adnoddau hyrwyddo priodol, strategaeth gyfathrebu bwrpasol, astudiaethau achos, rhannu profiadau a chyflawniadau rhieni a disgyblion ac ati;

4. Dylid sicrhau bod y wefan a'r Llawlyfr Gwybodaeth i Rieni yn gytbwys yn eu gwybodaeth e.e. beth am adolygu trefn yr ysgolion cyfrwng Cymraeg ar y rhestr ysgolion? Wrth restru ysgolion yn ei llawlyfr i rieni, mae'r Sir wedi gosod yr ysgolion cyfrwng Cymraeg ar y gwaelod ers 20 mlynedd. Mae gosod ysgolion CC ar y brig yn newid bach ond yn ddull effeithiol o dynnu sylw at y ddarpariaeth Gymraeg.

Mae ysgolion wedi'u rhestru yn nhrefn yr wyddor ar hyn o bryd, sydd wedi arwain at y rhai sydd â'r enw 'Ysgol' ymhellach i lawr y rhestr. Byddwn yn parhau i weithio gyda pherchnogion cronfeydd data a chydweithwyr ynghylch gwybodaeth sydd ar gael mewn cronfeydd data perthnasol i sicrhau bod gwybodaeth yn weladwy ac yn hygyrch i rieni mewn modd lle mae'n haws dod o hyd i ysgolion cyfrwng Cymraeg.

5. Dylid darparu hyfforddiant ymwybyddiaeth iaith a manteision addysg cyfrwng Cymraeg / dwyieithrwydd i weithwyr rheng flaen y Cyngor (adran Derbyn i Ysgolion, Gwasanaeth Gwybodaeth i Deuluoedd, rhaglenni fel Dechrau'n Deg);

Byddwn yn gweithio gyda chydweithwyr ar hyn fel rhan o'r gwaith o ddatblygu pecyn gwybodaeth a sicrhau bod staff rheng flaen yn gwbl ymwybodol o'r deunydd hyrwyddo a'r dystiolaeth y tu ôl iddo. Mae staff Cyngor Caerdydd yn ymgymryd â Hyfforddiant Ymwybyddiaeth iaith fel rhan o'u cyfnod sefydlu a'u datblygiad proffesiynol parhaus.

6. Dylid sicrhau bod gwybodaeth ar gael i asiantau tai ac asiantaethau rhentu yn yr ardal i'w rhoi i deuluoedd sy'n symud i mewn e.e. ar ffurf pecyn croeso.

Yn gyson â'r ymateb ym mhwynt 3, rydym wedi ymrwmo i weithio gyda chydweithwyr yn Caerdydd Ddwyeithog a'n partneriaid ynghylch gwybodaeth sydd ar gael i ac sy'n cael ei rhannu â theuluoedd sy'n symud i Gaerdydd a/neu sy'n adleoli o fewn yr awdurdod.

7. Awgrym y dylai'r ddogfen adlewyrchu'r data cyfredol ar "fesur y galw" mewn cymunedau amrywiol, cynnig cynllun ymestyn mewn ardaloedd o gapasiti cyfyngedig a sicrhau cynnig estynedig mewn ardaloedd newydd.

Fel y nodwyd mewn ymateb i bwynt 1, dangosir y data cyfredol yn y ddogfen tueddiadau a oedd ar gael ochr yn ochr â'r drafft. Mae hon wedi'i hatodi i fersiwn derfynol y cynllun i wneud y croesgyfeirio'n gliriach. Bydd rhagor o wybodaeth am y galw am ofal plant ac addysg gynnar yn cael ei hadlewyrchu yn yr ADGP sy'n mynd rhagddo a bydd yn rhan o waith ymchwil mewn ardaloedd/grwpiau lle mae niferoedd llai yn manteisio ar gyfleoedd er mwyn sbarduno'r galw. Bydd cynlluniau gweithredu sy'n benodol i dwf yn seiliedig ar y data hwn yn cael eu datblygu ac yn barod i gefnogi'r broses weithredu erbyn mis Medi 2022.

8. Dylai'r cynlluniau edrych ar ehangu'r ddarpariaeth mewn ardaloedd o amddifadedd gan fod addysg ddwyieithog a chyfrwng Cymraeg yn cynnig symudedd cymdeithasol gwerthfawr a gwerth ychwanegol i blant a phobl ifanc mewn ardaloedd o amddifadedd.

Y cynllun yw ehangu'r ddarpariaeth mewn ardaloedd lle tybir ei bod yn llai hygyrch ar hyn o bryd a lle mae'r galw wedi bod yn is yn draddodiadol neu lle mae angen annog pobl i fanteisio ar leoedd yn lleol. Mae dealltwriaeth fanwl o'r hyn y mae cymunedau'n ei ddeall a'i eisiau o addysg yn hanfodol cyn y gellir sefydlu darpariaeth ychwanegol gan y bydd hyn yn llywio lle y gellir lleoli darpariaeth gynaliadwy yn effeithiol.

9. Nid yw gwybodaeth am gyllid dibynadwy sydd wedi'i flaenoriaethu a'i glustnodi'n benodol i warantu mwy o ofal plant cyfrwng Cymraeg ar safleoedd ysgolion wedi'i chynnwys, na lleoliadau penodol a nodwyd i sefydlu darpariaeth feithrin i fodloni anghenion teuluoedd ar draws y brifddinas yn ystod oes y Cynllun.

Byddwn yn parhau i weithio gyda chydweithwyr yn y Blynnyddoedd Cynnar i helpu i sefydlu darpariaeth bellach sy'n ystyried canlyniadau ymchwil gyda rhieni a thrwy'r ADGP ynghyd â mewnbwn gan bartneriaid ynghylch lle gellid sefydlu lleoedd ychwanegol hyfyw mewn ffordd gynaliadwy sy'n tyfu'r ddarpariaeth yn effeithiol heb

beryllu'r cynnig presennol. Byddwn yn ceisio nodi cyllid pellach y tu hwnt i grant cyfalaf i helpu i sefydlu darpariaeth feithrin CC ar safleoedd ysgolion.

10. Angen rhoi mwy o bwyslais yn y Cynllun ar integreiddio â'r sector iechyd. Ffurio partneriaeth ragweithiol a chadarn gyda'r Bwrdd Iechyd fel partner blaenllaw ac allweddol wrth gyrraedd rhieni newydd; gweithio gyda'r Bwrdd Iechyd i ddarparu hyfforddiant i fydwragedd ac ymwelwyr iechyd a dod o hyd i ffyrdd o rannu negeseuon cadarnhaol mewn modd cyson a chynhwysfawr; cynnwys manylion am Addysg CC mewn pecynnau beichiogrwydd ar gyfer mamau newydd. Mae hyn wedi bod yn llwyddiannus mewn ardaloedd yn y De-ddwyrain lle mae llyfrynnau penodol wedi'u cynnwys wrth "gadw lle", sef apwyntiad swyddogol cyntaf y fam gyda'r fydwraig, ar tua 8-10 wythnos;

Rydym eisoes yn gweithio gyda'r sector iechyd a phartneriaid eraill i roi gwybodaeth i rieni. Fodd bynnag, fel rhan o'r adolygiad o hyrwyddo i ysgogi'r galw, byddwn yn parhau i weithio gyda phartneriaid ynghylch y ffyrdd gorau a mwyaf effeithiol o estyn allan at rieni fel yr amlinellir yn y cynllun

11. Gweithio'n agos gyda'r Cynllun Cymraeg i Blant.

Cydnabyddir bod gweithio gyda Cymraeg i Blant yn ffordd o gryfhau'r cynllun a chaiff ei adlewyrchu yn y gwaith o gynllunio camau gweithredu wrth symud ymlaen

12. Dylid nodi cyfleoedd i gynllunio ymgyrchoedd lleol mewn rhannau penodol o'r sir i ymateb i'r heriau/datblygiadau arfaethedig yno.

Yn gyson â phwynt 3, mae hyn yn unol â bwriad y cynllun. Darperir rhagor o fanylion mewn cynlluniau gweithredu.

13. Byddem hefyd yn annog y Sir i gyfeirio rhieni at y wefan www.welsh4parents.cymru sy'n ffynhonnell ddefnyddiol o wybodaeth a chymorth i rieni a disgyblion;

Rhoddir ystyriaeth i'r ffordd orau o gyflawni hyn yn ystod y cam manwl o gynllunio camau gweithredu.

14. Awgrymwn fod angen ystyried creu 'Ap' (neu fanteisio ar adnodd Cyngor presennol) i ddarparu llwyfan hawdd a hygyrch ar gyfer rhannu gwybodaeth a negeseuon, casglu barn, ac ati.

Byddwn yn parhau i weithio gyda phartneriaid ynglŷn â'r ffyrdd gorau a mwyaf effeithiol o estyn allan at rieni, fel yr amlinellir yn y cynllun, mewn ffordd sy'n effeithiol ac a gefnogir gan adnoddau priodol i sicrhau bod y wybodaeth yn ymatebol ac yn cael ei diweddarau.

15. Mae angen llunio Cynllun Gweithredu manwl, fel rhan o waith is-grŵp hyrwyddo'r Fforwm Addysg Gymraeg, ac i hynny furio elfen anhepgor o'r Cynllun 10 mlynedd.

Gwneir hyn ar ôl i'r cynllun gael ei gymeradwyo i alluogi gweithrediad o ran olaf 2022

16. Pryderon ynghylch y datganiad i 'gynnal capasiti' yn hytrach nag ymestyn neu agor darpariaeth newydd gyda'r cynlluniau ynghylch ehangu gan 8DM (gan gynnwys y 4DM a gynllunnir yn y 5 mlynedd gyntaf) heb ddigon o eglurder na gwybodaeth am amserlenni a sut y bydd unrhyw ddarpariaeth newydd yn gynaliadwy.

Prif fwriad y cynllun yw cynyddu nifer y siaradwyr Cymraeg rhugl ac mae cynyddu nifer y lleoedd cyfrwng Cymraeg yn rhan allweddol o hyn. Fodd bynnag, mae'r duedd o ran amcanestyniadau cyfradd genedigaethau yn dangos crebachiad yn nifer y disgyblion a fydd o oedran dechrau ysgol yn ystod cyfnod y cynllun hwn. Rydym yn cydnabod y gall twf yn y sector drwy ysgolion newydd roi pwysau ar y ddarpariaeth bresennol oherwydd gostyngiad yn y niferoedd, a byddai ehangu'n rhy gyflym, a thrwy hynny beryglu hyfywedd y ddarpariaeth bresennol, yn wrthgyferbyniol i gyflawni'r nod o dwf cyffredinol y Gymraeg. Mae hyn yn golygu bod angen ystyried sicrhau bod unrhyw leoedd ychwanegol yn cefnogi twf yn ogystal â chynnal y nifer sy'n manteisio ar y darpariaethau presennol i sicrhau cynnydd gwirioneddol yn yr unigolion sy'n elwa o ddarpariaeth cyfrwng Cymraeg yn hytrach na dim cynnydd ond gwasgariad ar draws mwy o leoliadau.

17. Ni ddarperir digon o wybodaeth am y cymorth y bydd y Sir yn ei ddarparu wrth i ysgolion dwyieithog a chyfrwng Saesneg ystyried pontio ar hyd y continwmm iaith yn unol â'r canllawiau anstatudol ar gategoreiddio arfaethedig ysgolion yn ôl darpariaeth iaith Gymraeg. A fyddai'r Sir yn gallu cefnogi ysgolion dwyieithog a chyfrwng Saesneg yn fwy cadarn wrth iddynt ystyried symud ar hyd y continwmm ieithyddol fel rhan o'r broses bontio yn unol â'r canllawiau anstatudol o gategoreiddio ysgolion yn ôl darpariaeth cyfrwng Cymraeg yn y tymor canolig a'r hirdymor?

Rhyddhaodd Llywodraeth Cymru ei chanllaw ar gategoreiddio ysgolion ar 16 Rhagfyr 2021. Bydd hwn yn cael ei ddefnyddio gan y Cyngor a'i bartneriaid i lywio'r gwaith cynllunio trefniadaeth ysgolion sy'n angenrheidiol i ymateb i'r mater a godwyd. Byddwn yn adolygu'r wybodaeth ddiweddaraf ac yn parhau i weithio gyda phartneriaid i ddatblygu cymorth i ysgolion a allai fod am bontio ar hyd y continwmm iaith. Rydym yn ceisio cefnogi ysgolion ym mha bynnag ffordd sy'n briodol er mwyn sicrhau dilyniant llwyddiannus i ymgorffori mwy o Gymraeg.

18. Dim digon o wybodaeth benodol am sut mae cynllunio i ymateb i leoedd gwag presennol mewn ysgolion CC.

Fel y nodir yn y CSCA a'r Strategaeth Caerdydd Ddwyieithog, mae cynlluniau peilot wedi'u cynllunio i weithio'n ddwys gydag ysgolion lle mae llai o Gymraeg ac i geisio cael gwell dealltwriaeth o'r materion sy'n ymwneud â niferoedd is mewn rhai grwpiau. Bwriad y gwaith ymchwil hwn yw gweithio i ddeall yn well y ffactorau gwthio a thynnu sy'n dylanwadu ar ddewisiadau ysgol a defnyddio'r canlyniad i ddatblygu hyrwyddo targedig pwrpasol a gynllunnir i ysgogi diddordeb a lleddfu pryderon.

19. Dylid cynnwys gwybodaeth am gynllunio strategol sy'n ddigon pwrpasol gyda'r bwriad o ddarparu cyfleoedd cyson i ddisgyblion dderbyn addysg CC o fewn eu 'cymdogaeth 15 munud' ar draws y Brifddinas. Byddem yn disgwyl ymarfer mapio manwl o'r ddarpariaeth ar draws y sir, gan nodi'r ddarpariaeth bresennol a nodi bylchau. Y cam nesaf wedyn fyddai mapio sut yr eir i'r afael â'r bylchau hyn.

Bydd y CSCA yn cyd-fynd â'n dogfennau strategol eraill ar gyfer cynllunio lleoedd ysgol ledled y ddinas. Gellir cyrraedd y mwyafrif helaeth o ardaloedd yng Nghaerdydd o fewn 15 munud gan ddefnyddio dulliau amrywiol o deithio. Fodd bynnag, mae awydd i wella dosbarthiad lleoedd a llwybrau o'r cartref i'r ysgol ymhellach er mwyn gwella gwelededd a mynediad i'r opsiynau sydd ar gael i rieni wrth ystyried dewisiadau ysgol.

Deilliant 3

20. Rhagor o wybodaeth am gyfraddau trosglwyddo disgyblion o'r sector cynradd i uwchradd er y nodir nad yw hon yn 'broblem sylweddol'.

Mae gwybodaeth am y gyfradd bontio wedi'i chynnwys yn y ddogfen tueddiadau sy'n dangos bod canran y plant sy'n dod i mewn i'r sector sy'n trosglwyddo ar bwyntiau pontio allweddol ac yn cwblhau eu haddysg statudol drwy gyfrwng y Gymraeg yn gryf yng Nghaerdydd. Fodd bynnag, cydnabyddir bod nifer fach yn dewis trosglwyddo allan ac mae angen rhoi sicrwydd parhaus i'r lleiafrif o deuluoedd fod eu penderfyniad i roi eu plentyn mewn addysg cyfrwng Cymraeg yn un y gallant ymddiried ynddo o'r feithrinfa hyd at ôl-16.

21. Mae nifer y disgyblion sy'n symud allan o addysg cyfrwng Cymraeg wedi cynyddu dros y tair blynedd diwethaf. Dylid cynnwys rhagor o wybodaeth er mwyn deall y sefyllfa'n well er mwyn cynllunio a chymryd camau i geisio lleihau'r duedd.

Mae ysgolion wedi ymateb i bryderon rhieni, gan gefnogi caffaeliad iaith eu dysgwyr drwy 'sesiynau dal i fyny'. Mae'r Cyngor hefyd wedi cyflwyno ymyriad peilot i ymateb i'r pryderon hyn, gan ddarparu cymorth drwy uned trochi Cymraeg Caerdydd. Mae ysgolion wedi ymateb i bryderon a'r angen i gefnogi caffaeliad iaith yn fewnol yn ogystal â sicrhau atgyfeirio priodol i beilot ymyrryd yr uned trochi Cymraeg sydd ar waith ar hyn o bryd fel ymateb i'r heriau a brofwyd. Ni wyddwn eto a fydd hyn yn tawelu meddyliau plant a rhieni i atal colled bellach. Bydd strategaethau pellach yn cael eu hystyried a/neu'r mesurau presennol yn cael eu cryfhau a'u hehangu fel y bo'n briodol yn dilyn gwerthusiad a byddwn yn parhau i weithio gyda chydweithwyr ar draws y sector gan gynnwys partneriaid consortiwm i sicrhau bod teuluoedd, lle bynnag y bo modd, yn teimlo eu bod yn cael eu cefnogi ac yn hyderus y bydd eu plentyn yn ffynnu drwy gyfrwng y Gymraeg.

22. Diffyg manylion ynglŷn â defnyddio un o safleoedd ysgol uwchradd y CDLI i gynyddu nifer y lleoedd uwchradd cyfrwng Cymraeg. Mae hyn yn awgrymu efallai nad yw'r ddarpariaeth yn un cyfrwng Cymraeg ac y gallai fod yn ddwyieithog/dwy iaith. Hoffai MM weld hyn yn mynd ymhellach.

Mae bwriad cadarn i gynyddu lleoedd addysg uwchradd cyfrwng Cymraeg o fewn y CSCA i ddarparu ar gyfer y niferoedd presennol sydd eisoes wedi dewis addysg cyfrwng Cymraeg ar ddechrau eu haddysg gynradd ac i sicrhau bod darpariaeth ar gyfer y twf a ragwelir dros y blynyddoedd nesaf i sicrhau bod llwybr addysg gweladwy o enedigaeth i oedolaeth sy'n cefnogi rhieni i wneud eu penderfyniadau ar gyfer addysg eu plentyn/plant o'r cychwyn cyntaf. Mae twf cynaliadwy'r sector yn hanfodol ynghyd â sicrhau bod gweithlu sydd â'r sgiliau a'r profiad priodol mewn lle i gyflawni'r safonau uchel yr ydym wedi arfer â hwy yng Nghaerdydd wrth i nifer y lleoedd gynyddu. Byddai unrhyw ddefnydd o'r safleoedd CDLI a gynigir yn destun ymgynghoriad statudol o dan y Cod Trefniadaeth Ysgolion. Mae'r ymrwymiad i ddarpariaeth uwchradd ychwanegol yn glir - bydd yr union leoliad(au) i gyflawni'r ehangu hwn yn cael eu hystyried ymhellach yn unol â'r canllaw hwn.

23. Sonnir am ehangu'r ddarpariaeth drochi gynradd (ac uwchradd), ond nid oes cynllun na strategaeth ar gyfer hyrwyddo'r ddarpariaeth hon yn rhagweithiol ymhlith y boblogaeth

oedran cynradd nac ymhlith rhieni presennol i ddenu hwyrdyfodiaid sy'n newydd i'r ddinas ac o fewn y ddarpariaeth bresennol.

Rydym yn ymfalchio yng nghryfder y model trochi a'n staff sy'n ei gyflwyno yng Nghaerdydd er budd disgyblion Caerdydd ac amrywiaeth o blant a phobl ifanc o awdurdodau cyfagos. Rydym yn parhau i weithio i sicrhau bod plant o bob gallu yn cael eu cefnogi i ffynnu drwy gyfrwng y Gymraeg waeth pryd y byddant yn dechrau eu haddysg drwy gyfrwng y Gymraeg. Mae ysgolion wedi bod yn allweddol wrth gefnogi caffaeliad iaith disgyblion ac o fewn y sector uwchradd edrychwn ymlaen at dreialu'r cynlluniau peilot 'trochi dal i fyny' ar gyfer caffaeliad iaith eleni. Ar hyn o bryd mae'r Uned Drochi hefyd yn cefnogi disgyblion o awdurdodau lleol cyfagos ac mae wrthi'n eu cefnogi i ddatblygu eu darpariaethau eu hunain i gefnogi twf ehangach dysgwyr cyfrwng Cymraeg. Bydd camau gweithredu pellach sy'n benodol i dwf strategol y ddarpariaeth a hyrwyddo'r gwasanaethau'n effeithiol yn cael eu nodi yn y cynlluniau gweithredu.

24. Eisiau gweld mwy o gyfathrebu â theuluoedd am CC i fynd i'r afael ag effaith y pandemig

Yn unol â'r pwynt uchod, byddwn yn parhau i weithio gydag ysgolion i gefnogi teuluoedd a chyfathrebu am gyfleoedd sydd ar gael a allai gefnogi caffaeliad iaith yn unol ag oedran, cyfnod, pynciau cwricwlwm. Mae RhAG hefyd yn datblygu safle i gynnig atgyfeiriadau pellach i rieni at gymorth.

25. Dylai gynnwys gwybodaeth benodol am sut y gallai ymarferwyr arbenigol yn yr Uned Drochi ehangu ar athroniaeth a thechnegau trochi iaith gydag ymarferwyr mewn ysgolion dwyieithog a chyfrwng Saesneg - byddai'n cryfhau nodau'r Deilliant hwn.

Mae'r gwaith hwn eisoes wedi dechrau fel rhan o'r cynllun peilot presennol, gyda hyfforddiant yn cael ei ddatblygu i'w weithredu gan staff yr uned trochi Cymraeg yn Nhymor y Gwanwyn 2022 i athrawon ysgolion Caerdydd. Bydd hyn yn cefnogi eu gwybodaeth a'u dealltwriaeth o ddull a thechnegau'r model Trochi Cymraeg. Datblygwyd hyn gan ddefnyddio'r arian grant a sicrhawyd gan Lywodraeth Cymru, yr ydym yn disgwyl iddo gael ei gynnig eto yn y dyfodol fel rhan o raglen hyfforddi Caerdydd. Yn dilyn gwerthusiad, byddem yn disgwyl cynyddu cyrhaeddiad y wybodaeth arbenigol ymhellach er budd cynulleidfa ehangach o fewn gweithlu addysgu a dysgu Caerdydd.

26. Awgrym am ragor o fanylion am waith y Gwasanaeth Ieuencid o ran gwella cyfleoedd i ddefnyddio a gwella sgiliau Cymraeg o fewn y gwasanaeth.

Mae rhagor o wybodaeth am ehangu nifer ac ystod y gweithgareddau a gwasanaethau ieuencid cyfrwng Cymraeg yng Nghaerdydd wedi'i nodi yn y cynllun ac ymhelaethir arni ymhellach yn y cynlluniau gweithredu manwl o dan Ddeilliant 5.

27. Mae angen mynd i'r afael â llwybrau dilyniant i'r chweched dosbarth / colegau Addysg Bellach ac wedi hynny, lle y bo'n berthnasol, i brifysgolion a'r byd gwaith, felly mae angen i'r cynllun roi ystyriaeth lawn i gyfraniad darparwyr ôl-16 a chyfleoedd prentisiaeth at lwyddiant y cynllun, gyda thargedau dilyniant wedi'u nodi'n glir.

Gyda datblygiad posibl y Comisiwn Addysg Drydyddol (CADY) dros y 10 mlynedd nesaf edrychwn ymlaen at y cyfleoedd y byddai newid graddol o'r fath yn eu hwyluso mewn addysg ôl-16 yng Nghaerdydd, gan gynnwys drwy gyfrwng y Gymraeg. Pe bai rheoleiddiwr newydd yn cael ei roi ar waith i gwmpasu'r rhan fwyaf o'r dirwedd ôl-16, byddem yn ceisio gweithio gydag ef a phartneriaid i gefnogi, fel y bo'n briodol.

28. Cais am ragor o fanylion o ran darpariaeth addysg ôl-orfodol a thargedau cysylltiedig

Darperir rhagor o fanylion penodol am addysg ôl-orfodol a thargedau a gynorthwyr yn y cynlluniau gweithredu.

29. Byddai darparu mwy o wybodaeth am gefnogi ymarferwyr mewn ysgolion dwyieithog a chyfrwng Saesneg fel y gallant hwythau hefyd efelychu athroniaeth a thechnegau trochi iaith yn gynyddol effeithiol tra'n dysgu Cymraeg fel iaith ychwanegol yn gam cadarnhaol ac yn cryfhau'r Cynllun.

Gellir rhoi manylion am y cyllid trochi yn y sector uwchradd ar gyfer uwchsgilio

30. Cais am ddata parthed: pontio/cadw,

a) byddai cynnwys cerrig milltir sy'n cynnwys gwybodaeth berthnasol am sut y bydd y Sir yn monitro, gwerthuso ac adolygu'r nodau yn y byrdymor a'r tymor canolig yn darparu gwybodaeth ddefnyddiol wrth iddynt fynd ati'n bwrpasol i gyflawni eu cynlluniau hirdymor.

b) Er mwyn cael gwell darlun o'r sefyllfa ledled y sir, byddai'n dda cael union ffigurau a chanrannau pob un o'r ysgolion cynradd sy'n bwydo i mewn i'r sector uwchradd, gan nodi systemau a phatrymau pontio'r clystyrau ysgol.

Mae gwybodaeth am niferoedd a throsglwyddo i ysgolion cyfrwng Cymraeg wedi'i rhannu â phartneriaid y Fforwm Addysg Gymraeg i lywio'r gwaith o ystyried a datblygu'r cynlluniau peilot presennol sydd bellach ar y cam gweithredu. Bydd yr holl ddata ynghyd â gwerthusiadau'r cynlluniau peilot yn cael eu hystyried wrth ddatblygu cynllun gweithredu i gefnogi datblygiad yn y dyfodol gan gynnwys cerrig milltir a sut y byddwn yn monitro, gwerthuso ac adolygu nodau.

31. Byddai dadansoddiad daearyddol o ddarpariaethau uwchradd y Sir yn ddefnyddiol i weld i le mae'r niferoedd cynradd yn bwydo ar hyn o bryd. Byddai nodi unrhyw fylchau wedyn yn helpu i gynllunio ymhellach drwy gydol y Cynllun hwn.

Gellir gweld y dalgylchoedd cynradd ac uwchradd ar wefan y Cyngor ac fe'u hystyrir yn rheolaidd wrth ddatblygu cynlluniau trefniadaeth ysgolion. Rhoddir ystyriaeth bellach i ffordd gliriach o gysylltu'r wybodaeth hon er mwyn gwneud y cynllunio'n fwy tryloyw i'r cyhoedd ehangach - bydd hyn yn cael ei drafod fel rhan o'r broses o gynllunio camau gweithredu.

32. Beth yw'r strategaeth bresennol i hyrwyddo cyfleoedd trochi i hwyrddyfodiaid? Mae angen rhoi gwybod i rieni fod opsiwn arall ar gael iddynt ac i hynny gael ei rannu'n eang. Mae hyn yn arbennig o wir am deuluoedd sydd am gofrestru plentyn iau mewn ysgol cyfrwng Cymraeg lle mae brawd neu chwaer hŷn yn mynychu ysgol cyfrwng Saesneg.

Ymdrinnir â'r strategaeth i hyrwyddo cyfleoedd trochi i hwyrddyfodiaid a hyrwyddo addysg cyfrwng Cymraeg i gefnogi mynediad i'r Gymraeg i bob disgybl yn yr ymatebion i Bwyntiau 3, 17, 22 a 24.

33. Wrth edrych ar ffyrdd o ysgogi twf yn y dyfodol, bydd yn hanfodol edrych ar sut y caiff y ddarpariaeth hon ei hyrwyddo, ac yn naturiol bydd angen edrych ar ffyrdd o ehangu a chynyddu'r ddarpariaeth maes o law.

Dyma fwriad y Cynllun. Gweler yr ymatebion i bwynt 3 ac 17 uchod.

34. Mae'r Cynllun yn sôn am 'ddefnyddio o leiaf un o safleoedd y CDLI i gynyddu lleoedd uwchradd.' Ond mae'n ymddangos na fydd dim yn cael ei wneud tan ddiwedd cyfnod y Cynllun. Mae gadael hyn tan ddiwedd y Cynllun yn gamgymeriad.

Ni fydd hyn ar ddiwedd y cynllun ond yn ystod yr ail 5 mlynedd. Mae'r iaith wedi'i mireinio i adlewyrchu hyn. Gweler pwynt 21 uchod.

35. Mae angen sefydlu system i fonitro'r sefyllfa – mae awdurdodau eraill wedi sefydlu Grŵp Ffocws i edrych ar sefyllfa Niferoedd Disgyblion i wireddu Deilliant 3 – a yw hynny'n cynnig ffordd ymlaen i Gaerdydd?

Rhennir y wybodaeth hon gyda phartneriaid y Fforwm Addysg Gymraeg. Trafodir a fyddai budd i gael is-grŵp penodol i edrych ar hyn fel rhan o'r ddatblygiad y gwaith o gynllunio camau gweithredu yn Neilliant 3.

Deilliant 4

36. Amryw bryderon fod y cyrsiau Ôl-16 yn annigonol, yn anaddas ac yn anymarferol ar draws y ddinas ar eu ffurf bresennol a bod angen rhoi sylw dybryd i'r maes. Mae'r diffyg opsiynau presennol yn cael effaith negyddol ar y niferoedd sy'n dewis parhau i ddilyn cyrsiau ôl-16 drwy gyfrwng y Gymraeg. Angen nodi'r diffygion yn ogystal â sut i fynd i'r afael â'r bwlch addysgol hwn drwy gyfrwng y Gymraeg. Awgrymwyd bod angen cynllun bwriadol yn y maes hwn gan gynnwys cydweithio effeithiol â Cymwysterau Cymru i sicrhau bod cymwysterau ar gael, yn enwedig mewn meysydd galwedigaethol, a gynigir i ddisgyblion o 14 oed, ynghyd ag ystyried yr elfen waith ar draws ysgolion a rhagor o fanylion am bwy fydd yn arwain datblygiad ynghyd â phwy/sut y bydd yn monitro cynnydd o ran sicrhau gwelliant.

Bydd gan y fframwaith prentisiaeth newydd a gyhoeddwyd fel rhan o'r Bil Addysg Drydyddol rôl i'w chwarae hefyd o ran sicrhau bod lluo o opsiynau hyfforddi ar gael yn y Gymraeg o fewn addysg ôl-orfodol. Rydym yn cydnabod bod darparu cymwysterau'n mynd drwy gyfnod o newid sylweddol yng Nghymru a'r DU yn ehangach. (Cwricwlwm newydd, dileu BTECs yn raddol a chyflwyno Lefel T yn Lloegr a fydd yn cael effaith ddilynol ar argaeledd cyrsiau gan fyrdau arholi yn Lloegr ac rydym yn aros am eglurder ynghylch a fydd CBAC neu ddarparwyr eraill yng Nghymru yn ymgymryd â chynnig o'r fath).

Byddwn yn parhau i weithio gyda phartneriaid ac ysgolion y Consortiwm i gefnogi trafodaethau cadarn gyda Cymwysterau Cymru a Llywodraeth Cymru i sicrhau tystiolaeth gref o angen a dylanwad priodol ar ddyfodol cymwysterau ôl-16 a galwedigaethol ehangach drwy gyfrwng y Gymraeg. Byddwn yn annog ysgolion i

archwilio partneriaethau dyfnach a chefnogi'r gwaith o ddatblygu cyfleoedd pellach i ehangu eu cynnig i bobl ifanc ôl-16, ar y cyd â darparwyr lleol eraill

37. Awgrym y dylid cynnal ymchwil i ddewis iaith myfyrwyr cyn-16 ac ôl-16 ac edrych yn fanwl ar lwybrau gyrfa posibl i'r carfanau hyn i fodloni anghenion a chau'r bwlch mewn cyfrwng iaith gyda rhaglenni astudio partneriaeth cyfrwng Cymraeg wedi'u cynllunio ar y cyd rhwng darparwyr i ehangu sgiliau Cymraeg o fewn y gweithlu ifanc. Tynnodd MM sylw at y rhaglen Cam Wrth Gam.

Gwnaed cynnydd yn y maes hwn drwy ddarparu ffeiriau gyrfaoedd ar-lein drwy Caerdydd Ddwyeithog sy'n ymwneud yn benodol ag ehangu ymwybyddiaeth o yrfaedd lle mae galw am siaradwyr Cymraeg rhugl ynghyd â chyfleoedd ehangach i ddefnyddio'r iaith er budd dilyniant gyrfa.

Rydym yn bwriadu gweithio ymhellach gyda phartneriaid gan gynnwys Addewid Caerdydd, Caerdydd Ddwyeithog, a darparwyr addysg i gryfhau ymgysylltiad ac ystyriaeth o lwybrau gyrfa posibl ynghyd â sut i gynyddu nifer y plant sy'n ymgysylltu â mwy o amllder ac o sbectrwm oedran eang. Rydym yn annog ac yn croesawu darparwyr sy'n cydweithio i gynllunio rhaglenni astudio. Gyda'r cwricwlwm newydd yn cael ei gyflwyno yn 2022 byddwn yn parhau i weithio gyda chydweithwyr mewn ysgolion i nodi unrhyw batrymau neu newidiadau i ddewisiadau pwnc disgyblion.

38. Dylai fod gan Gaerdydd gyd-drefniant hyrwyddo lleol gweithredol rhwng ysgolion a phartneriaethau eraill sy'n pwysleisio'r angen am siaradwyr Cymraeg rhugl sydd wedi'u hyfforddi mewn sectorau sgiliau penodol, gan gyfeirio'n benodol at yrfaedd a llwybrau dysgu (prentisiaethau canolog) mewn gofal, gofal plant, addysg feithrin, gweinyddu a chymorth, cymorth dysgu a gwasanaeth cwsmeriaid. Mae angen i'r Cyngor arwain ar y gwaith hwn, fel prif gyflogwr yr ardal, ac ysgwyddo rôl ragweithiol wrth hyrwyddo cyfleoedd i ymuno â'r gweithlu ar draws holl wasanaethau'r ALI.

Gweler pwynt 36 uchod. Mae Caerdydd Ddwyeithog eisoes yn gweithio gyda'i fforwm i hyrwyddo swyddi a phrofiad gwaith drwy gyfrwng y Gymraeg. Mae cyfleoedd i ddatblygu sgiliau a gwaith yn y maes gofal plant eisoes yn cael eu cynnig mewn ysgolion uwchradd cyfrwng Cymraeg yng Nghaerdydd ond rydym yn disgwyl rhoi cynlluniau gweithredu â ffocws ar waith i ehangu'r cynnig presennol i ystod oedran ehangach a chyda mwy o amllder ynghyd ag ymgorffori'r wybodaeth hon yn gliriach o fewn gweithgarwch parhaus Addewid Caerdydd.

39. Prin yw'r targedau a'r cynlluniau yn yr adran hon i gefnogi a datblygu'r Gymraeg fel pwnc. Mae angen cynllunio pwrpasol a rhagweithiol i sicrhau bod unrhyw ddisgybl sy'n dymuno astudio'r pwnc i Safon Uwch yn cael cyfle i wneud hynny. Gofynnwyd am wybodaeth ar wella Safon Uwch Cymraeg mewn ysgolion cyfrwng Saesneg.

Byddwn yn annog ysgolion i gynnig cyrsiau o'r fath i ddisgyblion lle bynnag y bo'n ymarferol ac yn annog cydweithredu i sicrhau mynediad ar draws y ddinas. Fel rhan o'r broses o gynllunio camau gweithredu, rhoddir ystyriaeth i le mae ysgolion yn cyflawni lefelau amrywiol o niferoedd i dynnu sylw at y ffactorau dylanwadol cadarnhaol yn ogystal ag ymgymryd ag ymchwil â ffocws gyda phobl ifanc i

benderfynu beth y gwnaethant ei ystyried wrth ddewis opsiynau a'r hyn y credant a allai fod yn hanfodol i weld niferoedd uwch yn dewis y pwnc wrth symud ymlaen. Byddai hyn yn cynnwys ystyried sut y gallai dysgu digidol chwarae rôl wrth symud ymlaen.

40. Mae angen nodi sut y bydd diddordeb yn cael ei danio a'i gynnal yn y pwnc ymysg disgyblion. Dylid manteisio'n llawn hefyd ar y cyfleoedd a gynigir gan y Coleg Cymraeg a phartneriaid eraill fel rhan o gynllun cenedlaethol i hyrwyddo'r Gymraeg fel pwnc (dan arweiniad Llywodraeth Cymru).

Rydym yn croesawu ymgysylltiad ein hysgolion â chynlluniau cenedlaethol fel y rhai a gynigir gan y Coleg Cymraeg. Mae gan rai ysgolion gytundebau cydweithio eisoes i alluogi disgyblion sy'n dymuno cael mynediad at Safon Uwch Cymraeg i wneud hynny ar safle arall i greu dosbarthiadau hyfyw. Mae ysgolion a phartneriaid (e.e. Consortiwm) eisoes yn cynnal ymchwil i ddiddordeb disgyblion yn y pwnc, ond bydd rôl ymchwil â ffocws gyda phobl ifanc yn cael ei hystyried fel rhan o'r broses o gynllunio camau gweithredu.

Deilliant 5

41. Dylai mapio, archwilio a gwerthuso cyfleoedd dysgu Cymraeg y tu allan i'r ysgol ymhlith partneriaid ledled y ddinas fod wedi digwydd cyn hyn.

Mae cyfeirlyfr eisoes yn bodoli ar gyfer Caerdydd; fodd bynnag, mae'r pandemig wedi effeithio ar lawer o wasanaethau ac rydym yn ymwybodol y gallai hyn effeithio ar sut/ble rydym yn canolbwyntio datblygiad wrth symud ymlaen. O'r herwydd, ystyrir bod mapio, archwilio a gwerthuso effeithiolrwydd y ddarpariaeth yn dasg hollbwysig i ategu'r gwaith o gynllunio camau gweithredu a datblygu gwasanaethau yn y maes hwn yn y dyfodol.

42. Dylai gyfeirio at waith da i hyrwyddo defnydd o'r Gymraeg ymhlith poblogaeth ifanc ein hysgolion hyd yma drwy dathliadau blynyddol a chyfleoedd allgyrsiol estynedig: Tafwyl; Cynllun RhCGY; Gwasanaethau Ieuencid; dathliadau Dinas Caerdydd a Llywodraeth Cymru.

Mae gan y Gwasanaeth Ieuencid gynnig dwyieithog anffurfiol lle mae staff yn siarad Cymraeg. Ariennir yr Urdd drwy'r grant Arloesi Ieuencid i gynnig darpariaeth ieuencid mynediad agored ac mae Menter Caerdydd hefyd yn derbyn cyllid i hyrwyddo diwylliant Cymru.

Wrth symud ymlaen bydd cynlluniau gweithredu'n cael eu datblygu a disgwylir iddynt gynnwys darpariaethau wyneb-yn-wyneb pellach ynghyd â defnyddio llwyfannau rhithwir gan gynnwys Discord i gynnig darpariaeth Gymraeg mynediad agored gyda Swyddog Cymraeg i oruchwylio'r gwaith o ehangu'r cynnig Cymraeg.

43. Mae angen manylion am sut y bydd y Sir yn monitro, gwerthuso ac adolygu cynlluniau Cymraeg Campus a'r Siarter Iaith a sut y bydd y ddarpariaeth hon yn hyrwyddo'r Gymraeg ymhellach ymhlith dysgwyr i gefnogi cynllunio pwrpasol i fodloni anghenion Cymraeg dysgwyr sydd â lefel amrywiol o hyder a hyfedredd yn eu cymunedau lleol yng Nghaerdydd.

Mae CCD wrthi'n adolygu ei amcanion cynllunio busnes ac yn cynnal adolygiad hunanwerthuso. Fel rhan o'r ddau weithgaredd mae gwerthusiad o'r prosiect yn cael ei gynnal. Mae CCD eisoes yn rhannu arfer effeithiol gan ddefnyddio amrywiaeth o ffynonellau gan gynnwys Twitter, gwefan CCD a chyfathrebu amrywiol.

44. Awydd gweld llinell sylfaen a thargedau gan y Fenter Iaith leol a'r Urdd fel partneriaid Cymraeg ond hefyd gan asiantaethau a gwasanaethau allweddol eraill fel gwasanaeth ieuencid y Sir a Chlybiau Ffermwyr Ifanc i gyfoethogi'r deilliant.

Byddai hyn ond yn berthnasol i'r gwasanaethau hynny a gefnogir gyda chronfeydd y cyngor. Byddwn yn parhau i weithio ar y cyd â Caerdydd Ddwieithog a phartneriaid i sicrhau cynllun gweithredu cydgysylltiedig i helpu i wireddu'r camau gweithredu a nodir yn Neilliant 5.

Deilliant 6

45. Mae uchelgais y targedau sy'n ymwneud â darpariaeth ADY cyfrwng Cymraeg, yn enwedig o fewn y 5 mlynedd gyntaf, yn afrealistig ac nid yw'n ystyried cyflwr presennol y ddarpariaeth. Mae diffyg eglurder ynghylch sut y gellir tyfu, datblygu neu ymestyn arferion da presennol i gyflawni'r cynnydd y cyfeirir ato. Byddai hyn yn cynnwys targed/strategaeth feintiol ar gyfer datblygu'r gweithlu i fodloni'r anghenion h.y. hyfforddiant staff, amser hyfforddi neu gyfleoedd secondiad.

Byddai'n dda nodi unrhyw fylchau mewn arbenigedd mewn meysydd penodol, ac i'r sir gynrig rhaglen hyfforddiant iaith i ymarferwyr, gan ryddhau gweithwyr o'u gwaith am gyfnod sylweddol gyda chydweithrediad y Ganolfan Dysgu Cymraeg sy'n trefnu cyrsiau o'r fath. Byddai'n fuddiol nodi amserlen i gynnal archwiliad o'r ddarpariaeth bresennol yn ogystal â sgiliau staff ac athrawon. Byddai'n dda cynnwys rhagor o fanylion am werthusiad o'r fath, gan nodi'r prif gasgliadau / argymhellion, bylchau a nodwyd a sut y byddant yn sail i gynllunio targedau ar gyfer y deilliant hwn.

Rydym yn ymwybodol o'r angen dybryd am staff hyfforddedig arbenigol yn gysylltiedig â'r ddarpariaeth cyfrwng Cymraeg gynyddol ar gyfer disgyblion ag ADY. Cydnabyddir y bydd angen blaenoriaethu hyfforddiant a chymorth uwchsgilio er mwyn sicrhau'r twf gofynnol i'r gweithlu addysgu a dysgu arbenigol rhugl ym mlynnyddoedd cynnar y cynllun.

Mae'r gwaith hwn eisoes wedi dechrau a byddwn yn parhau i weithio gydag ysgolion, Gwasanaeth Cynhwysiant Caerdydd yn ogystal â chydweithwyr yn y bwrdd iechyd i gefnogi'r cynnydd gofynnol ar draws pob maes sy'n cefnogi disgyblion ag ADY. Gofynnir am gymorth hefyd gan bartneriaid yn LIC, CGA, HCA a'r Consortiwm ynghylch y gweithlu ar draws addysg yn genedlaethol a phob oedran a sector. Caiff hyn ei nodi mewn cynlluniau gweithredu cynhwysfawr sy'n benodol i gynllunio'r gweithlu er mwyn sicrhau gweithrediad effeithiol y weledigaeth ADY ledled Caerdydd, a amlinellir yn Neilliant 6.

46. Nid oes cyfeiriad at y Blynnyddoedd Cynnar yn yr adran hon. Byddai'n dda manylu ar lefel y ddarpariaeth a'r cymorth sydd ar gael o ran dysgwyr sy'n codi'n 3 oed yn y dosbarthiadau meithrin yn ogystal â phlant mewn darpariaethau nas cynhelir.

O ddata'r Hunanasesiad Gwasanaeth, mae hwn yn gyfrif o 'Gyfanswm nifer y plant (o bob oed) sy'n mynychu gofal plant y nodwyd yn ffurfiol bod ganddynt anawsterau dysgu neu anabledau'. Ar y cyfan, roedd 8.2% o'r plant a fodlonodd y meini prawf mewn darpariaeth cyfrwng Cymraeg, yn amrywio o 4.3% ar gyfer plant sy'n cael eu gwarchod (gyda dim ond 2.1% o'r holl warchodwyr plant yn lleoliadau cyfrwng Cymraeg), i 14.2% o'r rhai a oedd yn mynychu gofal sesiynol, gydag 11.3% o leoliadau yn CC.

Darperir cymorth priodol sy'n cyd-fynd â'r angen ym mhob darpariaeth a gynhelir a darpariaeth nas cynhelir a gwneir penderfyniadau ynghylch hyn gan Fforwm y Blynyddoedd Cynnar ar y cyd â'r ysgolion a'r lleoliadau.

47. Nid yw Deilliant 6 yn ddigon uchelgeisiol o ran anelu at sicrhau cyfle ieithyddol cyfartal yn narpariaeth Anghenion Dysgu Ychwanegol (ADY) y Sir. Mae angen mwy o fanylion am gynlluniau i uwchsgilio ymarferwyr arbenigol mewn lleoliadau sy'n darparu cymorth cyson i ddysgwyr ag anghenion ADY. Mae'n bwysig bod y Cynllun yn nodi sut y bydd y Sir yn anelu at ddarparu darpariaeth gyfartal yn y Gymraeg a gwasanaeth gwirioneddol ddwyieithog i ddisgyblion Caerdydd

Mae manylion wedi'u cynnwys yn y cynllun i adlewyrchu cynlluniau i uwchsgilio ymarferwyr. Gweler yr ymatebion i bwytiau 45 uchod.

48. Mae angen cynlluniau pwrpasol i ymateb a gweithredu, monitro ac adolygu nodau'r Deilliant hwn yn y byrdymor a'r tymor canolig gan nad yw'r cynllun yn darparu gwybodaeth ddigon manwl am gynllunio strategol i ehangu'r ddarpariaeth ADY drwy gyfrwng y Gymraeg yn ystod oes y CSCA hwn.

Fel y nodir uchod, byddwn yn parhau i weithio ar y cyd â chydweithwyr yn y gwasanaeth Cynhwysiant i ddatblygu cynlluniau gweithredu priodol i weithredu'r weledigaeth ADY ledled Caerdydd.

49. Byddai'n fuddiol nodi data a gwybodaeth fanwl i ddarparu trosolwg o'r ddarpariaeth bresennol, yn ôl meysydd penodol, a'r niferoedd sy'n defnyddio'r gwasanaeth ar hyn o bryd, yn ogystal â nodi targedau mwy meintiol fel ffordd o lywio cynnydd a sicrhau bod y weledigaeth o gydraddoldeb gwirioneddol yn cael ei gwireddu. A oes digon o gapasiti yn y sector i ateb y galw? Os nad oes digon o gapasiti, beth yw'r amserlen a beth yw'r camau gweithredu i ymateb i'r sefyllfa hon?

Gweler pwynt 36 uchod. Byddwn yn parhau i weithio ar y cyd â chydweithwyr yn y gwasanaeth Cynhwysiant i ddatblygu cynllun gweithredu (gan gynnwys cerrig milltir, partneriaid cyfrifol a chmau gweithredu manwl i weithredu'r weledigaeth ADY ledled Caerdydd unwaith y bydd cymeradwyaeth wedi'i rhoi i'r cynllun ddod i rym yn rhan olaf 2022).

50. Gwnaeth sylwadau a godwyd drwy'r arolwg rhanddeiliaid ar-lein godi pryderon ynghylch heriau pan mae disgyblion yn dysgu mewn iaith heblaw am iaith y cartref. Cafwyd sylwadau yn awgrymu y byddai ADY cyfrwng Cymraeg ond yn briodol i blant mewn cartrefi Cymraeg eu hiaith – mwy o waith i'w wneud ar ehangu opsiynau ar gyfer pob plentyn.

Er y nodir y pryderon hyn, nid yw'r awgrym nad yw addysg cyfrwng Cymraeg yn briodol i blant ag anghenion dysgu ychwanegol yn farn a gymeradwyir gan

Lywodraeth Cymru na Chyngor Caerdydd a'i bartneriaid. Rydym yn blaenoriaethu cynhwysiant a chyfle cyfartal ym mhob agwedd ar ein cynnig addysg. Mae awydd cryf i sicrhau bod pawb yn gallu elwa o'r cyfle i ddysgu Cymraeg a dod yn hyderus yn eu defnydd o'r iaith gydag angen cydnabyddedig i gynllunio ar gyfer hyn yn effeithiol fel bod pawb yn gallu cyflawni eu potensial dwyieithog.

Deilliant 7

51. Dylid cyfeirio at gynlluniau sy'n bodoli eisoes i hyrwyddo llwybrau amgen at ddysgu, a gellid bod wedi cynnwys ystod ehangach o fanylion ynghylch mentrau yn y dyfodol.

Cydnabyddir bod amrywiaeth o gynlluniau ar waith i hyrwyddo ffyrdd amgen o ddysgu. Mae'r rhain yn cynnwys, ymhlith pethau eraill, hyfforddiant i ymgymryd â rolau arwain, ymestyn cyfleoedd arwain o fewn ysgolion cyfrwng Cymraeg ynghyd â chynnig cyfnodau secondiad i athrawon sydd â sgiliau Cymraeg i addysgu o fewn y sector cyfrwng Cymraeg. Ni ellir tanbrizio agwedd cynllunio'r gweithlu'r CSCA o ran sicrhau gweithrediad llwyddiannus. Mae'r cynllun presennol wedi'i gryfhau i adlewyrchu'r blaenoriaethau yn y maes hwn a chaiff ei ehangu ymhellach yn y cynlluniau gweithredu sy'n angenrheidiol i sicrhau bod deilliant 7 yn cael ei gyflawni.

52. Nodir y bydd gweithio gyda phartneriaid yn bwysig i gyflawni nodau'r Deilliant hwn, er enghraifft drwy weithio gyda Swyddog Consortiwm Canolbarth y De Cymraeg mewn Addysg. Mae angen cynnwys mwy o fanylion am y cydweithrediad hwn ac eraill.

Mae monitro datblygiad unigol ysgolion unigol a chynlluniau CSCA, er enghraifft, wedi'i nodi fel gweithgaredd arfaethedig. Mae angen egluro manylion ynghylch pwy fydd yn gwneud hyn a'r camau perthnasol a fydd yn dilyn y gweithgarwch monitro hwn yn y tymor canolig a'r hirdymor.

Mae cryfhau'r gweithlu addysgu yn nod y mae'n rhaid ei gefnogi/hwyluso ar lefel genedlaethol yn ogystal â lleol er mwyn gwireddu uchelgeisiau'r CSCAau ym mhob Awdurdod. Mae Consortiwm Canolbarth y De yn cynnig ystod eang o gyfleoedd dysgu a rhwydweithio proffesiynol ar draws pob ysgol cyfrwng Saesneg sy'n cynnwys Datblygu'r Gymraeg i ymarferwyr, arweinyddiaeth ysgol gyfan ar gyfer y Gymraeg, cefnogaeth a chyfleoedd rhwydweithio i ymarferwyr ôl-sabothol. Adlewyrchwyd hyn o fewn Deilliant 7 CSCA, Camau Gweithredu 1, 3, 5-9

53. Ymatebion Cyhoeddus – pryder ynghylch y baich ar lwyth gwaith addysgu a'r effaith y mae hyn yn ei chael ar gadw/recrwtio. 'Un agwedd bosib ar wella / cyrraedd y targed fyddai ceisio denu rhywfaint o'r dalent ragorol hon yn ôl i Gymru gyda chyfleoedd cystadleuol.'

Fel yr amlinellir yn y CSCA, byddwn yn parhau i weithio gyda phartneriaid i sicrhau bod Caerdydd yn parhau i berfformio'n gadarn o ran recrwtio a chadw athrawon sy'n siarad Cymraeg.

54. Prin yw'r dadansoddiad o'r gweithlu presennol o fewn y sector iaith Gymraeg i bennu llinell sylfaen. Awgrymwn fod cyfle yn y deilliant hwn i nodi "pwy yw'r staff addysgu". Rhaid i Awdurdodau Lleol ystyried yr ystod gyflawn o'r gweithlu sy'n cefnogi addysg – gan gynnwys y staff gweinyddol yn yr ysgolion, swyddogion cymorth yn yr awdurdod lleol a'r consortiwm addysg yn ogystal â'r cynorthwywyr. Gwyddom o brofiad pa mor bwysig yw sicrhau gweithlu cynhwysfawr i gefnogi cynllun mor bwysig â'r Cynllun hwn.

Cefnogir y farn hon a byddwn yn gweithio gyda chydweithiwr ar ddata pellach i gefnogi datblygiad y Gweithlu i gyflawni deilliant 7, yn fewnol a thrwy'r [Cyfrifiad Blynyddol o'r Gweithlu Ysgolion](#) wrth i'r data hwn ddod yn fwy sefydledig a chadarn.

Mae data a ddarparwyd gan LIC yn dangos bod y nifer sy'n manteisio ar y llwybrau amgen a gyflwynwyd yn ddiweddar wedi cael mwy o ddefnydd drwy gyfrwng y Saesneg.

Oherwydd y niferoedd isel a gynlluniwyd o dan y contract ar gyfer blwyddyn gyntaf y pynciau TAR Uwchradd Cyflogedig, nid oes rhaniad pellach yn ôl y Gymraeg a'r Saesneg wedi'i ddarparu hyd yma. Byddwn yn parhau i weithio gyda phartneriaid i ddadansoddi'r nifer sy'n manteisio ar gyfleoedd hyfforddi athrawon newydd i archwilio a ydynt yn recriwtio i'r meysydd (pwnc a chyfrwng) lle mae'r angen mwyaf.

55. Codwyd sawl pryder drwy'r arolwg rhanddeiliaid ar-lein fod y dull yn ymrannol yn hytrach na chynhwysol

Nodir y sylwadau hyn, a byddwn yn parhau i fynd i'r afael ag anghenion dinasyddion ledled y ddinas o ran Trefniadaeth Ysgolion. Fel y nodwyd yn y weledigaeth, rydym am i Gaerdydd fod yn ddinas lle gall y Gymraeg ffynnu a lle mae pobl ifanc yn cael cyfle i'w chofleidio'n llawn.

56. Rhoddodd sawl sylw a wnaed drwy'r arolwg rhanddeiliaid ar-lein bwyslais cryf ar ddewis

Nodir y pwyntiau hyn. Yng Nghaerdydd mae gan deuluoedd ddewis o ran cyfrwng iaith addysg eu plant a gallant hefyd wneud cais am ddarpariaeth ffydd.

Coleg Cymraeg Cenedlaethol

13/12/2021

Dear friend,

[Welsh in Education Strategic Plan 2022-2032](#)

Thank you for the opportunity to respond on behalf of the Coleg Cymraeg Cenedlaethol to the consultation on your County's Welsh in Education Strategic Plan. The Coleg Cymraeg leads the development of Welsh-medium and bilingual education and training in the post-compulsory sector in Wales, and achieves this by working in partnership with universities, further education institutions and apprenticeship providers to build a world-class inclusive Welsh-medium education and training system.

The College was established in 2011 and now extensive provision in Welsh and bilingually has been developed across all main subjects provided in Welsh universities. In 2018 the College took over responsibility for Further Education and Apprenticeships and we have ambitious plans to develop provision for learners in these sectors over the next few years.

The College's work therefore relies very heavily on the success of the compulsory education sector to offer an attractive and accessible Welsh-medium education offer, thereby developing pupils' Welsh language skills so that they can benefit fully from the opportunities for them to continue with their post-16 studies bilingually. It is therefore key that the county Strategic Plans purposefully plan for the growth of Welsh-medium education and support that growth.

There are three elements that the College would like you to consider specifically:

[Linguistic Progression \(mainly outcome 3\)](#)

There is currently no significant discussion in your plan about the educational provision for learners after they have left the compulsory sector. To ensure that the scheme is complete we strongly believe that the progression routes on to sixth forms / Further Education colleges and thereafter, where relevant, to universities and the world of work need to be addressed. The plans therefore need to take full account of the contribution of sixth forms, further education colleges and apprenticeship

providers to the success of the Strategic Plan and, where relevant, set out progression targets clearly.

Welsh as a Subject and Qualifications through the medium of Welsh (outcome 4)

There are few targets and plans in this section to support and develop the Welsh language as a subject. Purposeful and proactive planning is needed to ensure that any pupil wishing to study the subject to A-level has the opportunity to do so. Fair and consistent consideration should be given to the Welsh language as a subject when planning A-level options. There is a need to identify how pupils' interest in the subject is to be created and maintained. Full advantage should also be taken of the opportunities offered by the Coleg Cymraeg and other partners as part of a national scheme to promote the Welsh language as a subject (led by the Welsh Government).

That pattern is also reflected in the approach of how many pupils achieve qualifications through the medium of Welsh. There needs to be an intentional plan in this area and effective collaboration with Qualifications Wales to ensure the availability of qualifications particularly in vocational areas, which are offered to pupils from the age of 14 onwards.

Education Workforce (outcome 7)

The College has submitted evidence to Welsh Government about the challenges arising from a fall in the number of education trainees qualifying to teach through the medium of Welsh and Welsh as a subject. What exactly is the situation regarding the education workforce within your county at the moment? How many more teachers and support staff will you need to realise the plans for the growth set out in your plan? What plans do you have to share this analysis with the Government and the Education Workforce Council to ensure that there is sufficient supply of qualified staff to meet demand?

The points about the education workforce in its wider sense are also relevant to outcome 1 and the development of nursery provision, and we as a College will work with further education colleges and Mudiad Meithrin to expand childcare provision so that there is a suitable supply of staff who will be able to provide first-class bilingual childcare and nursery education.

The College wishes you very well when considering the responses to this consultation. The Strategic Plans are an absolutely key part of realising the national ambition of creating a million Welsh speakers by 2050. We very much look forward to doing our part to contribute to that aim and to build on the success of the compulsory sector in developing accessible and attractive Welsh-medium education in all communities.

Yours sincerely,

Ioan Matthews

Dr Ioan Matthews

Chief Executive

ESTYN

Ymateb i Ymgynghoriad / Consultation Response

Enw / Name:	Claire Morgan
Rôl / Role:	Her Majesty's Chief Inspector of Education and Training in Wales
E-bost / Email:	chief-inspector@estyn.gov.wales
Rhif Ffôn / Tel No:	029 2044 6446
Dyddiad / Date:	13.12.21
Pwnc / Subject:	Welsh in Education Strategic Plan - Cardiff

Background information about Estyn

Estyn is the Office of Her Majesty's Inspectorate for Education and Training in Wales. As a Crown body, Estyn is independent of Welsh Government.

Estyn's main aim is to raise standards and improve the quality of education and training in Wales. This is mainly set out in the Learning and Skills Act 2000 and the Education Act 2005. In carrying out its functions, Estyn must consider:

- The quality of education and training in Wales;
- The extent to which education and training meets the needs of learners;
- The educational standards achieved by education and training providers in Wales;
- The quality of leadership and management of those education and training providers;
- Learners' spiritual, moral, social and cultural development; and the
- Contribution made to the well-being of learners.

Estyn's remit includes (but is not limited to) nurseries and settings that are not maintained, primary schools, secondary schools, independent schools, pupil referral units, further education, adult community learning, local government education services, work-based learning, and teacher education and training.

Estyn can advise the Senedd on any matter relating to education and training in Wales. To achieve excellence for learners, Estyn has set three strategic objectives:

- Provide accountability to service users on the quality and standards of education and training in Wales;
- Inform the development of national policy by Welsh Government;
- Build capacity to improve the education and training system in Wales.

This response is not confidential.

Response

Introduction

The Council and County of Cardiff's Welsh in Education Strategic Plan (WESP) is presented in an orderly way with appropriate considerations taken into account in setting the targets. The Scheme is supported by other relevant documents, being Bilingual Cardiff: Draft Welsh Language 5 Year Strategy 2022-2027 and Cardiff Trajectory 2050 that places the WESP in the capital's unique context. The Easy to Understand WESP document provides summary information to a wider audience is also useful.

The Plan outlines relevant goals aimed at meeting the targets, in general. We commend that objectives in the Bilingual Cardiff: Draft Welsh Language 5 Year Strategy 2022-2027 document are set out in a format that, for example incorporate a timetable and sources of reporting. This is an appropriate method of tracking progress against the targets, but cross-referencing the objectives in more detail to the goals that are implicit with the outcomes of the WESP as a whole would strengthen the impact of implementation and proposed increase in Welsh-medium provision. Overall, the outcomes implicit in this Plan are not sufficiently purposeful and coherent in planning long term, for example when considering the proposed increase in demand for housing sites on the outskirts of the city. Although there are trajectories, which are set out in the Cardiff Trajectory 2050 document, useful as a guide, the aims of the Scheme outcomes tend to convey that the County responds reactively rather than proactively in planning to develop Cardiff's Welsh-medium education across the capital.

We support the County in expanding provision for nursery/3 year olds, and in striving to promote and market the benefits of the Welsh language and being bilingual with families as they decide on the language medium of their children's education. In addition, we approve the plan of establishing a Welsh-medium and English-medium two-stream school in Plasdŵr and in expanding the provision of 8 additional forms of entry in Welsh-medium schools that are already established schools. The inclusion of more detailed plans that address the challenges of lack of pupil places for Welsh-medium provision where demand is high in specific areas of the capital in the short and medium term would strengthen the Scheme.

The Scheme lacks information on the transferral rates of pupils from the primary sector to secondary although it notes that this is not a 'significant problem'. In addition, providing more detailed information on expanding Welsh-medium secondary provision while responding proactively to the proposed increase in pupil numbers that will follow the Welsh-medium education path in a continuous fashion, would further strengthen the Scheme.

The provision of language immersion education is a source of pride in the County and there are positive outcomes that support the aim to expand this provision further. Providing more information on supporting practitioners in bilingual and English-

medium schools so that they too can emulate the philosophy and techniques of language immersion increasingly effectively while teaching Welsh as an additional language would be a positive step and strengthen the Scheme.

As it stands, insufficient information is provided on the support that the County will provide as bilingual and English-medium schools consider transitioning along the language continuum in accordance with the non-statutory guidance on the proposed categorisation of schools according to Welsh language provision.

Overall, the aims of Outcome 6 are not ambitious enough in aiming to secure equal linguistic opportunity in the County's Additional Learning Needs (ALN) provision. Including more detail on plans to up-skill specialist practitioners in settings that provide consistent support for learners with ALN needs would strengthen this Scheme. We support the County's effort to provide professional learning opportunities that are developed by partners for practitioners as they develop their confidence and proficiency in Welsh while expanding the workforce in settings across the capital.

Although great strides have been achieved in recent decades in expanding opportunities for learners to take advantage of Welsh-medium education in the capital city, the aims of this Scheme are not always sufficiently purposeful to realise the County's vision to 'set a long-term, strategic and sustainable approach for the growth of Welsh-medium education' (Cardiff Trajectory 2050). Incorporating plans that provide more detailed information that includes monitoring, evaluation and review activity would strengthen the vision as a whole, together with the provision of a long-term agreed strategy for the availability of Welsh-medium education for all learners in the capital city.

Consultation questions

Outcome 1

The aims of this Outcome are supported by the County's plans to increase the percentage of children of nursery age or three years old who will have access to Welsh-medium or bilingual provision in the capital city. We understand that a reduction in recent birth rates and the requirement for the County to meet the linguistic needs of diverse communities, presents unprecedented challenges in the consistent planning of provision across the capital city. However, the range of almost 4.4% which is the gap between the minimum target of 25.8% and the maximum of 30.2% is a wide range and overall, the goals are not purposeful enough in striving to be sufficiently ambitious to aim for the maximum target.

The action goals are appropriate, for example in establishing new Cylch Meithrin settings on the site of Ysgol Melin Gruffydd and the establishment of a new school at Plasdŵr which will include nursery provision during the first five years of this Scheme. The intentional effort to promote Welsh-medium education by refining relevant information for families regarding the benefits of the Welsh language and of being

bilingual, are to be commended. We support the County's effort to communicate consistently and develop intentional marketing methods with parents/carers in operating increasingly efficiently, for example in sharing relevant information that will support their decision in choosing Welsh-medium education for their children. In addition, the County's intention to work more efficiently with other partners such as health colleagues and other services when sharing information with families, is recognised. Detailing this collaborative work together with sharing information on how the County will measure the impact of this in planning strategically for the medium and long-term expansion of provision would further support this Outcome.

We commend the effort to conduct research to gather information on parents/carers' choices in specific areas of Cardiff while promoting WM education, for example by establishing the Cardiff Welsh Language Education Forum Promotion Sub-Group. The outcomes of such research will be a more meaningful planning tool in promoting the availability of Welsh-medium education for specific groups and communities such as Black, Asian and Minority Ethnic, thereby normalising Welsh-medium education consistently across the capital city. However, the aims of the Outcome do not detail purposefully enough the strategic planning to expand Welsh language provision for children in a consistent manner across the capital city. That is, it is noted that the County will 'explore' opportunities to expand Welsh-medium childcare provision as in establishing a Cylch Meithrin on Welsh-medium primary school sites that are already established and on new school sites, but information on reliable funding that has been prioritised and specifically earmarked to guarantee this implementation is not included. In addition, no proposed specific settings are provided to establish nursery provision in meeting the needs of families across the capital city during the lifetime of the Scheme.

We believe that it is important that the aims of this Outcome are robust in order to support families to make decisions based on relevant information about the benefits of WM provision. As a result, this will provide a sound foundation as parents/carers choose a WM education pathway for their children.

Outcome 2

We welcome the plans for establishing a primary school that includes a Welsh-medium and English-medium dual stream at Plasdŵr. The implications of this school will be far-reaching as the County purposefully considers strategic plans to expand Welsh-medium and bilingual provision across the capital city.

The County has set a target that 30.2% of Year 1 pupils will receive their education in Welsh-medium schools by 2032. Although the target is ambitious, we believe that the County does not aim purposefully enough to expand WM provision in Welsh-medium schools, particularly where demand is high in designated areas of Cardiff. We understand that conducting a catchment audit will be vital to procuring evidence that will underpin action in responding to the demand for Welsh-medium education in specific areas. However, although the County's target is to be set at 10% above the

projected number to support growth, plans are not sufficiently strategic and specific for establishing one or more new Welsh-medium schools nor do they provide sufficient information on the expansion of Welsh language provision by 8 FE during the lifetime of this Scheme. In the short-term, no detailed plans are provided within this Outcome for developing 1 additional FE to serve the catchment area of Ysgol Mynydd Bychan, as is set out in the Cardiff Trajectory 2050 (p16), for example.

The provision of immersion education is a source of pride for the County as it has been established successful for over a decade. The County's strategic vision in establishing the Language Immersion Unit (LIU) has supported pupils to access the Welsh language as their parents/carers made the decision to move their children from EM education to WM education. The positive outcomes of this provision are to be commended and are a model of good practice as other local authorities expand their Welsh language provision by emulating and establishing their own immersion models. Including specific information on how specialist practitioners at the LIU could expand on the philosophy and techniques of language immersion with practitioners in bilingual and English-medium schools, would strengthen the aims of this Outcome. In addition, would the County be able to more robustly support bilingual and English-medium schools as they consider moving along the linguistic continuum as part of the transitioning process in accordance with the non-statutory guidance of categorising schools according to Welsh-medium provision in the medium and long term? There is scarce information on purposeful planning for actioning this within the Scheme, in general.

Overall, the aims of this Outcome do not outline sufficient specific information, for example in planning to respond to existing surplus places in WM schools. Although there are appropriate plans to establish one bilingual school and expand the Welsh language provision by 8 FE at primary capacity level, strategic plans that are sufficiently purposeful with the intention of providing consistent opportunities for pupils to receive WM education within their '15-minute neighbourhood' across the Capital, are not included.

Outcome 3

The document states that the transfer of pupils between key stages does not appear to be a 'significant problem'. Providing data showing trends over time with accompanying analysis would have been useful to better understand this situation.

It is noted in the Plan that the number of pupils moving out of Welsh-medium education has increased over the last three years. The Plan sets out the authority's intention to monitor this situation and to conduct further research to understand the reasons for the move and to try to provide reassurance and support to stay. This information would have been useful to better understand the situation in order to plan and take action to try to reduce the trend. The table is slightly misleading as it also includes pupils transferring from one Welsh-medium school to another.

The aims of the Outcome refer to the primary LIU provision with a view to developing the model further in the secondary sector, although this has already been established at Ysgol Bro Edern in fact. It is noted that the County will 'offer additional places to enable a proactive promotion strategy to encourage considerations to be given to provide an opportunity to transfer from English or bilingual schools' but no specific explanation or detail is provided about the nature of this 'proactive promotion strategy'. It is important to consider that learners develop their Welsh skills at school and that English is the language of the community they are tied into, in general. As a result, in order to achieve this aim, formal and informal support needs to be secured consistently for learners to live their lives increasingly naturally through the medium of Welsh. More detail is needed on the proposed establishment of the Bilingual Cardiff Youth Forum and strengthening the aims implicit in Outcome 5 in order to achieve this successfully.

It is noted that an effort will be made to further communicate with parents/carers, for example in producing resources that will 'promote (children's) linguistic progression for parents/carers' to 'ensure that the whole educational journey from nursery to post-16 is clear to families'. Information available to them on school websites on the benefits of Welsh and of being bilingual will also be reviewed, as well as promoting and communicating this in the most efficient way with them, for example through webinars and podcasts. In addition, it is noted that the County will provide 'advice, professional learning and resources' to English-medium schools in expanding Welsh-medium provision but no further detail is provided regarding intention and proposed impact of this professional learning and these resources. All told, although the information is relevant and is an appropriate effort in aiming at the target, the strategy to achieve this is ambiguous and directionless.

Strengthening the aims of this Outcome by providing purposeful strategic plans with unqualified ring-fenced funding for them would strengthen it further, for example with the expansion of Welsh-medium secondary provision. It is stated in Outcome 2 that an additional 8 FE Welsh medium classes will be provided across the city during the lifetime of the Scheme, but no details are included to ensure WM secondary provision so as to respond proactively rather than reactively to this proposed increase. In addition, the inclusion of milestones containing relevant information on how the County will monitor, evaluate and review the goals in the short and medium term, would provide useful information as they purposefully go about their long-term plans.

Outcome 4

The successes of collaboration between schools and other partners is noted, such as Cardiff and Vale College in expanding Welsh language provision for the capital city's post-16 learners. In addition, reference is made to the increasingly purposeful use of technology that practitioners use in expanding the Welsh curriculum as well as supporting learners to continue their education pathway seamlessly through the medium of Welsh.

We support the aim of further collaboration with partners in drawing the attention of learners and their families to the benefits of the Welsh language in education settings and various organisations and workplaces. It is noted that resources will be available for learners in order to promote careers where Welsh is used along with resources that will further promote the Welsh language amongst parents/carers as they support their children to follow an education pathway seamlessly through the medium of Welsh.

Little information is included on promoting Welsh as an A-level subject. Also it does not refer to any actions to improve Welsh-medium provision in English medium schools. As a result, these actions do not contribute purposefully enough to achieving the aims of this Outcome. In addition, it is noted that the County will explore the option of e-learning as an increasingly practical and accessible learning technique for learners. However, there is no intention to implement this until the second-half of the life of the Scheme and as a result, there will be clear opportunities lost in trying to increase the number of learners studying for qualifications that are assessed in Welsh (as a subject) and subjects through the medium of Welsh.

In general, it would be possible to strengthen the Outcome by noting the intention to provide consistent opportunities for learners to continue with their learning in school or college continuously through the medium of Welsh. Generally speaking, purposeful opportunities are being missed in the short and medium term in trying to achieve this Outcome.

Outcome 5

We support the efforts made by the Welsh Education Forum and Bilingual Cardiff Partners Forum in providing a range of extra-curricular activities for learners to undertake through the medium of Welsh within their schools, whether face-to-face or on line. For example, working with partnerships such as Menter Caerdydd and the Urdd is successfully promoting the use of Welsh among children and young people. In addition, we commend the effort of the Bilingual Cardiff Partners Forum to investigate further the needs and interests of young people as they collect and collate information in a specific booklet. This will outline work experience and volunteering opportunities that promote the use of Welsh among young people as they contribute to activities and provided for them within their diverse communities in the capital city. Although the establishment of a Bilingual Cardiff Youth Forum and the development of a network of Welsh language ambassadors are identified in the Bilingual Cardiff: Draft Welsh Language 5 Year Strategy 2022-2027 document, more detailed information on the aim and intended impact of the Forum and the activity of the ambassadors within this WESP are not included. This would be a means of strengthening this outcome together with confirming that this Plan is coherent, while strategically realising the vision.

Action goals are identified in expanding the opportunities for learners to socialise in Welsh in informal situations further, for example by working with new partners to map

provision in meeting the needs and interests young people. Detailing this aim among the other aims bound to this Outcome would strengthen it, in general. For example, purposeful plans that will promote the use of Welsh naturally for young people with different levels of confidence and proficiency in Welsh, for example for pupils who have attended bilingual or English-medium schools are not included.

The provision of a designated consortia officer for each school to promote the Cymraeg Campus and Siarter Iaith schemes are to be commended. This gives support and opportunities to schools as they aim for the schemes' silver and gold awards. The provision of regular opportunities for pupils to participate in contemporary Welsh language activities is important to schools as they incorporate the Four purposes as part of their plans in delivering the new curriculum for Wales.

However, the aims of the Outcome do not refer to how the County will monitor, evaluate and review this provision in further promoting the Welsh language among learners. As an example, information on the current impact of the Siarter Iaith and Cymraeg Campus schemes on children and young people's spontaneous use of Welsh in increasingly informal activities in the schools and the wider community within these Schemes are not included here. Collating such information would yield useful information in planning purposefully to meet the Welsh language needs of learners with a varying level of confidence and proficiency within their local communities in Cardiff.

Outcome 6

Recently, relevant plans have been implemented to expand ALN within the County, for example in establishing new foundation provision on the site of Ysgol Pwll Coch. The provision of well-being support is also a priority for the County as they support primary age learners in a specific well-being class together with the development of a 'virtual well-being centre' in the three Welsh-medium secondary schools. The rates of pupils with ALN needs is lower overall in the capital's Welsh-medium schools. However, it is noted that the number of pupils with significant and complex ALN needs choosing WM education is rapidly increasing. The County's intentions in response to this are set out, for example in developing an increasing number of primary and secondary specialist places that will be provided in Specialist Education Centres. Linked to Outcome 7, including more detail on providing professional learning opportunities for specialist practitioners to upskill their Welsh language abilities to support pupils with ALN needs through the medium of Welsh would strengthen this Outcome.

Overall, the aims of this Outcome are not sufficiently ambitious in aiming to ensure equal linguistic opportunity in the County's ALN provision. In general, there is little information contained within it on striving to expand Welsh-medium provision for learners.

Research and reviews are identified as relevant information gathering methods regarding provision but purposeful plans in order to respond and implement, monitor and review the aims of this Outcome in the short and medium term are not included. The action goals do not provide sufficiently precise information on the County's strategic planning in further expanding ALN provision through the medium of Welsh during the lifetime of this Scheme.

Outcome 7

The County notes that it faces challenges in trying to increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh. Audits are carried out, for example the school workforce census to gather information on the total number of Cardiff school staff with Welsh language skills at intermediate or higher level, being 19.4% of the workforce in 2020. This information together with the latest relevant information will contribute to establishing a baseline for a first annual report as part of the aims of the this Outcome. The Welsh Education Forum's recent collaboration with Cardiff Met University is a useful vehicle as they deepen their understanding of current and planned future opportunities and barriers as they aim to increase the Welsh-medium workforce needed in Welsh-medium, bilingual and English-medium schools.

It is noted that working with partners will be important to achieve the aims of this Outcome, for example by working with a Welsh in education Mid-South Consortium Officer. Including more detail on this collaboration for example, would strengthen the aims of the Outcome together with the remaining outcomes of this Scheme.

Monitoring individual schools' individual development and WESP plans for example, is identified as a proposed activity but details are not provided about who will do this nor the relevant actions that will follow on from this monitoring activity in the medium and long term.

The provision of professional learning opportunities manifest themselves as an integral part of the aims of the Outcome, for example in encouraging staff from Welsh-medium schools to apply for relevant national leadership programmes and providing proactive support to staff following their previous commitment to the Welsh Sabbatical Scheme. We commend professional learning support being developed by partners in aiming to expand a workforce that is increasingly confident and proficient in their Welsh language skills. It is noted that this in turn, will have a positive impact on increasing the Welsh language workforce amongst education providers across the capital city. However, specific information on the County's purposeful plans to provide professional learning opportunities in up-skilling the Welsh language abilities of staff who support learners with ALN, linked to Outcome 6 of this Scheme, are not included here. In addition, including designated information on the funding that will be prioritised to upskill the workforce in general would further support the aims of this Outcome.

We commend the aim that leaders will report on this Plan in its entirety in Welsh language reports and through governors' annual reports to parents as a medium to report on proposed progress on the Outcome aims of this WESP.

Mudiad Meithrin

Mudiad Meithrin's comments on Cardiff's Welsh in Education Strategic Plan 2022-32

Mudiad Meithrin appreciates the opportunity to respond to Cardiff's consultation on the Welsh in Education Strategic Plan 2022-2032

Our vision as a Mudiad is that every child in Wales should have the opportunity to play, learn and grow through the medium of Welsh. Therefore, wherever there are small children in Wales then Mudiad Meithrin (and therefore the Welsh language) should also be present.

Having considered the Welsh in Education Scheme which has been prepared for Cardiff for the decade 2022-2032, I would like to note the comments below:

<p>1. FOREWORD AND VISION</p>	<ul style="list-style-type: none">• We know that the WESP is a strategic document. However, we look forward to the County's Action Plan following input of all the partners who have contributed their time and ideas at various sub-committee meetings in order to see the detail.• The Cymraeg 2050 Strategy names immersion education as 'the main method for ensuring that children develop their Welsh language skills. The importance of Welsh-medium childcare at the start of the journey and the immersion method used in our nursery groups must also be recognised.• Evidence shows that children in English-medium streams (in two-stream schools) do not have more Welsh language skills than children in English-medium schools. Rhaid rhannu• Information must be shared on 'Family Information Service' (FIS) / Choice regarding Welsh-medium education and ensuring
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	<p>that linguistic choices are clear to parents.</p> <ul style="list-style-type: none"> • Cardiff is expected to achieve growth of 25-29% . Reference is made to a reduction in birth rates and uncertainty relating to the pandemic. It must therefore be recognised that there are no MORE children available to meet the target so the challenge is to influence parents' choices to overcome the challenges through smart marketing and at the micro level ensure accessible and convenient development. • We welcome the intention to continue working with partners to ensure that Welsh-medium education is distributed effectively across the city. We have referred in outcome 1 to the importance of expanding Flying Start and we know of the importance of the convenience and accessibility of our schools and childcare settings. • We welcome the intention to engage with communities that have not considered Welsh-medium education and care for their children. Working with the communities and understanding their needs is key.
2. OUTCOME 1	<ul style="list-style-type: none"> • It should be noted that Mudiad Meithrin through the SAS (Set Up and Succeed) scheme has also opened a new Cylch meithrin in the Waun Ddyfal area (Cathays). The group provides wrap around care for Ysgol Gymraeg Mynydd Bychan as well as 2 year olds. • Mudiad Meithrin is keen to continue to work with Cardiff LA to

develop Cylchoedd Meithrin in the city.

- Evidence shows that the Cylch Meithrin is the entry point to Welsh-medium education so "More Cylch Meithrins leads to more children in Welsh-medium education"
- Evidence shows that progression from Cylch Meithrin to Welsh-medium education is 89.9% at present (and that convenience i.e. distance, transport and the reputation of the school are influences)
- The progression data Mudiad Meithrin has collected shows that 84.36% have transferred from Cardiff Cylch meithrin to Welsh-medium education 2020-21.

83.66%	2015-16
84.38%	2016-17
89.32%	2017-18
86.01%	2018-19
88.77%	2019-2020*
84.36%	2020-2021

- Evidence shows e.g. Welsh Language Commissioner data, that adults who have started to learn Welsh at the Cylch are likely to be most confident/fluent in their use of Welsh
- Evidence shows that children in English-medium streams (in two-stream schools) do not have more Welsh language skills than children in English-medium schools. ALL children should be given the opportunity to access

	<p>the Welsh language through the immersion method as a starting point and that clear messages are communicated to parents that this will not subsequently affect their children's English but give a special start to their children's language acquisition skills from the outset.</p> <ul style="list-style-type: none">• Information must be shared on a 'Family Information Service' (FIS) / Choice regarding Welsh-medium education and ensure that linguistic choices are clear to parents so that they can make informed decisions• Cardiff Flying Start provision needs to be re-visited. There is a need to map exactly where the Flying Start areas are in order to work strategically with officials to develop Welsh-medium settings. There are 96 Welsh language places available and there are currently 41 places empty. BUT, I know that 39 children have left English language Flying Start provision to attend Welsh-medium education! This situation must be addressed in order to give young children the best opportunity to acquire the language. I would like to see Flying Start data set out within the document. Numbers and percentage of city's children that are in receipt of Flying Start in English and in Welsh.• There is a need to normalise and mainstream the availability of Welsh-medium services in the early years, with particular consideration to ensuring the expansion and increase of the percentage of Welsh-medium
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	<p>places within specific schemes, such as Flying Start settings, to levels that are at least comparable with the number of children in Welsh-medium education in year 2 in Primary school.</p> <ul style="list-style-type: none"> • We enjoy a good and constructive relationship with Cardiff Flying Start officials and look forward to developing the relationship and working together on expanding Welsh-medium provision.
3. OUTCOME 2	<ul style="list-style-type: none"> • More meat is needed on the bone under outcome 2. How are you going to maintain capacity at 10% ? • Point 3- what does the reference to 'upgrading' mean? • Point 9- we owe a huge debt to non-Welsh speaking parents who have placed their faith in sending their children to Welsh-medium education. In addition to literature and guidance, people need to hear about the experiences of parents and children. Consider video clips on social media websites
4. OUTCOME 3	<ul style="list-style-type: none"> • Reference is made to the impact of the pandemic. There is a role for the County's communications department to strongly market Welsh-medium care and education here to overcome any long-term implications. • We welcome the reference to the use of 'at least one' of the LDP's secondary school sites to increase secondary places in Cardiff. Considering the Marketing campaign and the Government's target for Cardiff we would like to see a much more



	ambitious intention than is stated here.
5. OUTCOME 4	<ul style="list-style-type: none"> • There is a national shortage of Early Years practitioners to work within early years settings, particularly through the medium of Welsh. Cam wrth Gam/Step by Step (Mudiad Meithrin training scheme) provides vocational childcare courses for young people and works with Bro Eder, Glantaf and Plasmawr secondary schools. • Our school scheme provides courses as part of the school curriculum with 6 different facilities to choose from and opens up various career paths for all pupils. A commercial arrangement can be reached with the school for this provision, and secure work experience opportunities in Welsh-medium settings. It must be ensured that the LA supports the schools financially to ensure that they can continue to provide these courses. • With an emphasis on the Welsh language as part of the schemes all learners learn about language immersion methods and adopt this approach in their workplace. They are familiar with Welsh language resources and materials and develop into confident practitioners in introducing the Welsh language to children and to discuss merits with parents and carers. • The Welsh language needs to be normalised in all aspects of day-to-day life. Welsh is not just the language of the school and the

	<p>class. Speaking Welsh in their occupations / careers can benefit the individuals whether they are a hairdresser, plumbers, administrators, doctors, lawyers etc.</p>
6. OUTCOME 5	<ul style="list-style-type: none"> • Mudiad Meithrin welcomes the historic and current work undertaken under outcome 5 and the intended plans. • Point 4 is very important. In terms of recruiting staff to work in our nursery groups, we provide language support for those who have lost confidence in using the language.
7. OUTCOME 6	<ul style="list-style-type: none"> • Attention should be given to the need to ensure unrestricted access and support for children with ALN to Welsh-medium care. Unless this is in place, the children are unlikely to move on to Welsh-medium education.
8. OUTCOME 7	<ul style="list-style-type: none"> • We are disappointed that you have not included care and early years workforce under outcome 7 because of the shortage of qualified staff that are fluent/good learners. • Evidence shows that the Cylch Meithrin is the main point of access to Welsh-medium education so more nursery groups (and more practitioners) lead to more children in Welsh-medium education. • It must be noted that it is Welsh Government duty nationally to come to grips with and work strategically with local authorities to help with the shortages in the care and education workforce.

	<ul style="list-style-type: none"> • Through the Mudiad Meithrin National Training Scheme (now apprenticeships) and the Cam Wrth Gam Schools Scheme, annually over 250 childcare learners and apprentices across Wales follow the whole range of Child Care, Learning, Play and Development qualifications through the medium of Welsh. All of these schemes can be accessed through Mudiad Meithrin • Currently, Level 3 Childcare apprenticeships and Leadership and Management Level 5 are fully funded. Our schools scheme provides courses as part of the school curriculum with 6 different qualifications to choose from and opens up various career paths for all pupils. A commercial arrangement can be reached with the school for this provision, and work experience is guaranteed in Welsh-medium settings
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Ann Angell
December 2021

Ann Angell, LLB, Assoc.CIPD
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Mudiad Meithrin

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Welsh Language Commissioner

Dear Colleague,

Welsh in Education Strategic Plan 2022-2032

1. Opening remarks

1.1 The strategic plan reflects the County's positive and ambitious vision for the Welsh language in education. We welcome the actions included and achieving the objectives and targets of this plan will be a significant step in the context of the county's contribution to the national vision of an increasingly bilingual Wales. Whilst we are therefore supportive of the targets and main cornerstones of the plan, we believe that it could be strengthened if the council addressed the issues raised in our response below. We look forward to working together further as the county implements the plan and works to achieve its vision for the Welsh language.

1.2 Naturally, our response below will focus primarily on the aspects of the scheme that we believe could have been strengthened. There are 4 main themes in our response (we will expand on these in our response by outcome below):

' **Set a more detailed context for the outcomes:** one of the obvious strengths of this WESP is the fact that it is a clear and concise strategic document. However, the majority of outcomes would be stronger if there was a little more clarification of the current situation, with reference to relevant data and information in doing so. Many of the action points would be clearer if a little more of the context was discussed at the beginning of the outcomes.

' **More detail on the key actions:** this WESP generally contains a large number of relevant and positive actions. Despite this, some of the most important actions are too vague. This is particularly true in relation to Outcomes 1, 2 and 3 where there is currently no practical detail on how the Council will go about increasing the capacity of Welsh-medium schools. The high level commitment to increasing capacity is very clear, but the plan does not provide a strategy for achieving this.

We fully accept that local authorities are not expected to include detailed and specific plans for each development. We understand that the majority of these developments depend on future funding decisions and consultation processes. However, we believe that more needs to be done than just commit to developing capacity in line with the target. The purpose of the national WESP framework is to ensure that local authorities plan strategically, and to publish this plan for the purpose of ensuring accountability and enabling effective joint working among all key stakeholders. In this context, we believe it is crucial that this WESP provides more detail of when and how the Council will go about growing Welsh-medium education. The plan as a whole would be much stronger if the all-important actions for Outcomes 1, 2 and 3 were given further attention here.

' **Dual language education model:** The strategy mentions in several places the intention to develop and implement a 'dual language model' where Welsh and English

will be taught up to 50:50. This model has already been agreed for Plasdŵr school, and the council is considering extending this model to other areas of the new Local Development Plan. We believe further clarification is needed in terms of what the council's vision is in this regard, and what is the rationale for proposing such an educational model over Welsh medium education.

Monitoring and reporting: The plan sets out in many places the importance of the strategic forum for achieving the objectives of this WESP. However, it is vital that the authority itself monitors the implementation of the plan and ensures the accountability of all relevant departments of the authority to implement the strategy. It would have been good to include more information on how this is to be done.

1.3 As you are aware, it is a requirement of the Welsh Language (Wales) Measure 2011 that the Council complies with Welsh language standards. The policy making standards include requirements for a body to ensure that due consideration is given to the effects of policy decisions on opportunities to use the Welsh language and not treating the Welsh language less favourably than the English language. We believe that there are clear advantages for the Council to consider its duties under the policy making standards in parallel with the duties relating to the WESP and the School Standards and Organisation (Wales) Act 2013. The Council needs to ensure a rigorous process for assessing and revising future policy proposals to ensure the most positive impacts possible on the Welsh language and the delivery of the WESP.

In September 2020, the Welsh Language Commissioner published a good practice advice document regarding Policy Making Standards, which offers practical ideas and advice on how to achieve compliance with statutory language duties, particularly in relation to other legislative requirements relevant to the Welsh language. We believe that this advice document will assist the Council, not only in complying with the requirements of the Welsh Language (Wales) Measure, but also in ensuring that the council's vision for the Welsh language is fully embedded in its education agenda and policy decisions. The council is also required to comply with promotion standards which require the county to produce a 5-year strategy explaining how you intend to promote the Welsh language and to facilitate the wider use of the Welsh language in your area. The relationship between this strategy and the WESP should also be considered.

2. WESP outcomes

Outcome 1: More nursery children/three year olds receive their education through the medium of Welsh

2.1 We welcome the fact that the county is setting an ambitious target to increase the number of nursery children who will receive their education through the medium of Welsh. The actions included are generally very positive, many of which show that the Council has robust and original plans to market and promote Welsh-medium education. Our main concern, however, is that the scheme is very ambiguous in terms

of the main developments that will lead to the significant growth in the county's nursery education capacity. The targets mean increasing the capacity of Welsh-medium nursery provision by about 400 places, and there is scant detail here about how this will be achieved. We understand that the intention is that nursery provision is in line with the development of primary provision, but there is no detail in Outcome 2 about the nature and timescale of these developments either. Although one of the obvious strengths of the plan is that it is clear and concise, there is a need to elaborate on the nature and timescale of the main developments that will lead to the expected growth in the nursery and primary sector.

2.2 Action 1 in the document refers to the development of new Cylch Meithrin provision for Ysgol Melin Gruffydd and the new school at Plasdŵr. It would be useful to include a timetable for implementing this, as well as a clearer idea of how many additional nursery places will be created as a result of these developments.

2.3 The pilot project being discussed in action 3 is extremely interesting, and we would be interested to understand more about this work in due course. In this context, it would be useful to include a little more information about the pilot project, including the timetable.

2.4 We fully support the Council's intention with regard to action 5. It is very positive that the Council will undertake research to better understand why there are certain areas and/or specific groups/communities (including Black, Asian and Minority Ethnic) where the take-up of Welsh-medium education is low. We would be very interested in this work and believe that there are several other organisations that would be keen to work together and support the project. Action 5 is relevant and links to some elements of the Welsh Government's 'Race Equality Action Plan for Wales' as well, and we believe that there would be value in considering the relationship of the local work by Cardiff Council, in the context of the national and more general picture.

2.5 Following on from point 2.1 above, further detail is needed on action 7. This action is crucial because it commits to ensuring that Cardiff has 'appropriate capacity and distribution of places across the city'. However, it does not explain how the Council will increase capacity in line with the WESP's targets. A clearer link needs to be made between this action and the actions in Outcome 2 (to increase the county's Welsh-medium primary capacity). In turn there is a need to expand on the nature and timetable of these developments in the primary sector and explain how the Council will open 8 new primary entry classes in the lifetime of the plan. For example, what will be the role of the 21st Century Schools Programme in this context? What will be the role of the Local Development Plan and the commitment to ensure that 50% of new schools built in the county are Welsh-medium? At present the document does not provide a strategic plan for achieving these vital targets, but rather sets out a vision. We understand that it may not be possible to be too detailed about individual developments, but more needs to be done than simply stating general and ambiguous intent.

2.6 Linked to the above point, the document suggests that the majority of developments in establishing new provision are to take place in the second half of this scheme's lifetime. There is no explanation or justification for this.

2.7 We welcome the fact that action 8 focuses on increasing childcare provision more generally. The commitments are very vague however, indicating an intention to 'explore opportunities' only and we would ask the Council to be more concrete and precise here. More generally, we believe that there is room for elaboration in this Outcome on the childcare situation more generally (by reference to the Care Inspectorate Wales data and the county's Childcare Sufficiency Assessment). It would be possible to include some of this information in the form of data at the beginning of the outcome, and then discuss the actions in this context. It is not clear at this stage how much childcare provision through the medium of Welsh there is, and the extent to which it meets the needs of families who wish their children to attend Welsh-medium/bilingual provision.

Outcome 2: More reception class children/five year olds receive their education through the medium of Welsh

2.8 The document notes that the average growth of Welsh-medium education in Cardiff has been around 0.25% per year in recent years. It is therefore clear that ambitious and far-reaching plans are needed if the county is to achieve the target of increasing the number in Welsh-medium reception classes from 18% to 30% (at the highest range) in 10 years. However, it is unclear from reading the document exactly how the Council intends to increase the capacity of Welsh-medium primary schools to meet this vision. A range of extremely positive actions are being proposed here, but the plan is very ambiguous in terms of those core developments that will actually lead to an increase in the County's Welsh-medium capacity. For example:

' Action 1 sets out the Council's intention to sustain the county's Welsh-medium primary capacity at 10% above the projected number to support growth. While we welcome this, how will the county achieve this? Are there schools/areas where it is clear that capacity will need to be increased soon, and if so what are the county's plans in terms of increasing capacity (for example, capital projects etc)?

' Action 2 sets out the intention to establish new 2 form entry at primary level. Can it be more detailed and specific here? Have these developments already been agreed, in terms of location/areas, and what is the timetable for implementation?

' Action 10 refers to the establishment of 8 new form entry classes during the lifetime of the scheme. This is a significant development, yet there is no detail as to how and when this will be achieved. We would recommend that the commitments detail what the Council will do, when this will be implemented, how this will be achieved, and what sources of funding and planning will be used. There is a clear opportunity to discuss the role of the 21st Century Schools Programme and the Local Development Plan here. We do not expect to see a detailed action plan for all these developments, but

we believe that more is needed than just setting out the vision. We need to be convinced that the Council has a detailed and realistic plan for achieving this vision.

2.9 Throughout the WESP there is mention of 'developing and implementing the dual language model' where Welsh and English will be taught up to 50:50. This model has already been agreed for Plasdŵr school, and there is an intention to consider extending this model to other areas of the new Local Development Plan. This is an important and significant issue, and the plan needs to expand on what this means, as well as the county's vision. For example:

' Clarity is needed in terms of this model (or these models), in the context of a new national framework for the language categorisation of primary schools. Is the intention to establish schools with two different streams (Welsh-medium stream and English-medium stream) or to establish bilingual schools (50% of the teaching in Welsh and 50% through the medium of English), or a combination of this (a Welsh-medium and a bilingual stream, as is to happen in Plasdŵr)? Does the County have a vision for one model in particular, or will it depend on the location and nature of the schools involved?

' What is the County's rationale for this dual language model? We are not necessarily against the development of two-stream or bilingual provisions, but it depends entirely on the local context. In some areas of Wales we can see why the development of such provision makes sense, but it is not clear to us what the rationale is in an area such as Cardiff (except where the intention is to move an English-medium school along a linguistic continuum). Is there evidence that there is a demand for such provision, particularly in comparison with the establishment of Welsh-medium provision that has been so successful in Cardiff? What is the advantage of dual language models compared to the establishment of Welshmedium schools, particularly in light of the unequivocal evidence that Welshmedium education is most likely to lead to truly bilingual individuals?

' Has the Council considered what impact such dual language schools might have on progression to secondary education? Secondary schools in Cardiff are either Welsh medium schools or English medium schools. Is it likely that pupils who have received a version of bilingual education (those not attending the Welsh medium stream) will be ready and willing to progress to Welsh medium secondary education? If not, then it seems the dual language model will have a detrimental impact on Welsh language progression (both from the perspective of learners and from a wider strategic perspective).

' What is the extent of the county's vision in terms of the dual language models compared to establishing new Welsh-medium provision? That is, what will the contribution of dual language model schools to outcome 2 target be, compared to Welsh-medium schools?

' Action 11 talks about adapting the dual language model to support current English-medium schools to move along a linguistic continuum. This is an example of where a

dual language model makes sense and is a clear mechanism for reorganising primary provision. That is, proposing the establishment of a Welsh-medium/bilingual stream in an English-medium school is very different from the intention to establish new dual language model schools. Further clarity on this would be welcomed.

2.10 Action 4 sets out the county's intention to expand primary immersion provision as required. We welcome the general commitment, but is it possible to clarify what this means in practice? It would also help to include some detail on the extent of the current immersion provision.

Outcome 3: More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another

2.11 Although this section discusses several relevant issues and actions, there are quite a few things missing. For example:

' More data and information is needed on the transition rates. Apart from the statement that transition is not a 'significant problem' there is no information on this. Information needs to be included on transition between the primary and secondary sectors, and between nursery and Welsh-medium primary education, as well as between all key stages.

' It would be useful to provide some information on Welsh-medium secondary provision in Cardiff. For example, what are the numbers attending various Welsh-medium secondary schools, and what is the capacity of these schools?

' Local authorities are required to set progression targets for the next ten years. That is, how many children the county anticipates will attend Welsh-medium secondary schools at different stages of the plan's lifetime. There is a need to consider in more detail what the future implications of the growth of primary education on the secondary sector will be, and to propose actions on that basis.

Is there sufficient capacity in the county's secondary schools to meet the increasing demand that will come from the growth of Welsh-medium primary education?

It is difficult to come to a firm view on the actions in the absence of a more detailed discussion of the current provision and situation.

2.12 Linked to the above points action one sets out an intention to use at least one of the Local Development Plan secondary school sites to increase Welsh-medium secondary places. This needs to be elaborated upon in the context of the issues we discuss above.

2.13 Similarly, action 13 sets out an intention to progress strategic plans to increase the permanent capacity of Welsh-medium secondary provision. This goes to the crux of our concerns about this WESP, namely that the plan sets out an intention to develop

a strategic plan, rather than providing and clarifying the strategic plan. The whole purpose of Outcome 3 is to clarify the county's strategic plan to increase the permanent capacity of Welsh-medium secondary provision – and so it is unfortunate that this action point does no more than set out the county's commitment to do so at some point in the future. The same is true of action 14, and the fundamental point is how the Council intends to increase provision.

2.14 The actions regarding seeking funding for the purpose of expanding immersion provision is positive. We are also pleased to see that a significant number of pupils are using the immersion provision in order to transfer to Welsh-medium education. We would recommend that the document expands somewhat on current provision, and possibly includes data on current up-take. There is room here to celebrate successes, thereby also providing clarity on the further development of provision.

2.15 The data and comments on the impact of the Covid-19 pandemic on the numbers leaving Welsh-medium primary and secondary schools are a cause for concern. Whilst we accept that it will remain to be seen whether or not this is a longer-term problem, we believe that the plan needs to provide more detail on the steps the Council has taken and will take to stem this flow in the future. Actions 6 and 12 are relevant in this context, but it would be useful to elaborate on this.

2.16 Linked to point 2.9 above, how does the Council envisage the intention of establishing more dual language provision affecting linguistic progression? That is, will learners attending bilingual education in the primary sector be likely and prepared to attend Welsh-medium secondary provision? We are concerned that any growth in primary bilingual provision is likely to create problems in the future in terms of linguistic progression, with a large number of learners receiving bilingual primary education, but losing those skills when transferring to English-medium secondary education.

Outcome 4: More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh

2.17 The consultation document contains a very brief description of Welsh-medium provision available to 14-19 year old learners. We believe that there is room to expand on this brief description by offering more detail and more data in order to clarify the current situation. This would include:

- ' Number of learners studying GCSE Welsh First language and Second Language
- ' Number of learners studying Welsh as an A level subject (First and Second Language)
- ' Numbers taking Welsh-medium qualifications in key stage 4.
- ' Numbers transferring to Welsh-medium sixth form provision in schools.
- ' More detailed data on numbers studying courses through the medium of Welsh or bilingually at further education institutions in Cardiff.

2.18 The Welsh in Education Strategic Plans (Wales) Regulations 2019 require local

authorities to include a target outlining the expected increase in the lifetime of the plan in the number and percentage of learners in year 10 and above in their maintained secondary schools studying for qualifications and being assessed through the medium of Welsh. No targets have been included in this draft WESP. As the consultation document states, this target will to some extent correspond with the Outcome 3 targets, but as we set out in point 2.11 above, Outcome 3 does not provide detail on this either.

2.19 Due to a lack of information about the current situation regarding Welsh-medium sixth form provision, it is difficult to come to a firm view on whether the actions are adequate. However, there appears to be a lack of adequate consideration regarding ensuring that learners remain in Welsh-medium education after finishing GCSEs. We would welcome further detail and action points on this.

2.20 It is positive to hear about the developments at Cardiff and Vale College in terms of attitudes and numbers who choose to study through the medium of Welsh or bilingually. The plan could be strengthened by including more detail on how the Council will work with the College to develop this further. We are aware that various further education colleges have adopted targets in terms of increasing Welshmedium and bilingual provision, and if relevant it would be useful to include them here. It would also be good to better understand how this provision will co-ordinate with the provision available in local Welsh-medium schools.

2.21 Action 4 discusses promoting the Welsh language as a subject. However, there are no specific plans as to how the Council will work with the local schools to increase the numbers studying Welsh as a subject. Nor are there any specific targets being set. This is particularly true in relation to the numbers studying Welsh as an A level subject (whether in Welsh as a first or second language). We would appreciate specific plans in terms of ensuring an increase in the numbers studying Welsh as an A Level subject. This may include promotional strategies, as well as more practical issues such as in which column(s) Welsh as a subject is placed as pupils choose subjects of study at A Level. It may also include commitments in terms of ensuring that Welsh is available as an A level subject in the county's English-medium secondary schools.

2.22 There is a great deal of discussion in Outcome 3 about the use of Welsh in Englishmedium schools, in the context of the requirements of the new curriculum. We welcome the attention to these issues, but there is also room to refer to and expand on this work in relation to Outcome 4.

Outcome 5: More opportunities for learners to use Welsh in different contexts in school

2.23 It is positive to see that an increasing number of schools in the county are winning the Siarter Iaith and Cymraeg Campus awards. It would be useful to place these numbers in the context of all schools in the county, so that there is a clearer idea of the proportion of schools participating in these programmes. Although action 7

discussed making progress with the Siarter Iaith and Cymraeg Campus, is it possible to set a 5 and 10 year target on the number of schools that will have won Siarter Iaith and Cymraeg Campus awards?

2.24 This section discusses a number of things that the county is already doing in order to provide opportunities for learners to use Welsh outside school. Action 1 sets out the intention to map existing provision for the purpose of planning future expansion of provision. Whilst we welcome this, it is disappointing that this mapping has not already taken place, and that the main findings of this work are included here for the purpose of outlining detailed actions. Similarly, we welcome the various actions that set out the intention to undertake engagement with young people, businesses, and other relevant organisations (actions 2, 3, 4 and 5). However, the important point is what the Council will do in practice based on the findings of this important work. We therefore believe that the plan could be strengthened by providing a little more detail on a timetable for completing the work, and also how the Council will act on the basis of the findings. We believe that the important work above needs to take place as soon as possible in the lifetime of the strategic plan, and that the actions are updated as a result.

2.25 As you know, the Council has a 5 year Strategy for the promotion of the Welsh language, which was approved in 2016. We believe that the content of the WESP needs to be considered and developed alongside the county's wider strategy for promoting the Welsh language. There is a clear opportunity to refer to the 5 year promotion strategy in relation to Outcome 5.

Outcome 6: An increase in the provision of Welsh-medium education for pupils with additional learning needs ('ALN')

2.26 It is positive to see the significant advances achieved during the life of the previous WESP. Cardiff appears to have significant Welsh-medium ALN provision, and we welcome the intention to develop this further during the lifetime of the plan. It would be useful to be slightly more specific about the Council's views on whether Welsh-medium provision is currently adequate; meets the needs of Welsh-medium learners, and offers provision that compares favourably with English-medium provision. It appears from reading the document that the County considers that the current provision meets the demand at this point in time, and it would be useful to note that in particular, as well as any evidence or data which would support that.

2.27 Following on from the above point, is the county concerned about specific elements of Welsh-medium provision? That is, are all types of ALN service available bilingually in the county?

2.28 The actions included are positive. In relation to actions 1 and 2 in particular, is it possible for the Council to provide a little more detail on what is meant by 'developing an increased number of places'. That is, how much progress does the county

anticipate will be needed during the lifetime of the plan (based on the plans for expanding Welsh-medium education)?

Outcome 7: Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh

2.29 Overall, this Outcome discusses the vast majority of the relevant issues we would expect to see and proposes a large number of positive action points. We are pleased to see a focus on developing the Welsh language skills of the whole education workforce (and not only teachers for the Welsh-medium sector) in particular, and also the intention to provide support to teachers after they have attended sabbatical courses. It is also good to see commitments here in terms of working with the National Centre for Learning Welsh and local ITE providers.

2.30 Actions 1, 2 and 3 effectively set out the county's intention to undertake further analysis for the purpose of planning the education workforce. The document also states that the county is awaiting further data from the Welsh Government in order to set clearer targets. Whilst we welcome the intention to undertake further analysis, it is not clear why this plan does not include further analysis and some indication of the scale of the challenge facing the county in terms of this Outcome. As you know, the first results of the Annual Census of the Education Workforce have already been published, and the county has a range of relevant data on the linguistic skills of the county's teachers. We would therefore recommend that a more detailed analysis needs to be included as part of this WESP, which would provide some indication of how many more teachers will be needed in the lifetime of the plan in order to achieve the remaining targets.

2.31 Although the sabbatical course is mentioned, it is surprising that no more attention is given to the numbers of teachers who have attended courses in the past, and a statement about the county's vision for future attendances.

We trust that these comments will help you to strengthen the Strategic Plan following the consultation period.

Yours sincerely,

Aled Roberts

Welsh Language Commissioner

Ysgol Glantaf Governing Body

9th December 2021

Glantaf Governing Body Response

Cardiff County Council's Welsh in Education Consultation

We welcome the publication of the City and County of Cardiff Council's consultation documentation on the Welsh in Education strategic plans. This is key documentation in terms of language planning and we particularly welcome the vision for "*our education system to ensure that all young people, from every single community across Cardiff have the opportunity to speak Welsh, to be proud of their identity and able to celebrate and enjoy both languages in their everyday lives*".

Indeed, the ambition and initial narrative aspiration of the documentation is to be commended and expresses the city's strong desire to strengthen, improve and extend Welsh language provision. We welcome this vision and look forward to working together on any concrete quantitative plans and targets that will be published as a result of the document.

Further the ambitious and exciting targets of the document lead us to praise the Council's obvious initiative and desire to strengthen and extend the Welsh-medium education offer as well as Welsh-medium provision in other organisations over the next decade.

Nevertheless, it is disappointing that the document's vision is not reflected in practical strategies in the rest of the document. In considering the statutory outcomes of the document (Outcome 1-6), there are very few firm proposals and these shortcomings lead us to believe that it is highly unlikely that the quantitative targets identified will be achieved. Indeed the absence of practical offers is likely to see a reduction in numbers due to the Council's current prospects for a steady reduction in birth rates.

We set out our responses to each Outcome below:

Outcome 1 / Target	Response of the Governing Body of Ysgol Gyfun Gymraeg Glantaf
Growing Nursery provision from 18.5% to 25 / 30%	<p>There are no firm or specific details of how the ambitious target will be achieved.</p> <p>No additional provision is mentioned apart from ysgol Melin Gruffydd and the Plasdŵr school.</p> <p>As valuable as consultation with parents is, there is no marketing plan to promote new or additional provision linked to the strategy.</p> <p>It is unlikely to grow the sector, without a specific scheme to market in new communities or to extend provision that is already full.</p>

	<p>The document should reflect current data on "measuring demand" in diverse communities, propose a scheme to extend in areas of limited capacity and ensure an extension proposal in new areas.</p> <p>No mention at all is made of current Welsh-medium <i>Flying Start</i> schemes in the document.</p> <p>The Welsh-medium Flying Start offer, is not evident on the Cardiff Flying Start website, it is strange that there is no reference in the document to extending places and the Welsh-medium Flying Start offer to eligible families.</p> <p>The plans should look at expanding provision in areas of deprivation as bilingual and Welsh-medium education offer valuable social mobility and added value for children and young people in areas of deprivation.</p> <p>We welcome the work proposed to develop research to attract families from under-represented groups into Welsh-medium education.</p> <p>The development of a multi-lingual marketing plan to promote Welsh-medium education or to develop the role of Welsh-medium education ambassadors within those communities is not mentioned. This is a national priority and the City and County of Cardiff Council should venture on an innovative scheme to attract and promote Welsh-medium education among these communities.</p>
<p>Growing Reception provision from 18% to 27% by 2031</p>	<p>The first point of the strategy is to "seek to maintain capacity" rather than to extend or open new provision.</p> <p>Although there are rumours of an increase of 2FE within 5 years, there are no location details or a strategic plan to ensure the sustainability of those locations.</p> <p>The document makes no reference to the situation of Ysgol Mynydd Bychan which is full and cannot respond to the demand for Welsh-medium education within its community.</p> <p>The expansion of primary immersion provision is mentioned, there is no plan or strategy for promoting or marketing this scheme among the primary age population or among existing parents.</p> <p>The County's immersion scheme is not currently marketed on the Council's website nor on any external platform.</p> <p>We welcome the proposal to "<i>Make Welsh-medium education the main suggested option for families</i>", but there are no details of what this means and how the Council will promote the proposal more widely.</p>

	<p>Within ten years there is mention of 8FE that will be new without details of location, availability or strategy to ensure their sustainability.</p> <p>Although the county widely recognises that birth numbers are falling, and are likely to remain so, there is no reference to this in the documentation and how the Council will respond as a result of this assumption.</p>
<p>Increase Welsh language skills when transferring to the secondary sector</p>	<p>There are no details on "using one of the LDP secondary school sites to increase the number of Welsh-medium secondary places". How will this link with new WM Primary provision and extend provision from the existing secondary WM offer?</p> <p>The above proposal suggests that this will be a different provision to the 100% Welsh-medium immersion education, and so it is difficult to see how this will operate in practice to expand number of pupils who are fully fluent in Welsh.</p> <p>"Bilingual" education has not been successful or sustainable in other areas of Wales, and therefore there is not enough information in the strategy to build confidence that these plans for a two-language model school will be effective.</p> <p>There are no details on the promoting of the Cardiff immersion unit or of learning lessons from other LEAs about the success of their immersion units.</p> <p>There is no mention of improving basic information nor marketing Welsh-medium education centrally by the Council or of promoting access to immersion education to latecomers.</p> <p>More detail should be added about the work of the Youth Service in improving opportunities to use and improve Welsh language skills within the service.</p>
<p>More learners studying for qualifications</p>	<p>The current offer of Post 16 level 2 courses are not suitable nor viable across the city, but the document does not identify the shortcomings or address this educational gap through the medium of Welsh.</p> <p>The WM vocational offer is not on a par to the EM offer.</p> <p>The language choice of pre-16 and post-16 students should be researched, looking in great detail at possible career paths for these cohorts to meet needs and close the gap in language medium.</p> <p>Welsh-medium partnership programmes of study should be designed jointly between providers to extend Welsh language skills within the young workforce.</p>

	<p>Careers and learning pathways (central apprenticeships) should be actively promoted in care, childcare, nursery education, administration and support, learning support and customer service through the medium of Welsh jointly between schools and other partnerships.</p> <p>There is no mention of apprenticeships through the medium of Welsh and how the council promotes Welsh-medium and bilingual apprenticeships among the city's post-16 pupils.</p>
More opportunities to use Welsh	<p>We welcome the mapping, audit and evaluation of opportunities amongst partners around the city.</p> <p>Mention should be made of promoting use of Welsh amongst our schools young population within annual celebrations and extended extra-curricular opportunities: Tafwyl; SHEP Scheme; Youth Services; City of Cardiff and Welsh Government celebrations.</p>
Increase in Welsh-medium ALN provision	<p>The Glantaf Specialist Centre is unable to cater for 30 pupils and the meaning of "taking action to improve facilities" is not clear as to what the nature of this investment was to improve provision for pupils.</p> <p>Canolfan Glantaf is unable to cater for 30 pupils that is "equal with other sectors and responds appropriately to individual needs"</p> <p>While a desire to open three SRBs with "expert provision that is equal" is a laudable intention, it is not realistic within five years, there is no plan or strategy or discussion with partners to achieve this within the target time.</p> <p>The same difficulties are reflected within the primary sector where there is one specialist centre, without a plan or strategy to grow provision further. There is no mention of location or direct contact with regards to needs bridging between primary and secondary.</p> <p>The ambition of the targets is unrealistic and fails to take account of the current state of provision. There is no strategic plan setting out how current good practice can be grown, developed or extended to the achieve the progress that is referred to.</p> <p>There is no quantitative target or strategy in terms of staff training, training time or secondment opportunities to develop a workforce to meet the needs.</p>
Increase the number of teaching staff able to teach and teach through the	<p>Training programmes should be included within schools for practitioners to undertake leadership roles</p> <p>Consideration should be given to extending leadership opportunities within Welsh-medium schools</p>

<p>medium of Welsh</p>	<p>A reference to promoting a Welsh Government Primary > Secondary transition plan should be included</p> <p>Reference should be made to existing schemes to promote alternative routes to learning</p> <p>Consideration could be given to offering secondment periods to teachers with Welsh-language skills to teach within the Welsh-medium sector</p>
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In conclusion, we would like to stress that the ambition and aspiration of the strategic document is to be commended and admired. In the past Cardiff has been extremely successful in growing provision, opening initial classes and promoting Welsh-medium education locally in communities across the city. There has been sustained growth and interest among those communities that have seen the establishment of several new Welsh-medium schools, often in excellent 21st Century buildings. However, this effective, innovative and exciting action is not to be seen at all in the document. The fundamental lack of intentional planning leads us to summarise that implementation is too vague to meet the challenging targets.

We look forward to open and positive reforms and discussions to extend, strengthen and improve these schemes jointly and in partnership over the coming months and years.

Yours sincerely,

E Patchell
Chairman
Governing Body
Ysgol Gyfun Gymraeg Glantaf

Matthew H T Evans
Head

Ysgol Plasmawr Governing Body

Governing Body's response to the Consultation on the Welsh in Education Strategic Plan

The Governors' response to the consultation on the Welsh in Education Strategic Plan is the result of a discussion at the governing body's meeting held on 8 December 2021. All members of the body had received copies of the consultation documents and had had the opportunity to read them in the run-up to the meeting.

The Governors believe that the vision for the development of the Welsh language within our capital is to be welcomed and commended. The statistics shared publicly as part of the consultation testify to the success of past plans to grow the language in the city and are to be commended and celebrated.

The ten-year Strategic Plan is ambitious but we believe that there are too few specific action points in the Plan which show exactly how the objectives will be realised.

The Governors wish to know how progress against the Scheme's targets will be checked and supervised and by whom to ensure that they are realised. We believe that appointing a high level Bilingual Cardiff champion or advocate within the capital would be a positive development in order to drive and have ownership of the Plan to ensure that it is realised.

We strongly believe that more funded and administratively supported Welsh-medium Meithrin groups need to be opened so that they correspond to the provision in the English medium sector and that the governance arrangements for these bodies should be strengthened; that nurseries need to be opened in all Welsh-medium primary schools, and that more Welsh-medium primary schools should be opened as that is the best way of securing bilingual learners in an environment of linguistic immersion. The opportunity to opt into Welsh medium education should be offered to all parents before their children start school, rather than English medium being the default option.

The Governors are not aware of any evidence that proves that bilingual two-stream education has been successful in Wales. The governing body has no confidence that the plan for a two-language model school in Plasdŵr will be effective as it is not an immersion model that is offered in the second stream.

In order to increase Welsh-medium provision at all educational levels there is a need to prioritise training and recruit Welsh-medium staff into the profession. This strategy needs to be shared with the Welsh Government and the teacher training providers e.g. Cardiff Met University and the Open University in Wales.

In order to ensure a high level of conversion from primary to secondary we strongly believe that capital investment should be made in the sites and buildings of the three Welsh-medium secondary schools. All the new English medium secondary schools

with excellent resources across the Authority are going to be much more attractive to non-Welsh speaking parents than the three run-down sites that are currently home to the Welsh-medium secondary schools. This could mean fewer families choosing Welsh-medium education for their children in the first place as the resources and facilities available in the English-medium sector are so much better than in the Welsh-medium sector.

The intention to invest in Immersion Units in secondary schools is to be commended and this will help pupils transition to the secondary sector from the non-Welsh speaking primary sector or in supporting the fragile language skills of pupils within the present Welsh language sector.

We believe that the plan for increasing Welsh language provision for pupils with Additional Learning Needs (ALN) is too slow and not specific enough. We are at crisis point now in terms of the lack of specialist facilities and services to support Welsh-medium ALN pupils in both the primary and secondary sectors.

We believe that the City needs to be ambitious if a bilingual Cardiff is to be created, that the Welsh language should be an essential or desirable skill for public jobs in the city (as appropriate - and in accordance with the standards published under the Welsh Language Measure 2011) and that there should be a commitment from non-Welsh speaking applicants to undertake a language development course similar to 'Welsh in the workplace'.

Again, in order to promote the ambition to create a bilingual Cardiff, we feel that supporting Welsh for adults learning is missing from the Scheme and that a section on that should be included. In particular, working Welsh language classes at a higher level need to be considered for adult learners and those returning to use the language in a professional setting.

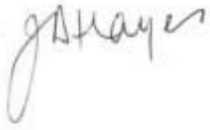
The post-16 curricular offer is not linguistically equal across the city including in the field of apprenticeships. The Vocational Offer through the medium of Welsh is not currently equal to the English medium offer. Further consideration should be given to learning pathways from Level 1 to 7 in Welsh with local providers.

In order to develop the Welsh language within the city and create more opportunities for pupils to practise the language outside school the local authority will need to extend and further support the provision of the services of youth organisations such as Menter Caerdydd and the Urdd.

The definition of 'being able to speak Welsh' is key to the ambition of growing the language further within the city. Is it the intention to create more fluent Welsh speakers or is there a willingness to accept Welsh speakers who have a weaker grasp and awareness of the language – speakers who might not be confident enough to speak the language naturally?

We trust that you will consider this response thoroughly on behalf of our Governing Body.

Yours sincerely

A handwritten signature in cursive script, appearing to read 'John Hayes'.

John Hayes
Headteacher

A handwritten signature in cursive script, appearing to read 'Mair Parry-Jones'.

Mair Parry-Jones
Chair of Governors

Ysgol Hamdryad Governing Body

Ysgol Hamdryad Response to Cardiff WESP Consultation

The Governing Body of Ysgol Hamdryad welcomes the publication of Cardiff Council's draft WESP. As the city's newest Welsh medium school we have witnessed first hand the opportunity presented by building inclusive schools within our communities and the rapid growth in the number of parents choosing Welsh Medium education as a result. In papers from the education department at the Council the intake for Hamdryad was projected at around 30 pupils for the past two years – in both years we have welcomed more than 50 pupils.

One key element of success therefore is planning community Welsh medium schools right across the city, and an analysis of any communities that are not currently served by a school within 2 miles at most should be undertaken as part of the planning process.

We welcome the commitment to making Welsh medium schooling the 'prime option' (page 14) for families choosing a school in Cardiff. In order to deliver on this option being a meaningful choice, the Council should plan on the basis of increasing the primary provision by at least 8 FE, with another two FE required for the communities of Butetown and Grangetown currently served by Ysgol Hamdryad. This would clearly require a further Welsh medium Secondary school in the city too.

We are concerned that the plan is not sufficiently detailed and ambitious in two crucial areas in our view.

Firstly on additional learning needs provision. We have seen (and are aware more broadly) that there has been a significant increase in the number of pupils in Welsh medium schools who require ALN support. The current provision is in our view inadequate to meet the current demand let alone the significant projected growth.

Secondly relating to pupils for whom Welsh and English are additional languages. We are fortunate at Ysgol Hamdryad to attract a number of multi-lingual pupils from multi-lingual families. A level of language support is required to ensure that these pupils become fully confident bilingual speakers of Welsh and English. This is not comparable to the immersion provision, which is important to those who are new speakers and new entrants to the Welsh medium school system, but given the numbers of pupils with Welsh and English as additional languages likely to be attracted to the growing Welsh medium provision a dedicated provision needs to be put in place for language skills support and development.

We welcome the commitment to significantly enhancing Nursery provision but would encourage the Council to consider the whole range of nursery providers that support early years education. At Hamdryad we have a Nursery class and a Cylch Meithrin on site, but we are also fortunate to have a number of private (mostly not for profit)

providers who provide a bilingual service to the School's parents. Working with Cardiff and the Vale College to ensure enough qualified bilingual staff for such nursery provision would be a positive step. There is a real need for Welsh medium childcare / wrap around care at both ends of the school day and taking positive steps to address the gaps in this provision would ensure that a key part of the jigsaw is in place.

Furthermore relating to the school workforce, the discussion focuses on teachers and support staff but doesn't differentiate between the data for these two groups. In relation to teachers there is a clear need for city-wide planning and more broadly national planning to ensure enough supply of teachers. We have witnessed during the pandemic a real challenge in securing sufficient supply teachers to cover absences for example and are aware of a number of schools that have faced difficulties in recruitment. As part of this national planning specific attention needs to be given to attracting Welsh speaking Black, Asian and Minority Ethnic people to the teaching profession. If our schools are to truly reflect our communities they must do so in terms of both pupils (see our comments below) and teachers. We would further suggest that there is a particular need to be addressed at a local level to ensure bilingually confident teaching assistants.

We welcome innovation in education provision but are concerned that the Plasdwr model is to be 'prioritised' (page 9). All of the available evidence from Wales and beyond demonstrates that the most effective way to ensure that pupils are confidently bilingual is through Welsh medium provision. Prioritising innovative models at the expense of Welsh medium education would be a step backwards in our view.

We welcome the commitment to tackle the under recruitment in certain areas of Black, Asian and Minority Ethnic pupils to Welsh medium schools. At one level this historic pattern should come as no surprise as the most ethnically diverse areas of Cardiff only had their first Welsh medium school in 2016 – Ysgol Hamadryad. However, we believe there is much work to be done with these long standing Cardiff communities to ensure that Welsh medium education is an attractive local schooling option. Making effective use of case studies in marketing and promotion activities is clearly to be welcomed.

We welcome the focus on extra curricular activities through the medium of Welsh and bilingually. Both Menter Caerdydd and the Urdd have undertaken very significant activities over many year to support young people in Cardiff in such activities. We would however encourage the council to think far more broadly about youth, sport and cultural provision and to ensure that general services e.g. through leisure centres, the youth service or in partnership with sporting organisations are provided bilingually. There is no reason why rugby, football and netball activities in Grangetown should not all be happening with bilingual coaches.

We believe that we can create an inclusive bilingual Cardiff, where all are welcome and every person has the opportunity to regularly use their Welsh language skills. To achieve this a step change is required in the education system and this draft plan goes a considerable distance to achieving that. There are areas illustrated above which

require some further attention; but bringing it all together could make a very significant contribution to the goal of achieving one million Welsh speakers.

Yn gywir iawn

Dr Dafydd Trystan

Cadeirydd Llywodraethwyr Ysgol Hamadryad ar ran y Corff Llywodraethol

Ysgol Mynydd Bychan

Cardiff County Council's WESP Consultation

Ysgol Mynydd Bychan fully supports the Welsh Government's long-term aim of significantly increasing the number of Welsh speakers as set out in its Welsh 2050 strategic document - this includes the aim of having 40% of all children in Wales educated in Welsh by 2050. Ysgol Mynydd Bychan is also pleased to see that the Council has ambitious and exciting targets to strengthen and extend the offer of Welsh-medium education as well as Welsh-medium provision in other institutions over the next decade.

We welcome the vision which states that "an education system should ensure that every young person, from every community across Cardiff has the opportunity to speak Welsh, be proud of their identity and able to celebrate and enjoy both languages in their daily lives". We look forward to working together on any definite, quantitative plans and targets that the Council may have in the future.

However, in reading the consultation the vision is not reflected in practical strategies, there are few sound and practical proposals.

Outcome 1

The plans should look at expanding Nursery provision in areas of deprivation, as bilingual education and Welsh-medium education offer added value to children and young people. The document mentions additional provision for Ysgol Melin Gruffydd and Plasdŵr but the additional provision should extend into areas where there are limited places including new areas / catchments. There is no marketing plan to promote new or additional provision. Welsh medium Flying Start needs to be offered and communicated to eligible families.

Outcome 2

Given the consistent oversubscription for places at Ysgol Mynydd Bychan over many years, it is recognized that the current catchment area of Ysgol Mynydd Bychan is one of many areas in the city of Cardiff where there is scope to increase the number of children in Welsh-medium education. Ysgol Mynydd Bychan is pleased to see that the Council has been proactive in successfully applying for grant funding to secure investments that support the growth of Welsh-medium education and the use of Welsh. We are disappointed therefore, that the document makes no reference to the situation of Ysgol Mynydd Bychan which is full and unable to respond to the demand for Welsh medium education within its community. Although 8FE is mentioned there are no details of location, availability or strategy to secure those locations.

We welcome the proposal to "Make Welsh medium education a suggested top option for families", but there is no detail on how the Council will promote this proposal. The

immersion unit needs to be promoted for both primary and secondary pupils. The document talks about expanding secondary immersion provision, there is no plan or strategy for promoting or marketing the scheme among the primary age population or current parents.

Outcome 3

Although 8FE Welsh is mentioned there are no details about expanding the secondary sector. Where will these pupils go when their parents need to choose a secondary school?

A bilingual school model is mentioned in the document, not much information was found here to show that this model will work. "Bilingual" education has not been successful in other areas of Wales. The language immersion method practiced by Welsh-medium schools states that only the immersion language is used with the children and within an early years' environment, the understanding is that children acquire skills in that language as they play and interact with other adults and children in school (1). Immersion of a Welsh-medium school could result in immersion in Welsh leading to a situation where English is dominant (2).

See Professor Colin Baker's book A Parents 'and Teachers' Guide to Bilingualism and

https://www.meithrin.cymru/creo_files/upload/downloads/prif_professors_y_dull_troc_hi.pdf

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A discussion and a plan are needed in order to have clarification on how the Council is going to improve basic knowledge, market Welsh-medium education and promote immersion education access for latecomers.

Outcome 4

The vocational offer through the medium of Welsh is not the same as that offered in English.

Careers and learning pathways must be promoted through the medium of Welsh. There is a big difference in what is offered through the medium of English and what is available through the medium of Welsh. This gap needs to be addressed in order to ensure equality of opportunity in both languages.

There is no mention of Welsh-medium apprenticeships and how the council promotes Welsh-medium and bilingual apprenticeships among the city's post 16 pupils.

Outcome 5

We are pleased that the Council recognizes "the value to young people from using their Welsh language skills in a variety of contexts to enhance their language acquisition and to develop their confidence in speaking the language in everyday conversations in order to meet the Welsh language ambitions of 2050." The tireless work of the Cardiff Welsh Education Forum is to be commended for providing enrichment activities through the medium of Welsh in schools.

It is heartening to read about the "mapping of existing out of school provision in conjunction with other providers to identify gaps and inform discussions around new collaborations / partnerships to increase / expand the provision. provision to meet demand." "Following this and the research with young people and adults we hope to see firm plans that will offer learners great opportunities to use Welsh in a wide variety of contexts."

Outcome 6

Cardiff's Welsh-medium primary schools have been asking for an increase in the provision of Welsh-medium education for pupils with additional learning needs for many years. Three new Welsh-medium primary schools have been built over the last 5 years. A golden opportunity has been lost to create primary specialist units in these schools.

Robust staff training plans and secondment opportunities are needed to develop a workforce to meet the needs.

A strategic plan is required setting out how existing good practice can be grown, developed and extended to the progress set out in the document.

Under the new ALN act, ALN pupils have the right to receive their education through the medium of Welsh. There is a need to ensure equality for these pupils.

Outcome 7

Reference should be made to current plans to promote alternative routes to learning. Consideration could be given to offering secondments to teachers with Welsh language skills to teach within the Welsh-medium sector, ensuring that appropriate and accurate support is available to all staff. The success of this outcome will be to set and meet a quantitative target for the number of staff teaching through the medium of Welsh by the end of the 10 year plan.

Demand for Welsh-medium education has grown in Cardiff over the last ten years, we would like to thank Cardiff Council for planning and accommodating this growth by opening and building new schools with some in new communities. When these children and young people leave Welsh medium education it is hoped that they will

have access to Welsh language courses, apprenticeships and jobs as well as extensive opportunities to use and socialize through the medium of Welsh across the city.

The hard work starts now in order to achieve the Welsh Government's goal of having one million Welsh speakers by 2050. We look forward to working with Cardiff Council on any firm plans and quantitative targets that they have.

Yours sincerely,
Siân Evans

Rhieni dros Addysg Gymraeg

Comments on Cardiff Council's Welsh in Education Strategic Plan 2022 – 2031

**Contact: Ceri McEvoy / elin Maher
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December 2021

RhAG (Parents for Welsh Education) is an organization that represents parents with children in Welsh-medium schools.

RhAG as an organisation aims to support the development of Welsh-medium education across Wales.

RhAG appreciates the opportunity to contribute these comments as part of the process of formulating Cardiff Council's Welsh in Education Strategic Plan 2022 – 2031.

This Plan offers an important opportunity to set the direction of strategic planning for the growth of Welsh-medium education in the County over the next decade. We must ensure that the Plan responds coherently, proactively and ambitiously as part of Cardiff Council's important contribution to realising the Cymraeg 2050 national targets and the aim of having a million Welsh speakers.

The education system is the engine that will produce Welsh speakers, and there's now an expectation that counties adopt an approach that stimulates and promotes growth in the sector, and that must be at the heart of this Plan, with the aim of not restricting the language solely to the classroom.

We also note the importance of the County consulting on their Welsh Language Strategy between 2021 and 2026. We would encourage a close and ongoing relationship between the two Plans in their formulation, implementation and monitoring.

There is a golden opportunity here to ensure an emphasis on the contribution of Welsh Education in terms of the Tackling Poverty Agenda and it would be good to see which specific strategies the County could adopt to put this into action.

We suggest that the following considerations should be core principles in formulating and refining this Plan:

1. The unique nature of Welsh-medium education needs to be recognised and noted – fewer schools in some counties, larger catchment areas, increased distances and travel times to schools. The challenge (geographically and practically) for pupils to access Welsh-medium provision is greater, so it is essential that the Council's policies and strategies reflect this.
2. Adopting the principle of looking to develop provision locally – and for this to be a guiding principle at the heart of the Plan, would be an important step forward, to ensure easy access to Welsh-medium education for families and within reasonable distance of their homes.
3. In terms of Welsh-medium education, and indeed in terms of any form of education, ensuring that there are sufficient local schools, within a reasonable distance and of good quality is the best way to avoid a situation where parents and pupils, from the early years up to post-16, travel out of their natural or 'official' catchment area.
4. To place the development of Welsh Medium Education at the heart of the local authority's work and function, using Local Development Plans to offer direction to the planning effort, identifying opportunities for growth within the areas of strategic importance across the county and seeing this plan as a key part of the county's long-term economic investment.

Specific comments on Cardiff Council's Welsh in Education Strategic Plan Vision

- RhAG appreciates that Cardiff Council is aware of the important role it has in promoting the use of Welsh, within the context of Welsh Government's objectives and targets.
- We endorse the aspirational spirit of the Plan and welcome the thinking that there is 'more to do' to realise the vision of seeing a 'truly bilingual Cardiff.'
- It is clear that Cardiff Council understands and takes on the responsibility as a capital city, and that it has a leading role in contributing to the national growth target.
- With that in mind we would press for clear a clear statement in the Plan that **stimulating demand** will be the driver for the work ahead - this will be the key to achieving success.
- We also believe that there is room to include a specific policy statement here and to go further than what is stated, namely that Cardiff Council **will ensure that Welsh-medium education is within easy reach of every child living in the County.**
- Further to that, we would encourage a clear statement that it is **Welsh-medium immersion education that provides the best opportunity for children to be**

fully bilingual and that it is schools operating through the medium of Welsh that can offer this to pupils.

- The document's main weakness at present, is a failure to present a clear path with concrete steps to realise that aspiration.
- The language throughout the document refers to 'explore', 'consider', 'identify', 'discuss' rather than agreed targets, and set in the form of a clear trajectory illustrating growth.
- **The Government wants to see clear quantitative targets under each outcome.** Cardiff Council's document as it stands doesn't do this: what we have is set of general aspirations and principles, without the strategic detail that one expects in a document such as this. There must be a clear and definite link between the vision and the actions in order to forward plan for the growth of the next decade.
- Cardiff Council was placed in group 3 of Welsh Government targets, therefore growth of 8 to 12 percentage points is to be expected, which means between 1,035 (25%) and 1,200 (29%), in the number of Year 1 pupils receiving Welsh-medium education by 2032.
- It is positive that this Scheme aims to reach the maximum growth target within the range expected by Welsh Government.
- **We would therefore impress on the County to exceed the target, as the Government itself encourages, and to set a more ambitious, but achievable, growth target of 30% by 2032, and to state that clearly in the vision.**
- We note that 'increasing the number of places' can mean expanding the existing provision, rather than creating additional places, by establishing schools in new geographical areas. There is a considerable difference in this instance and therefore it would be good to provide clarity on what is meant here.
- It is great that the County intends to intensify its work with different nursery organisations and to address online the benefits of bilingualism and Welsh-medium education. **However, none of these efforts are likely to be able to compare with the success that would ensue through establishing more Welsh medium schools.**
- We note that Ysgol Hamadryad was the only new primary school to be opened during the previous decade.
- This Plan needs to set out clear targets to develop the provision in new geographical areas.
- The need for a **'local' strategy**, not just county-wide targets: Cardiff must begin to be considered as a 'county of communities' and the diverse needs and requirements of each area need to be reflected.

- The difference between strategic issues (objectives for promoting WM education over the next decade) and operational (dealing with the existing weaknesses and need to act on them without delay) needs to be acknowledged.
- It is inevitable that significant additional funding is required to expand WM Education and the Plan confirms the investment in WM education made during the Band A and B phases of the 21st Century Schools programme. That is to be commended, but the Plan needs to cross-reference in this section the County's priorities in relation to WM projects during the next funding period, after 2024/25.
- We also believe that much more emphasis is needed on the contribution of Welsh Medium Education in terms of the Tackling Poverty Agenda and it would be good to see what specific strategies the County could adopt to implement this.
- Equality: multilingualism is mentioned in the Scheme and there is room to develop this as one of the core principles.
- It is essential to have a much closer inter-relationship between the WESPs, Language Standard 145 and the language Strategy: A Million Welsh Speakers. Authorities now need to set specific targets for growing the numbers of language speakers: it is obvious that the education sector is the main engine for producing Welsh speakers i.e. populated areas with the lowest density of Welsh speakers will have to contribute the most numbers to achieving the target.
- Only a robust and coherent Plan based on concrete and measurable targets can achieve that.
- Clear cross-referencing therefore between this Scheme and Cardiff Council's Five Year Language Strategy is vital and we would encourage a close and ongoing relationship between both Plans in their formulation, implementation and monitoring.
- We also suggest that the vision can be strengthened to confirm the role of the WESP with regards to promoting and increasing the use of Welsh within family and community domains.
- It would be useful to identify the other policy areas that the Council considers them relevant to this scheme beyond Cymraeg 2050, including the Local Development Plan for example, noting the link between them when it comes to planning new education provisions within housing developments or development of services in new areas.
- It is essential to confirm the status of this Plan as an overarching strategic document, which straddles many spheres, and as a core part of the Council's corporate service.
- The Cardiff 2050 Trajectory, WESP 2022 – 2032 (Appendix 2), is a useful document in setting the context and providing valuable background information on the current landscape. We suggest in these comments that there is room to add to the data in that document under a number of the outcomes.

Outcome 1:

More Nursery / 3 year olds receiving their education through the medium of Welsh

- This section needs to set out specifically which parts of Cardiff pre-school / Early Years provision through the medium of Welsh is currently **unequal** and **not accessible**.
- It is not clear what the current WM pre-school provision is and how nearby that provision is to the families of each area.
- It would be useful to undertake a detailed mapping exercise of provision across the county, noting the current provision and the gaps to be filled, as a baseline for the Plan.
- One general weakness in this section is a lack of complete data, in numbers and percentages, for all schools and the relevant provisions.
- County-wide data hides shortcomings in individual provisions and there is a need to be much more transparent with this if planning truly to reach all areas and all families with an equal and comparable choice.
- The Plan does not include information based on a recent Childcare Sufficiency Assessment. And so it is not possible to get an accurate and up-to-date picture of the current needs of the County's parents, as a basis for sound forward planning.
- Whilst the intention to conduct a survey to gather information from parents is to be welcomed, it is obvious that problems **need solving on a local level**, by acting without delay.
- Barebone and general statements that the county will 'develop wrap-around childcare options' or 'increase the number of nursery education places' are inadequate. Other than referring to the possibility of establishing a Cylch Meithrin for Ysgol Melin Gruffydd and the proposed new school at Plasdŵr (without a definite timetable), there are no detailed targets at all in this section. This is disappointing, as it should have been part of a thorough mapping exercise before sitting down to formulate this Plan.
- **It is known to us that 6** Nursery classes in the schools are already full for next year: Bro Eirwg, Glan Ceubal, Melin Gruffydd, Treganna, Y Berllan Deg and Y Wern. Solutions need to be offered urgently to respond to this situation.
- **Funding education places for 3 year olds.** What is the situation with regards to Registered Education Providers? Is there a sufficient number of providers that can offer this provision in all parts of the county? It is known to us that the pressure on the Nursery places in the areas listed above means that parents are punished and must continue to keep their children in Cylchoedd Meithrin (where there are financial implications) or make a decision to remove them from the Welsh-medium sector completely.

- I would also like to highlight inconsistencies in Cardiff's admissions policy in allocating education places for 3-year-olds to pupils from multiple births. There is a lack of Welsh-medium pre-school places, as a result of the County's failure to adequately forward plan in the north area of the city centre, after the pressure on provision in that area had been highlighted. The situation should be urgently reviewed and clarity given on the present policy.
- **30 hour Childcare Offer:** are parents able to access the proposal in full? Are there enough places that are within a reasonable distance, in terms of the educational element of the package, so that there is parity with the English-medium offer? Once again, we know that parents are currently being penalised because of a lack of sufficient Meithrin places in pockets of the County.
- A full review of Welsh-medium pre-school provision across the city is urgently needed, to identify the pressure points and to draw up an action plan as a priority for this Plan.
- **Flying Start:** again there is a lack of data here to show what the current situation is and to indicate the number of Welsh-medium and English-medium placements / places, as it is not clear what the current situation is.
- It must be remembered that, more often than not, Flying Start places will be the first point of entry for an increasing number of families into early years provision. Equality of opportunity must be ensured for less advantaged families to access childcare provision through the medium of Welsh.
- The target for increasing Flying Start's Welsh-medium care places needs to run concurrently with the growth target for Outcome 1 and 2. Indeed, we would urge the county to take decisive action to move to a situation where 50% of provision is available through the medium of Welsh, as this is what would be offering real equality of opportunity for families across the county.
- There's a lack of specific targets for increasing numbers of children in the pre-school sector and **growth targets in conjunction with Mudiad Meithrin**. It would be good to incorporate this into the Plan and to show correlation with Outcome 2.
- What about the Cymraeg i Blant (Welsh for Children) provision and the Clwb Cwtsh in the County? Details should be given.
- **Promotion:** the general thinking in terms of expectations and the orientation of the promotion work is laudable; there's an awareness that the current challenges facing parents need to be better understood and the process simplified in order to promote Welsh-medium education and bilingualism.
- To realise Welsh Labour Government's aim of creating a million Welsh speakers, being ambitious and proactive is necessary.
- I would like to acknowledge that there have been laudable efforts in Cardiff to improve this element over recent years, including amending the content of the website, the information booklet for parents, and a promotional campaign on the Council's social media platforms.

- This Plan needs to outline innovative ways of building on that work, by further developing the brand and presence of Welsh-medium education and the benefits of bilingualism and multilingualism, as part of a coherent campaign which covers all provision and highlights a clear route from the Early Years to Further Education provision within the county's boundaries.
- All counties need to own the 'story of Welsh-medium education' in their own local area, and to convey that through the experiences of their pupils and their families, to empower the next generation of families that will be making decisions about their children's education. There is an urgent need for a national campaign, led by Welsh Government, but as part of that effort, the work done on the ground in introducing and communicating these messages from a local perspective, is equally important.
- The document sets out some very encouraging actions, and the following are very welcome:
 - ✓ Make Welsh-medium education the main option suggested to new parents;
 - ✓ Specific work to promote and target areas without adequate representation e.g. BAME;
 - ✓ The idea of creating a shared post with other counties in the region to support research and promotion. What is the potential to collaborate with some of the universities and/or further education colleges on this?
- But the main weakness of this section at present is a lack quantitative targets and a clear timetable for their delivery.
- We suggest that other actions could be considered such as:
 - make information available to estate agents and rental agencies in the area to be provide families who move in e.g. in the form of a welcome pack;
 - ensure that the website and the Parent Information Booklet are balanced in their information e.g. why not review the order of the Welsh-medium schools on the school list? When listing schools in its booklet for parents, the County has for 20 years placed the Welsh-medium schools at the bottom. Placing the WM schools at the top is a small change but an effective method of drawing attention to the Welsh language provision.
 - produce appropriate promotional resources, a bespoke communication strategy, case studies, sharing experiences and the achievements of parents and pupils etc;
 - provide language awareness training and the benefits of Welsh-medium education / bilingualism for the Council's front-line workers (School Admissions department, Family Information Service, programmes such as Flying Start);
 - greater emphasis in the Plan on integration with the Health sector. Form a proactive and robust partnership with the Health Board as a leading and key partner in reaching new parents; work with the Health Board to provide

- training for midwives and health visitors and find ways of sharing positive messages in a consistent and comprehensive manner;
 - work closely with the Cymraeg i Blant (Welsh for Children) Scheme;
 - include details of WM Education in pregnancy packs for new mothers. This has been successful in areas in the South East where dedicated booklets have been included when "booking in" which is the mother's first official appointment with the midwife, at approximately 8-10 weeks;
 - identify opportunities to plan local campaigns in specific parts of the county to respond to the challenges/proposed developments there;
 - We would also encourage the County to refer parents to the www.welsh4parents.wales website which is a useful source of information and support for parents and pupils;
 - We suggest that consideration needs to be given to creating an 'App' (or taking advantage of an existing Council resource) to provide an easy and accessible platform for sharing information and messages, gathering opinions, etc.
- A detailed Action Plan needs to be drawn up, as part of the Welsh Education Forum's promotional sub-group work, and for that to form an indispensable element of the 10-year Plan.

Outcome 2:

More reception class / 5 year olds receiving their education through the medium of Welsh

- This section needs to set out specifically in which parts of the Vale Welsh-medium primary provision is currently **unequal** and **not accessible**.
- It is not clear what current provision is and how close that provision is to the families of each area.
- We would expect a detailed mapping exercise of provision across the county, identifying current provision and identifying gaps. The next step would then be to map how these gaps will be addressed.
- A fundamental weakness in this section is the lack of complete data, in numbers and percentages, for all schools.
- County-wide data hides shortcomings in individual provisions and there is a need for much more transparency with this if it truly intends to reach all areas and families with an equal choice and where there is parity.
- The concept of '**15-minute neighbourhoods**' is to be welcomed, and an effective way of planning local services. We suggest that this could be applied to this Plan's outcomes, so as to ensure that there is adequate and convenient WM primary education provision for families in every community throughout the city.

- The Plan states that there are vacancies in the WM primary sector but although there is some flexibility in the system, as we know, the places that are available are not necessarily in the places where most pressure is felt on provision.
- An exercise needs to be included to map the surplus places in this document for clarity and to set a baseline for the Plan. Including a barebone statement without providing the relevant context and data is inadequate, and failure to show an analysis of the true situation, could lead to a lack of progress during the lifetime of this Plan.
- We note that the target of achieving 8 new streams by the end the Plan's lifetime at first sight is laudable, that 4 of those streams (50%) were already agreed and funding allocated in the previous WESP. (Nant Caerau, Pen-y-pil, Mynydd Bychan, Plasdŵr).
- It is disappointing that these schemes have not yet been realised. Assurances must be given that the funding is ring-fenced and that the new Plan will set out a clear timetable for their implementation. **We press for urgent solutions in the case of Nant Caerau and Mynydd Bychan (see our previous detailed comments submitted on 6/7/21), and that those schemes will happen within the first few years of the Plan's implementation. Failure to act is having an adverse impact on parental preferences and is hindering growth in these areas.**
- We are concerned that a number of this Plan's targets are legacies from the previous WESP. But in doing so, we must avoid complacency and be less ambitious in this new 10 Year Plan.
- What is disappointing in the Plan at the moment is that there is no mention at all of **opening any new Welsh-medium schools**. Where new schools are established, they attract. Expanding existing provision does not necessarily remove the barriers that continue to make WM Education an impossible choice for many families. This Plan must recognise and respond to that challenge in a meaningful way.
- There is a need for clear targets detailing the number of schools, or new starter classes, it is intended to establish, and their approximate location, in order to give an equal opportunity to those who wish to attend Welsh-medium schools. Having a trajectory that would illustrate the contribution of each scheme and across the life of this plan would be useful to see exactly how and when this increase will be happening.
- **We reiterate our previous comments listing the areas that do not currently have Welsh-medium schools and the call for the county to include in its vision the intention to establish new Welsh-medium schools.**
- **Coed y Gof:** We note that the school is housed in buildings that are over 50 years old (the main building) and in temporary cabins (since 1995). The school buildings are in desperate need of improvement and need capital funding investment in order to do so;

- **Pencae:** During the period of this Plan an additional stream is needed at the provision in Llandaff, an initial class is possible in the short term, to receive the overflow from Ysgol Pencae. In the long term, consideration needs to be given to moving the school to a new site that can accommodate 2 streams to cope with the children likely to be living on the BBC's sites in Llandaff, which have now been sold to housing developers;

Gwaelod-y-garth: we suggest that the County changes the linguistic status of the school and turns it into a Welsh-medium school. The numbers record of the Welsh stream (except possibly for September 2021) has shown that the English stream in the school is in a minority. This raises questions as to the ability of that stream to offer an education that is synonymous with that available at a larger school. Any pupils who would wish to continue to receive an English-medium education could attend Pentyrch School. We consider that this would be a matter of formalising what has already been occurring naturally due to preferences of parents in the area for many years;

- **Pen-y-groes:** as a result of the commitment to build a new English school to serve Pontprennau /Lisvane as part of the significant new housing developments in that area, a promise was made that Ysgol Pen-y-groes would be moved to a brand new 2 stream building. This needs to be actioned during this Plan.

We suggest the following as areas for further new growth:

- **Radyr** - the children living in this area have the least chance of accessing Ysgol Coed-y-gof or Ysgol Gwaelod-y-garth. They are effectively penalised for the geographical area in which they live. Families who could select Coed-y-gof as their first choice and then Gwaelod-y-garth as their second choice, could be refused in both rounds of admissions, and deny them the opportunity to access Welsh-medium education. The answer: a new Welsh-medium school is needed to serve Radyr / Morganstown areas;
- **Rhiwbina** – there is a very prosperous Cylch Meithrin in the area, amongst the city's largest, but no local primary school to serve the area;
- **Pen-y-lan** - Ysgol Uwchradd Bro Edern is located in the area, but there is no primary school in the ward;
- **Ely** - a huge and populous geographical area, with young families, but without a Welsh-medium school within walking distance. There are surplus places across many of the EM primary schools in the area. The official catchment school, Ysgol Coed-y-gof, is in Pentrebanne – distant from half of its catchment area – and therefore an impractical option for a number of Ely families.
- Opportunities to act on this need to be identified in formulating the list of priorities for the next wave of 21st Century Schools Programme funding.
- **Capital funding:** again there is a considerable amount of preamble about past investments but this Plan's purpose is to detail the upcoming investments of the next funding period, and to co-ordinate that with the growth targets for Outcome 1 and 2.

- It would be good to have detailed information on housing schemes that are included in the Local Development Plan. We therefore expect this WESP to set out how the Authority will provide Welsh-medium education for the children of these new housing estates. It should be ensured that WM education comes within reach of more areas, rather than increasing the size of existing schools.
- **Plasdŵr:** In our response to the original consultation on the Plasdŵr development proposals, RhAG stated that we were keen to safeguard the principle that the development could offer Welsh-medium provision locally, without pupils being required to travel out of that community. Our vision is that the stream would be able to evolve into a two-stream WM school on that site, or on an adjacent site, as the demand for Welsh-medium education increases and as the Plasdŵr development grows.
- The current scheme provides a Welsh stream in a Two Stream School. **We want to emphasise again that the independence of the Welsh stream must be safeguarded to provide immersion education conditions.**
- Further to that, the Plan sets out the intention to 'prioritise the development of our new dual language model to ensure that it is successfully implemented [...] if we are to establish this as a template for other schools in future.' (p.9)
- We strongly believe that the linguistic model in question requires much greater clarity..
- What is the extent of the model? What is the rationale for the experimental stream? How does it fit in terms of the Government's new categories framework? What is the County's vision with regards to contributing to the growth targets?
- It is obvious that robust structures would be required, adequate and competent staffing and adequate funding for its successful implementation..
- We suggest that a specific research / paper is needed to grapple with the above questions and to set a sound basis for the policy.
- Movement of English-medium schools along the linguistic continuum is one thing but the establishment of WM schools is a separate matter. We must be honest and transparent about this.
- There is a lack of detail here in relation to the scheme. E.g. we know it is now intended that the construction of the school will be completed by August 2023, the school will receive its first pupils in September 2023, and the applications process opens in October 2022. The Council has said that existing primary schools in the area will have adequate capacity for children living in the development for the 2021/22 and 2022/23 academic years. Arrangements in place to establish a temporary governing body and appoint a head teacher. What work has been done to calculate the number of children living in the new dwellings? What work has been done to promote the options to families living there? The Plan should be updated to set out these details.

Outcome 3:

More children continue to improve their Welsh language skills when transferring from one period of their statutory education to another

- Keeping and retaining pupils within the WM sector is particularly important and one of the cornerstones of the Government targets.
- Opportunities need to be provided for families to choose Welsh-medium provision as early as possible and for that provision to be convenient to ensure robust and seamless progression through all educational phases.
- It is good to see that transfer rates between Key Stage 2 and 3 have historically been strong, although there has been a decline recently that should sound alarm bells.
- To get a better picture of the county-wide situation, it would be good to have exact figures and percentages of each of the primary schools feeding into the secondary sector, identifying the transition systems and patterns of the school clusters
- The situation in individual schools needs to be known, as individual schools can have a significant influence on the county's percentages and numbers. By identifying the position of each individual school, these schools will then have a specific role to achieve the Strategic Plan's targets.
- A system needs to be established to monitor the situation – other authorities have established a Focus Group to look at the situation of Pupil Numbers to realise Outcome 3 – does that offer a way forward for Cardiff?
- No data is included for progression rates from the Cylchoedd Meithrin to the schools. It would be good to note this based on the annual data provided by Mudiad Meithrin centrally.
- **Latecomers:** it is good to see that the Immersion Unit, located at Ysgol Glan Ceubal, is succeeding.
- It would be useful to state take-up of the service at present.
- The late immersion method is an effective way of offering additional access points for learners to Welsh-medium.
- Although Welsh Immersion through resettlement programmes is already an option available to all families – does Cardiff Council have a formal policy? This should be addressed and a new policy formulated so that children resettling in Cardiff have every opportunity to become fluent in Welsh.
- There was a recent announcement by the Welsh Government of a grant of £22m to support latecomers, and we trust that the Council has submitted an application for this funding and that an update will be included in the final version of the Plan.
- What is the current strategy to promote immersion opportunities for latecomers? Parents need to be informed that another option is available to them and for that

to be shared widely. This is particularly true of families who want to register a younger child in a Welsh-medium school but with an older sibling attending an English-medium school.

- In looking at ways of stimulating future growth it will be essential to look at how this provision is promoted, and naturally it will be necessary to look at ways of expanding and increasing the provision in due course.
- What will the Plan do to ensure that those pupils lost to Welsh-medium education, be that as a result of non-transfer between Key Stages or due leaving the primary or secondary sector, continue to maintain their fluency in Welsh?
- **Dual language model:** the 'experimental' stream - has the County consider the implications of this model on secondary capacity? What are the expectations with regards to progression? The ideal would be that pupils would continue in the Welsh-medium sector. But is it the reality that they will be lost to EM schools in Year 7? Extensive investment to support latecomers, capacity, staffing, funding etc, would be required. The Scheme does not currently offer us any solutions in this regard.
- **Increasing secondary provision:** a geographic analysis of the County's secondary provisions would be useful here to see where the primary numbers currently feed. Identifying any gaps would then assist with further planning for the duration of this Plan.
- The Plan talks of 'using at least one of the LDP sites to increase secondary places.' But it appears that nothing will be done until the end of the Plan period. Leaving this until the end of the Plan is a mistake.
- In the secondary sector, the three WM secondary schools have grown significantly, and steps taken over the years to extend and add to their capacity.
- **Preparation needs to begin urgently to formulate a clear plan for the secondary sector.** We fear that capacity will be very tight from 2022/3 onwards and impossible by 2024. This means planning has to start immediately so that the new provision will be ready by the mid-point of the Plan, at the latest. Past experience has shown that delay is bound to occur, so if the provision is not ready by 2024/25 at the latest, that could mean the authority failing to comply with its statutory requirements.
- **RhAG favours the establishment of a 4th school,** to ensure fairer geographical distribution of secondary school places across the city and therefore for the provision to be more accessible for families. **This needs to be included in a growth plan that includes the establishment of more WM primary schools**
- We would encourage consideration of the 3-18 model which would also be an easy way to increase capacity in the primary sector and possibly to expand provision for latecomers. This is a model that has been used successfully in many areas across Wales and therefore proves its success. Consideration of this model would be an innovative and exciting development for the Welsh-medium sector in Cardiff.

- We suggest that there is room for discussions with neighbouring counties in terms of potential opportunities for collaboration.

Outcome 4:

More learners studying for Welsh qualifications (as a subject) and subjects through the medium of Welsh.

- There is generally a lack of data in this section to obtain a clear overview of numbers, future projections and the relationship between this and the growth targets for Outcome 1,2 and 3. That should also include the numbers of subjects offered, the numbers of pupils studying and facing examinations. The inclusion of relevant data tables would be useful.
- The challenges need to be identified and placed as robust targets in this strategy. There is not enough specific detail currently to be able to set a baseline.
- There is no analysis of the range of subjects nor the post-a6 education element. Who leads on the range of provision? Which systems are in place to secure the provision? What is the extent of the cross-school working element? What is the role of the education consortium in this?
- There is talk that Cardiff and Vale College has seen an increase in the number of young people studying bilingually and through the medium of Welsh, which is to be welcomed. What plans are there to expand and further develop the curriculum at Cardiff and Vale College Vale?
- Due to a lack of data, it is difficult to elaborate but we would encourage the continued development of greater collaboration between the County's secondary schools and the local College to enable them to offer the widest range of Welsh-medium courses – including vocational courses. There needs to be a particular emphasis on health and care, childcare etc
- There is also a need to develop opportunities to work with the Coleg Cymraeg Cenedlaethol to promote study pathways in the Higher Education sector.
- We also believe that there is a need to support pupils who do not continue in the Sixth Form and working with Cardiff and Vale College to identify opportunities to develop Welsh-medium provision - possibly in conjunction with the schools - is a necessary field in desperate need of attention
- The Council needs to lead on this work, as the area's leading employer, and take a proactive role in promoting opportunities to join the workforce across the whole range of LA services.
- Is it possible to engage with local employers, to identify skills needs and gaps in key areas? Planning is required on this basis and details further set out in the Scheme.

Outcome 5:

More opportunities for learners to use Welsh in different contexts in school.

- The vision of this section is to be commended together with the targets being proposed to achieve the aim. It is clear that the concept of partnership working is deeply rooted here and an understanding of the contribution of key stakeholders in moving the language beyond the school gates, by creating and offering opportunities to use the language, and thereby to normalise it as a community language.
- The significance and importance of this outcome must be realised as the strategy is implemented. The outcome must also be considered in its community context as well while stating clearly the role of community partners with the work involved with this outcome.
- The establishment of the Bilingual Cardiff Working Group was a positive development: it would be good to note its inter-relationship with the Welsh in Education Forum, and how both groups will work together (without duplicating work) to contribute to realising the relevant outcomes.
- We note that work has been undertaken to collate a directory of work experience and volunteering opportunities that require Welsh language skills. It would be good to elaborate more about how this valuable resource could contribute to the outcome in question.
- It is good to see that the Language Charter is in place and is widely implemented across the County.
- It is good to see that there is an intention to actively map current provision, which recognises the opportunities available to school aged children to use Welsh outside the classroom. It would be useful to include a copy of the map in this Plan, or a summary of the main headings and that its annual review is done as part of the implementation and monitoring of the Plan and its relationship with the achievement of this outcome.
- The outcome lacks quantitative targets although a number of laudable specific actions have been identified. Details on how and when the actions will be implemented would be useful.
- We will wish to see a baseline and targets from the local Menter Iaith and the Urdd as Welsh language partners but also from other key agencies and services such as the County's youth service, Young Farmers Clubs to enrich the outcome.
- It is also in this outcome that we would expect to see analysis of the relationship with the 5 year Promotion Plan.

Outcome 6:

Increase in the provision of Welsh-medium education for pupils with Additional Learning Needs

- We are aware of the excellent work of the ALN department at Cardiff Council over the years and it is good to see that the County is fully aware of its responsibility as the new act comes into force.
- We note that investment has been made to develop specialist provision in primary and secondary over the last few years.
- The growth in demand is evident – and it is laudable to see the Council responding to that.
- What is currently missing is detailed data and information to provide an overview of current provision, by specific fields, and the numbers currently using the service.
- It would be good to identify any gaps in expertise in specific fields, and for the county to offer a language training programme for practitioners, releasing workers from their work for a significant period with the co-operation of the Centre for Learning Welsh which organises such courses.
- It is important that the Plan sets out how the County will aim to provide equality of Welsh language provision and a truly bilingual service for Cardiff pupils.
- There are a series of general commitments - to increase specialist places in the primary and secondary sector - but these have not been presented in the form of quantitative targets, with a timetable, and a trajectory showing how they will contribute to meeting the requirements of this outcome. It is for this Plan to provide this detail.
- There is no reference to Early Years in this section. It would be good to detail the level of provision and support available in terms of rising three learners in the nursery classes as well as children in non-maintained provisions.
- It would be beneficial to set out a timetable to conduct an audit of the existing provision as well as the skills of staff and teachers. It would be good to include further details on such an evaluation, setting out the main conclusions / recommendations, identified gaps and how they will underpin the planning of targets for this outcome.
- On the back of that it would then be beneficial to identify more quantitative targets as a means of informing progress and ensuring that the vision of true equality is realised. e.g. Reference is made to a recent survey of autism needs, which highlighted that 21 pupils would need a place at an autism centre either at KS2 or at transition to secondary. Is there sufficient capacity in the sector to meet this demand? If there is no adequate capacity, what is the timetable and what are the actions to respond to this situation?

- There should be a clear long-term plan in place to meet the anticipated demand, taking account of the proposed population increase and the growing demand for Welsh-medium education.
- There is a need to continue to work closely with parents and schools in order to get a full picture of the county situation and to respond proactively to the families who ask for support.
- We see that this is possible by working across the consortium. There is a need to continue to work closely with parents and schools to get a full picture of the county situation and to respond appropriately to those needs.
- It is clear that Cardiff Council has capacity in many fields that neighbouring counties do not have. We would encourage the County to share good practice and expertise at an inter-county level where possible.

Outcome 7:

An increase in the number of teaching staff able to teach Welsh (as a subject) and through the medium of Welsh.

- Guidance from the Welsh Government is needed to increase capacity but all LAs have a contribution to make to achieve the goal.
- Here, there is little analysis of the current workforce within the Welsh language sector to set a baseline. We suggest that there's an opportunity in this outcome to identify "who the teaching staff are".
- At first glance perhaps identifying those working as teachers and headteachers would be enough, but as an organisation, we are convinced that local Authorities must consider the whole range of workforce that supports education – including the administrative staff within the schools, support officers within the local authority and the education consortium as well as the assistants. We know only too well the importance of securing the whole range of workforce to support a scheme of such importance as this Scheme.
- We therefore expect a detailed analysis of the Welsh language skills of the county's education workforce as they are all, in one way or the other responsible for the Welsh language within their work.
- We would have expected to see a table to show language skills data of all County staff to set a baseline in this outcome. Such an exercise would be of assistance in devising ways to facilitate and support the upskilling of the workforce. To see this in the revised scheme would benefit the County in planning for future growth.
- This Plan must aim to do more than monitor the situation on an annual basis. WM training courses need to be developed for teachers, and intensive refresher courses offered to teachers willing to convert to Welsh-medium education, again through work release plans and through the development of the Sabbatical Scheme.

- It would also be important to identify how many additional staff will be needed during the lifetime of this Plan and how the County will promote these posts and support the professional development of the education workforce.
- There is reference to exploring the possibilities to develop a local promotion and recruiting campaign – we would encourage taking action on this, and for it to be an important element of this Plan's Action Plan.
- The Plan will need to identify specific targets to extend linguistic skills across all key stages as well as subject language skills training in the secondary sector and the post-16 sector in particular.
- The childcare sector and Early Years are an important priority and detailed attention needs to be given and appropriate support to grow that key workforce.
- It is good to see that the County indicates that you are sending teachers on the sabbatical course. Further WM training courses need to be developed for teachers, and intensive refresher courses offered to teachers willing to convert to Welsh-medium education, again through release from work schemes and through the development of the Sabbatical Scheme.
- Ensuring a supply of headteachers for the future is an important priority. Plans must be put in place in good time to ensure that the reins are transferred to the next generation of leaders in the field.
- More emphasis is required here on equality. Steps to be taken should be noted in order to attract more groups without adequate representation such as males to teach in primary schools and people from BAME and mixed race backgrounds into both the Primary and Secondary sectors. Does the Council monitor this at a county level? We suggest that this needs to be acted upon.
- There is also a need to promote opportunities for learning through the medium of Welsh among pupils choosing careers.
- Is it possible to develop discussions between the schools, the Teaching Unions and consortia to explore the possibilities on a local level I wonder?
- It needs to be recognised that the local Authority cannot be responsible for the whole content of this target either and that responding to recruitment gaps and challenges are also the responsibility of Welsh Government as well as local government. It should be ensured that there exists a formal mechanism to collate information on these challenges and a systematic way to communicate them effectively and quickly back to Welsh Government's Education Department so that it can feed the national workforce strategy.
- We suggest adding a key data section for this outcome that sets out the above information on language skills of all the County's education staff and definite quantitative targets to be reached after 5 and 10 years.

In general, we note that it would be an idea to identify 5-year and 10-year targets in order to have more specific milestones. The Welsh Government's template suggests

doing so and it is a means of focusing the targets and making them more measurable. Currently the targets are too vague. Having a promotional Strategy to accompany this scheme, identifying aspects to be implemented annually for the outcome, would be a means of keeping track of what needs to be done in terms of encouraging and stimulating growth. A scheme could be used in the form of a traffic light record (RAG Rating) as meetings and activities proceed across the year and as the WEF forum meets to discuss progress. The promotional sub-group would be able to address this aspect and invite partners to contribute and take actions according to the Plan's priorities.

We would welcome the opportunity to meet officials to expand on our comments.

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Welsh in Education Strategic Plan

Consultation Report - December 2021



Gweithio dros Gaerdydd, gweithio gyda'n gilydd
Working for Cardiff, working together



#gweithiogydangilydd
#workingtogether Page 473





CREV GWIR IN THESE STONES
FEL GW YDR HORIZONS
O FWRNALS AWEN SING



#gweithiogydangilydd
#workingtogether



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Background

The commitment to making every school in Cardiff a good school, the £280m investment programme in schools and the continuous improvement in education attainment have all underpinned this growth. As Cardiff looks to the next 10 years, the Council will retain its commitment to making every school in Cardiff a good school whilst ensuring that the Welsh language remains a defining characteristic of education in Cardiff.

The Welsh in Education Strategic Plan sets out a series of ambitious commitments to build on the progress achieved to date. These will ensure that every child in the city can receive a Welsh language education, that the number receiving a Welsh language education will increase and that, through the significant use of Welsh in English medium education, all children will feel confident speaking Welsh.

Our vision: A truly bilingual Cardiff.

We will ensure the growth of our Welsh-medium education sector across each phase in order to increase the number of people of all ages becoming fluent in both Welsh and English with the confidence and desire to use all of their languages in every aspect of their lives.

Underpinning our vision are the following principles:

- Apply the principles of the 15-minute neighbourhoods to ensure that all learners have access Welsh-medium education within a reasonable distance of their homes.
- Seek to establish at least 50% of new provision on LDP sites as Welsh-medium.
- Every child in the city can be educated in the language of their choice with the benefits of a bilingual education actively promoted to all parents from birth.

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- Parents will be supported to transfer their child, or children, to Welsh-medium education at any age, with high quality immersion provided to support in-year transition applications.
- Learners who have been educated through Welsh-medium throughout the primary phase will be proactively supported to continue into Welsh-medium secondary provision.
- The Council will work with a wide range of partners to proactively promote and increase Welsh/English bilingualism.
- All learners will be supported to become confident in at least two languages
- All Cardiff schools will increase the amount of Welsh taught, used and heard in their schools, consistent with new curriculum for Wales
- Learners with additional learning needs (ALN) will receive equal linguistic opportunity.
- Learners with English or Welsh as additional languages will receive equal linguistic opportunity.
- To facilitate the growth of Welsh medium education we will seek to maintain city wide capacity in the Welsh-medium sector at 10% over the projected intake.

To achieve our vision we will deliver:

- More nursery children/ three-year olds receive their education through the medium of Welsh.
- More reception class children/ five-year olds receive their education through the medium of Welsh.
- More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another.
- More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh.
- More opportunities for learners to use Welsh in different contexts in school.
- An increase in the provision of Welsh-medium education for pupils with additional learning needs (ALN) in accordance with the duties imposed by the Additional Learning Needs and Education Tribunal (Wales) Act 2018
- An increase in the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh.

Methodology

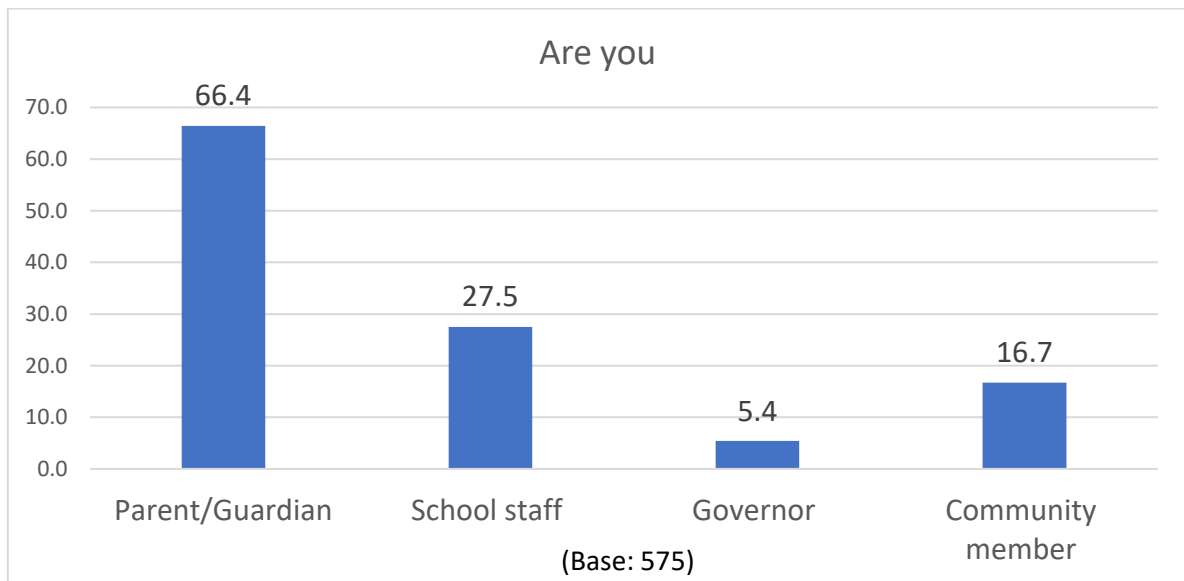
The survey was developed in collaboration between the School Organisation Programme Team and the Cardiff Research Centre. The impact of the COVID-19 pandemic, with restrictions on the numbers of people able to meet indoors and the requirement to wear face coverings, affected traditional methods of engagement. This survey was run online, with the survey promoted via the Council's corporate social media accounts, shared with staff via the Intranet and Staff Information emails, hosted on the Have Your Say page on the Council's website, with promotions for the survey on the council homepage. An email was sent to Cardiff Citizens' panel as well as Bilingual Cardiff partners.

Research Findings

After data cleansing and validation, there were 589 responses to the Welsh in Education Strategic Plan Survey. Through the course of the report base sizes may vary as not every respondent answered every question.

Are you

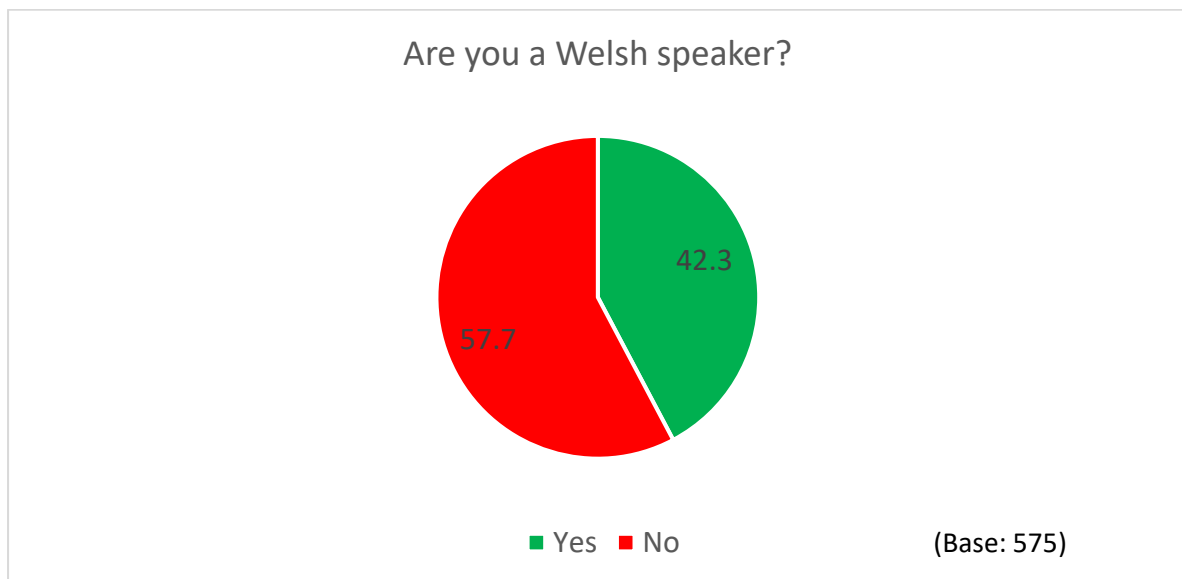
Parents / Guardians made up the main cohort of respondents to the survey (66.4%). This was followed by school staff (27.5%) and Community members (16.7%).



NB. Percentages do not total 100% as respondents could select multiple options

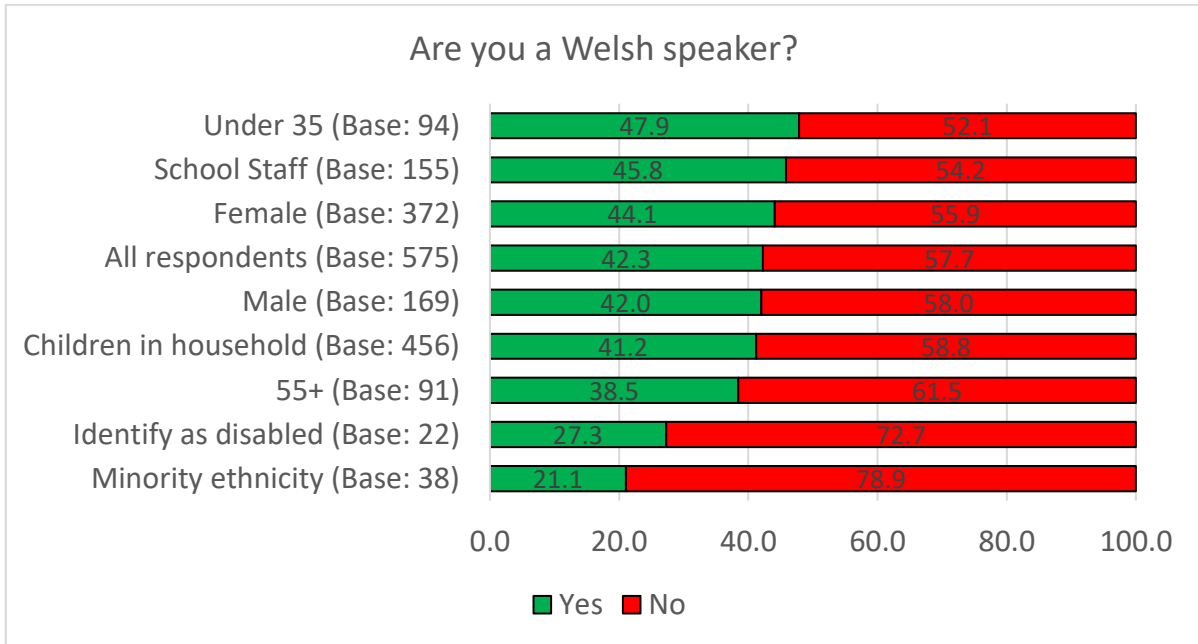
Are you a Welsh speaker?

Over two fifths (42.3%) of respondents to the survey were Welsh speakers.



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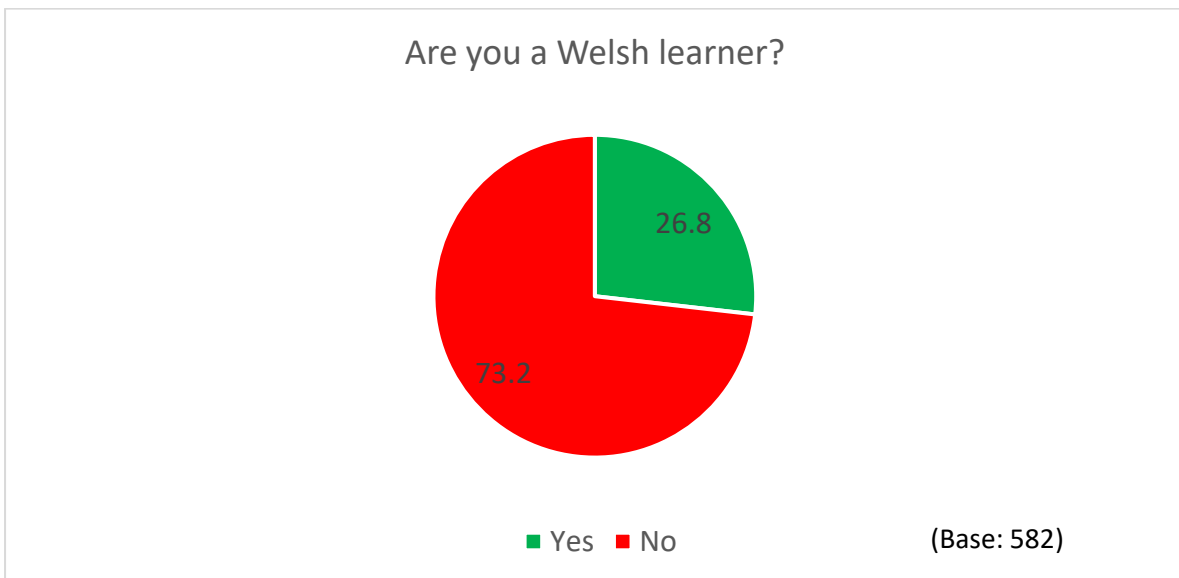
Respondents aged under 35 (47.9%) were most likely to be Welsh speakers, this compares with around one in five (21.1%) when viewed by Minority ethnic respondents.



NB: - Caution should be taken with low base sizes.

Are you a Welsh learner?

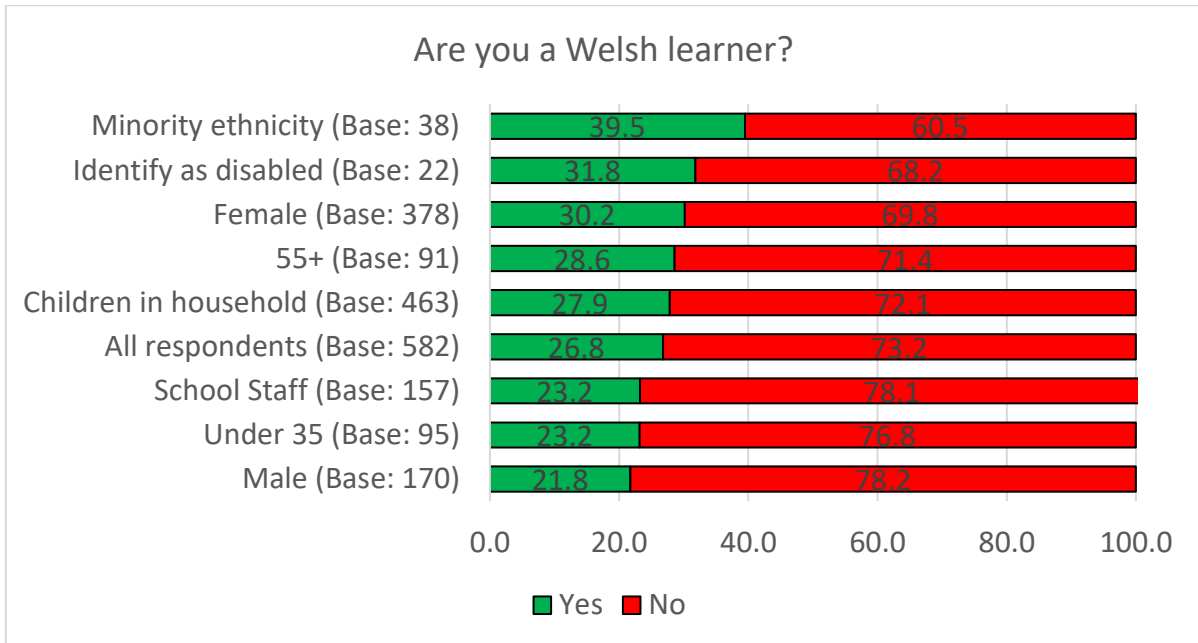
Around one in four (26.8%) respondents are learning Welsh.



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Minority Ethnic respondents were most likely to be a Welsh learner (39.5%), this was followed by those that identified as disabled (31.8%).

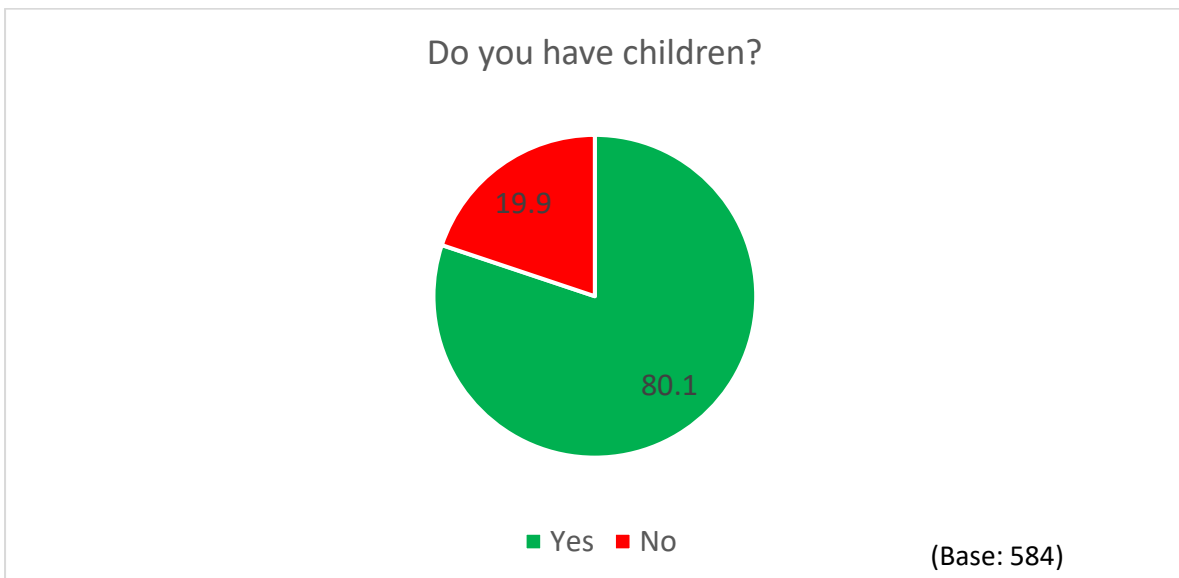
When viewed by male respondents this figure drops to around one in five (21.8%).



NB: - Caution should be taken with low base sizes.

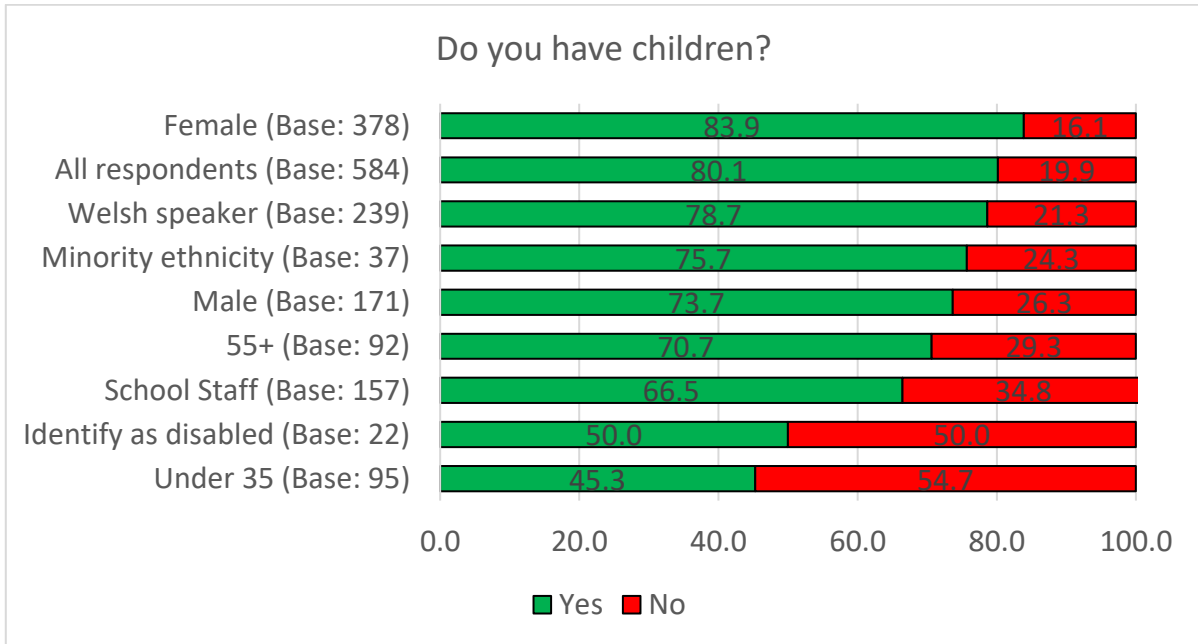
Do you have children?

Four fifths (80.1%) of respondents have children.



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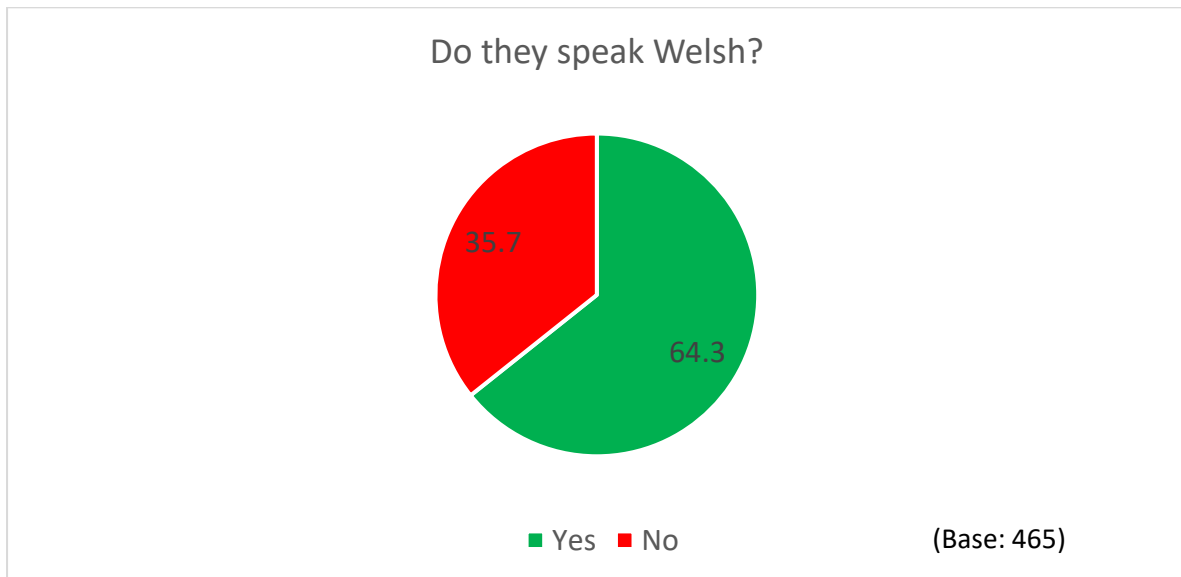
Respondents aged under 35 and those that identify as disabled were least likely to have children (45.3% and 50.0% respectively).



NB: - Caution should be taken with low base sizes.

Do they speak Welsh?

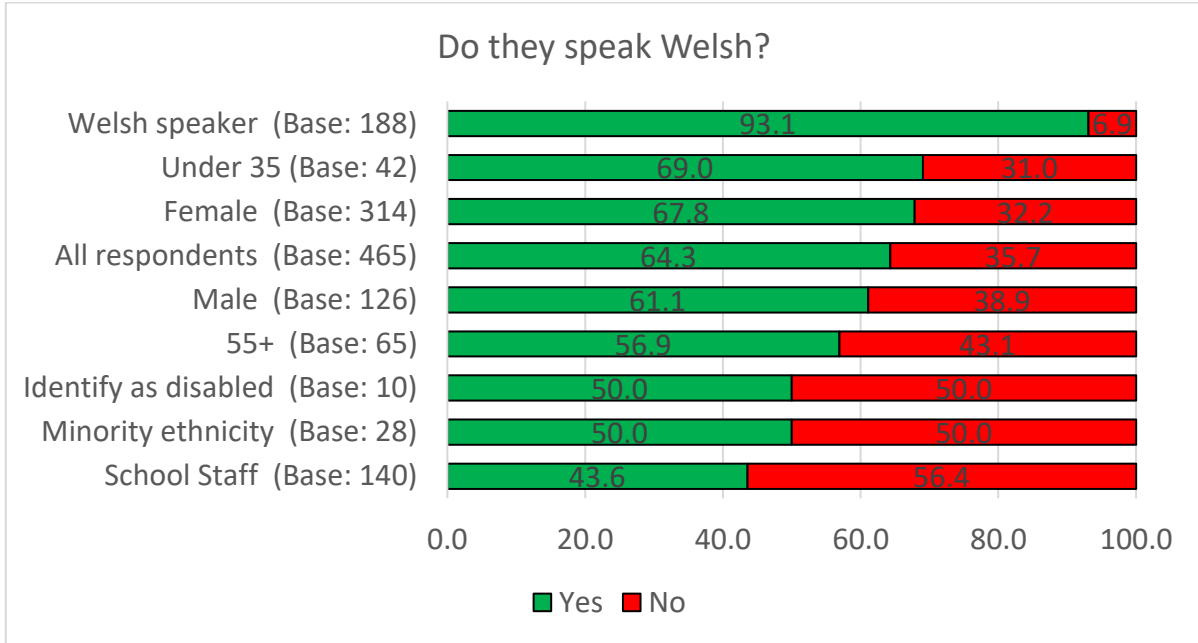
Almost two thirds (64.3%) of respondents that have children indicated that their child can speak Welsh.



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Unsurprisingly, almost all (93.1%) 'Welsh Speaker' respondents indicated that their child could speak Welsh.

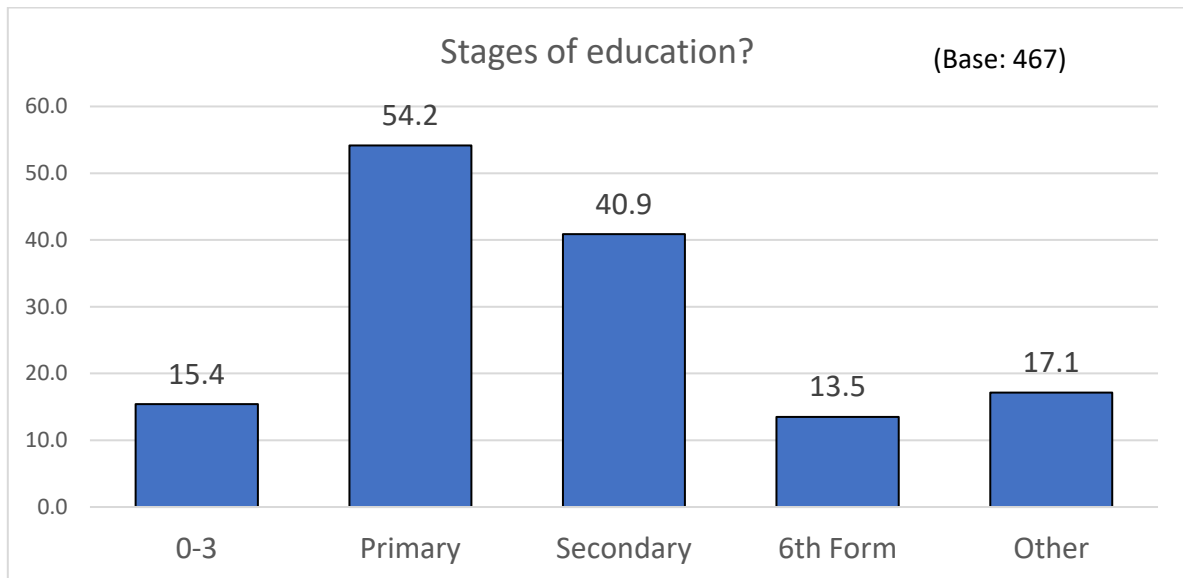
Respondents that have a child that can speak Welsh was least common when viewed by 'School Staff' respondents (43.6%).



NB: - Caution should be taken with low base sizes.

Stages of education?

Respondents to the survey were most likely to have a child in Primary school education (54.2%), this was followed by Secondary school education (40.9%).



NB. Percentages do not total 100% as respondents could select multiple options

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74 respondents indicated 'Other' which are detailed in the table below: -

Theme	No.	Example comments
University	39	<ul style="list-style-type: none"> • "University." • "Second year at Cardiff University studying medicine."
Working	15	<ul style="list-style-type: none"> • "Working full time." • "All now left Welsh Education but following Welsh career paths successfully."
Adult / Grown up	11	<ul style="list-style-type: none"> • "Adults living abroad." • "Grown up."
No longer in education	6	<ul style="list-style-type: none"> • "Now has left education but was educated in a Welsh medium school."
Adult education	4	<ul style="list-style-type: none"> • "Adult education."
Left Home	2	<ul style="list-style-type: none"> • "Left home."
Misc.	3	<ul style="list-style-type: none"> • "Aunt to children 3 and 7."

The Welsh Government has stipulated seven outcomes which the council must work towards for the WESP which are outlined below.

Respondents were then asked to rank elements to improve infrastructure and context of the Welsh language they prefer from one to seven.

Scores were calculated as below: -

Rank	Points
1st	7
2nd	6
3rd	5
4th	4
5th	3
6th	2
7th	1

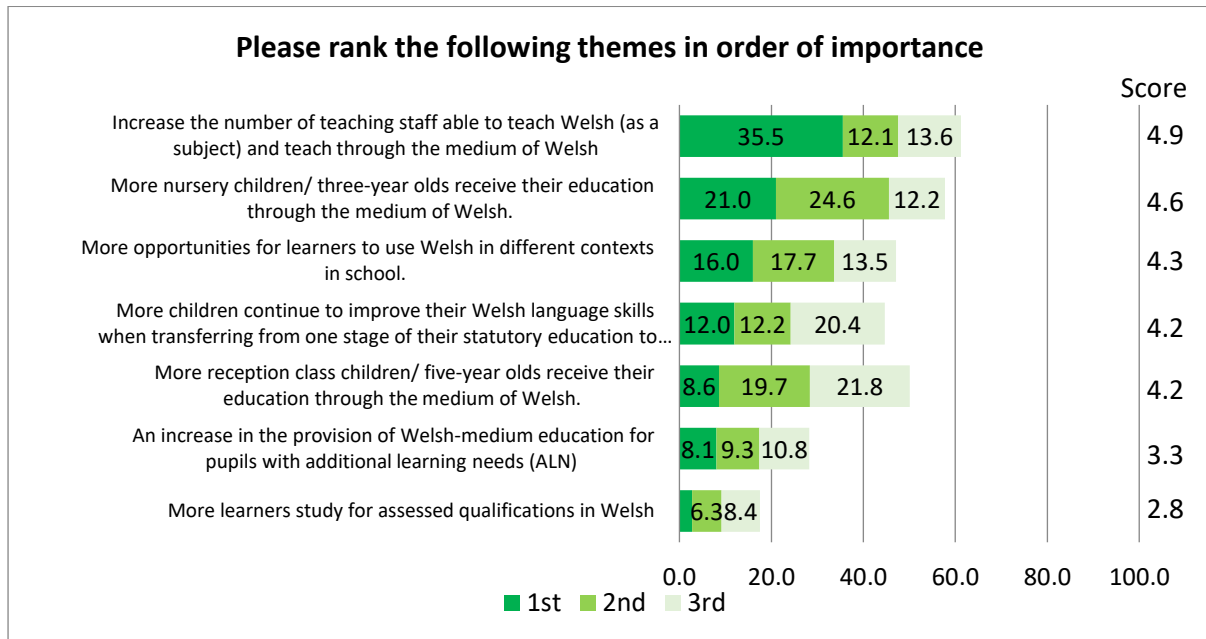
These were combined for each theme and divided by the overall number of respondents answering this question, to give a final score.

"Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh." was rated the most important, with 35.5% of respondents ranking this in first place, and an overall score of 4.9 out of seven.

Looking at the mean scores by respondent (Refer Appendix A), school staff, females and Welsh speakers deemed ‘Increasing the number of teaching staff able to teach Welsh’ a high priority (5.3, and 5.1 out of 7 respectively), this falls to 4.5 when compared by male respondents.

In second place, ranked in first place by 21.0% of respondents (and an average score of 4.6 out of 7), was “More nursery children/ three-year olds receive their education through the medium of Welsh.”

Male respondents and Welsh Speakers realised a mean score of (5.1 and 4.9 out of 7) regarding ‘Increasing Welsh Nursery provision’, in contrast to School staff and those that identified as disabled (4.2 out of 7 respectively).

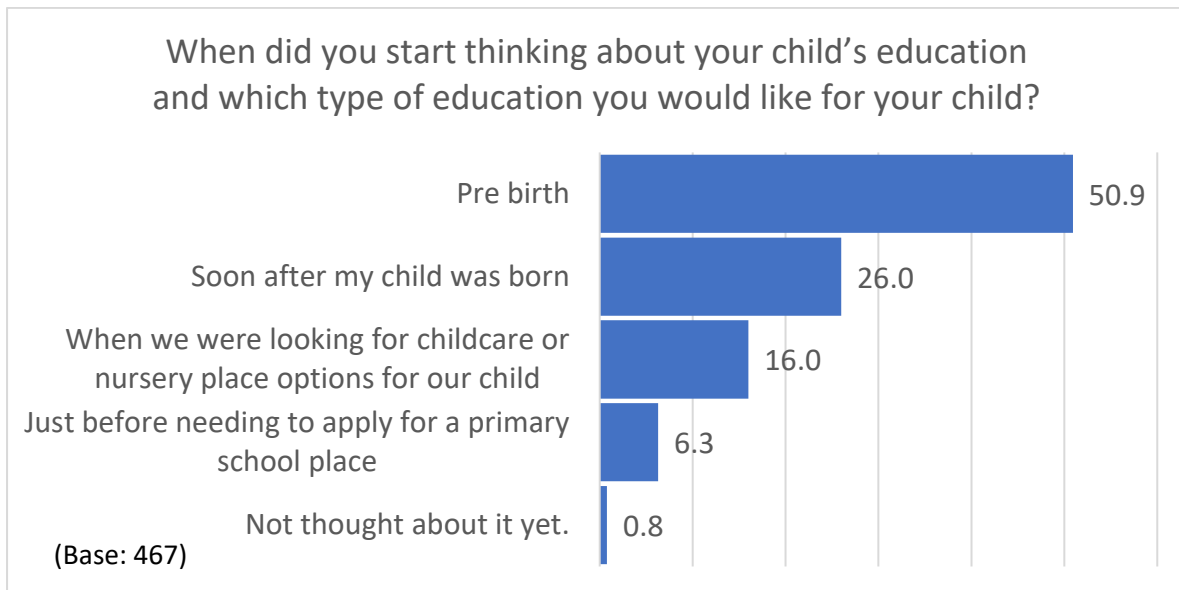


The above chart shows the proportion of 1st, 2nd and 3rd place votes for each action, plus the overall score generated (out of 7).

Parents play a critical role in supporting an increased number of children in Welsh-medium schools through choosing it as an option for their child. The below questions relate to parental experience of applying for school places.

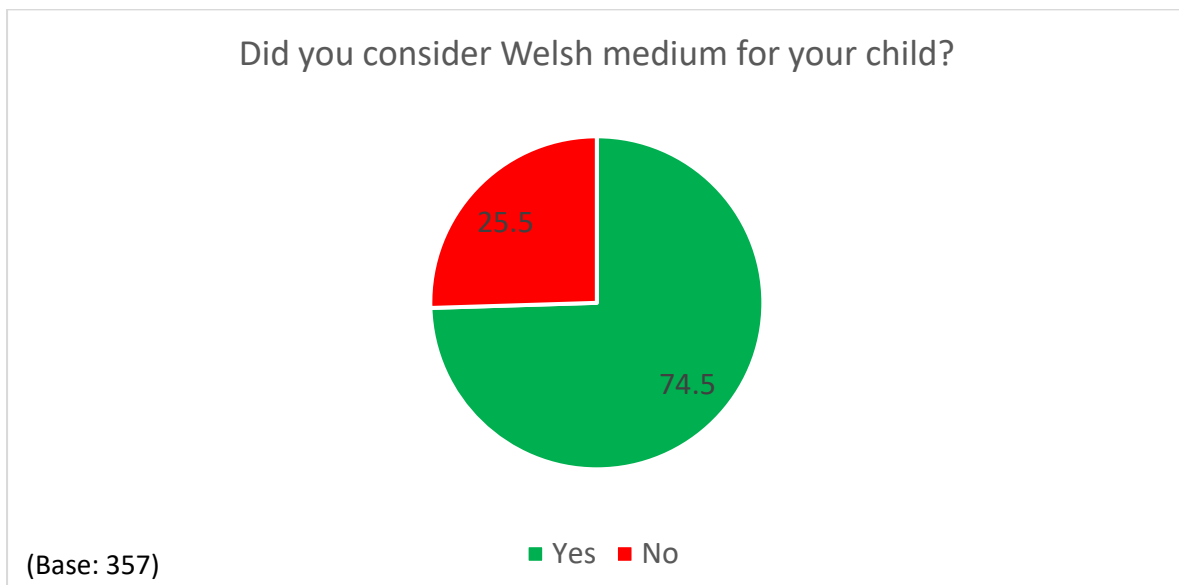
When did you start thinking about your child’s education and which type of education you would like for your child?

A half (50.9%) of respondents started to think about their child’s education Pre-birth. Around one in four (26.0%) said they thought about it soon after their child was born, whilst one in six (16.0%) waited until they were looking for childcare or a nursery place for their child.



Did you consider Welsh medium for your child?

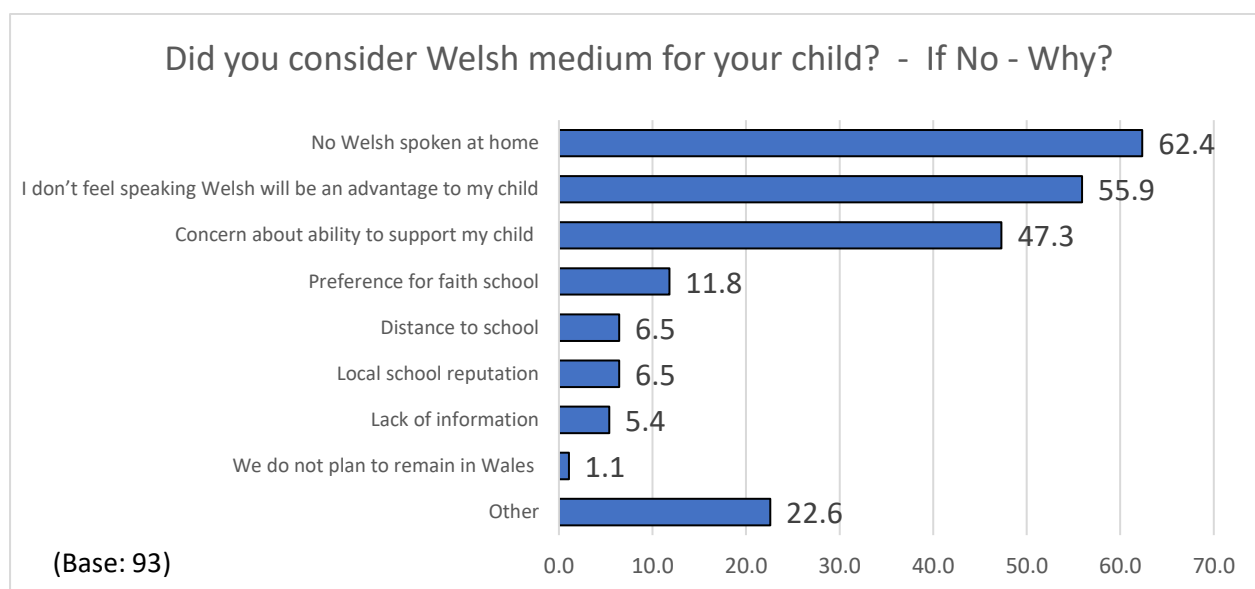
Three in four (74.5%) parents did consider Welsh medium for their child.



If No - Why?

Respondents that stated they did not consider Welsh medium for their child were given the opportunity to explain why.

'No Welsh spoken at home' was viewed as the most likely (62.4%) reason why parents did not consider Welsh medium. This was followed by **'I don't feel speaking Welsh will be an advantage to my child'** (55.9%).



NB. Percentages do not total 100% as respondents could select multiple options

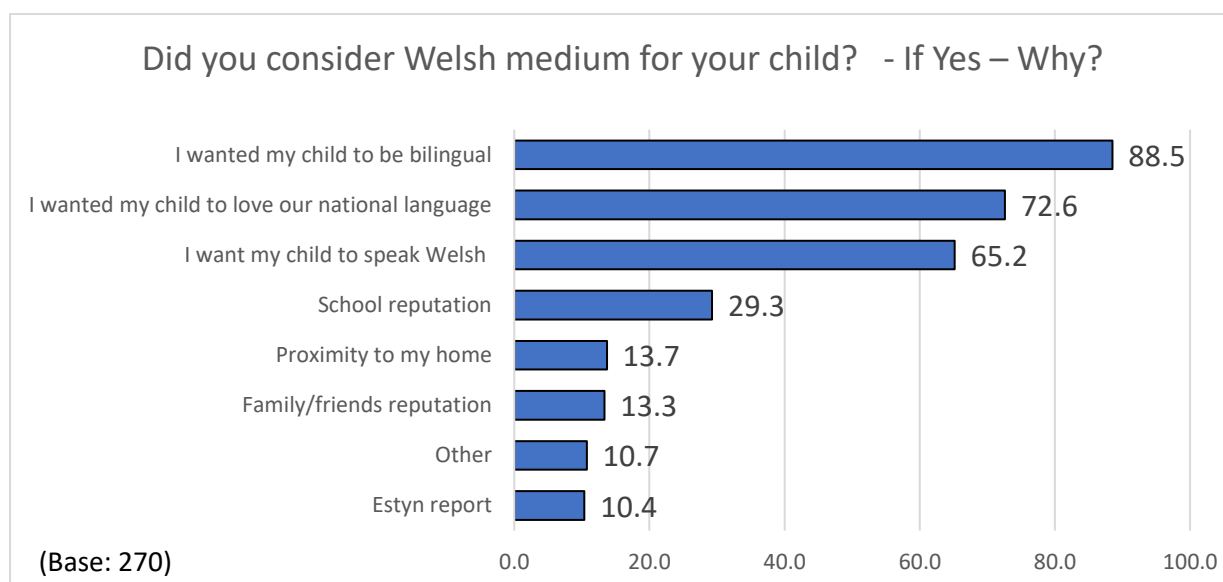
20 respondents indicated 'Other' these are detailed in the table below: -

Theme	No.	Example comments
English Preference	5	<ul style="list-style-type: none"> "Preference for them to study in English medium." "I wanted my child to learn in English."
Career prospects	5	<ul style="list-style-type: none"> "Speaking Welsh is an advantage but Welsh schooling may limit them educationally later on." "We feel that in learning Welsh children are missing out on other more relevant subjects."
Negative Experience	4	<ul style="list-style-type: none"> "Found Welsh advocates at the time to be intimidating and parochial."
Location	1	<ul style="list-style-type: none"> "I wanted the nearest school to our home (this was the prime reason). The Welsh-speaking school was."
Misc.	5	<ul style="list-style-type: none"> "It is not one of the most important factors when planning my child's education and development." "I've only been here for three years. I have fled my country forcibly."

If Yes – Why?

Respondents that stated they did consider Welsh medium for their child were given the opportunity to explain why.

'I wanted my child to be bilingual' was seen as the main reason (88.5%) why parents considered Welsh medium, this was followed by **'I wanted my child to love our national language'** (72.6%) and **'I want my child to speak Welsh to have more career option in Wales when they are adults'** (65.2%).



NB. Percentages do not total 100% as respondents could select multiple options

28 respondents indicated 'Other' which are detailed in the table below: -

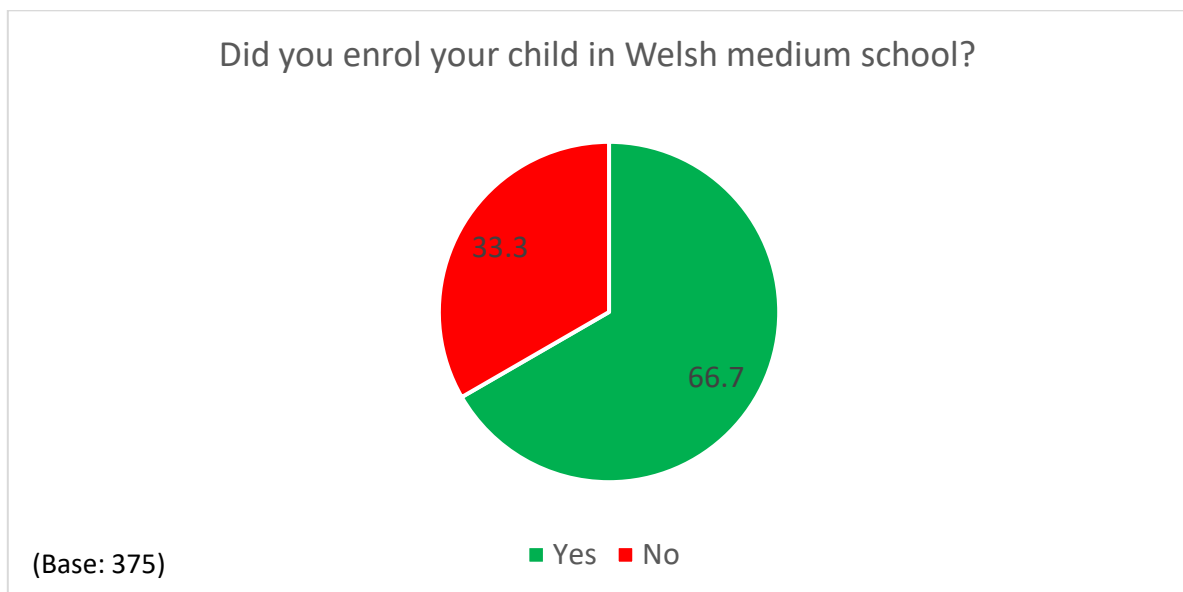
Theme	No.	Example comments
Welsh speaker	17	<ul style="list-style-type: none"> "My partner and family are Welsh speakers." "Welsh is our language." "I am a Welsh speaking Welshman so there was no need to think twice! The natural thing to do."
Wanted them to learn Welsh	5	<ul style="list-style-type: none"> "My husband was keen as a language teacher and not had chance to learn himself." "Because we are a Welsh-speaking family, and our children are entitled to receive their education in their own language/"
Better resources	3	<ul style="list-style-type: none"> "More funding in Welsh schools."
Smaller class sizes	2	<ul style="list-style-type: none"> "The schools are better resources and have smaller class sizes."
Lack of English Medium	1	<ul style="list-style-type: none"> "Lack of space in English medium schools."

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Develop linguistic skills	1	<ul style="list-style-type: none">• "Provide the linguistic tools to pursue other languages later on in life."
Misc.	5	<ul style="list-style-type: none">• "Without language - without identity."• "Where I lived the option was a poor Welsh school, or a poor English school. I moved house."

Did you enrol your child in Welsh medium school?

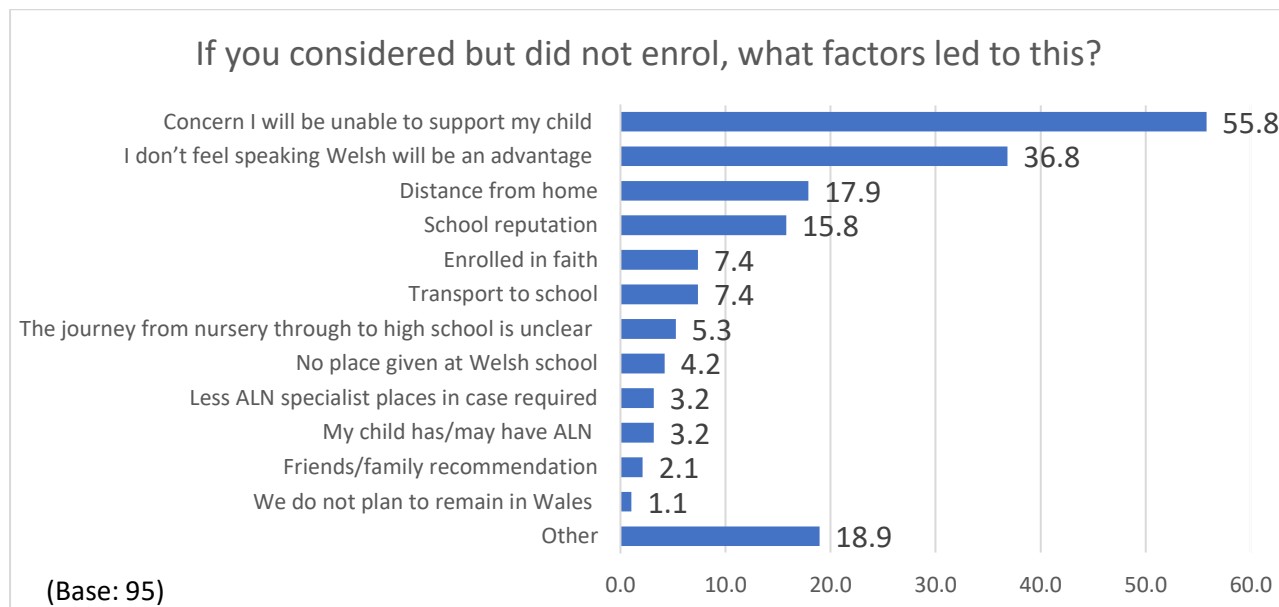
Two in three (66.7%) parents who responded did enrol their child in a Welsh medium school. This compares to a city-wide average of 15.6 % of children enrolled in Welsh-medium education



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If you considered but did not enrol, what factors led to this?

There were 95 respondents to the survey that considered enrolling their child in Welsh medium education but decided against it. The main reasons for this were **'Concerns around the ability to support their child at home'** (55.8%), **'I don't feel that speaking Welsh will be an advantage to my child'** (36.8%) and **'Distance from school'** (17.9%).



NB. Percentages do not total 100% as respondents could select multiple options

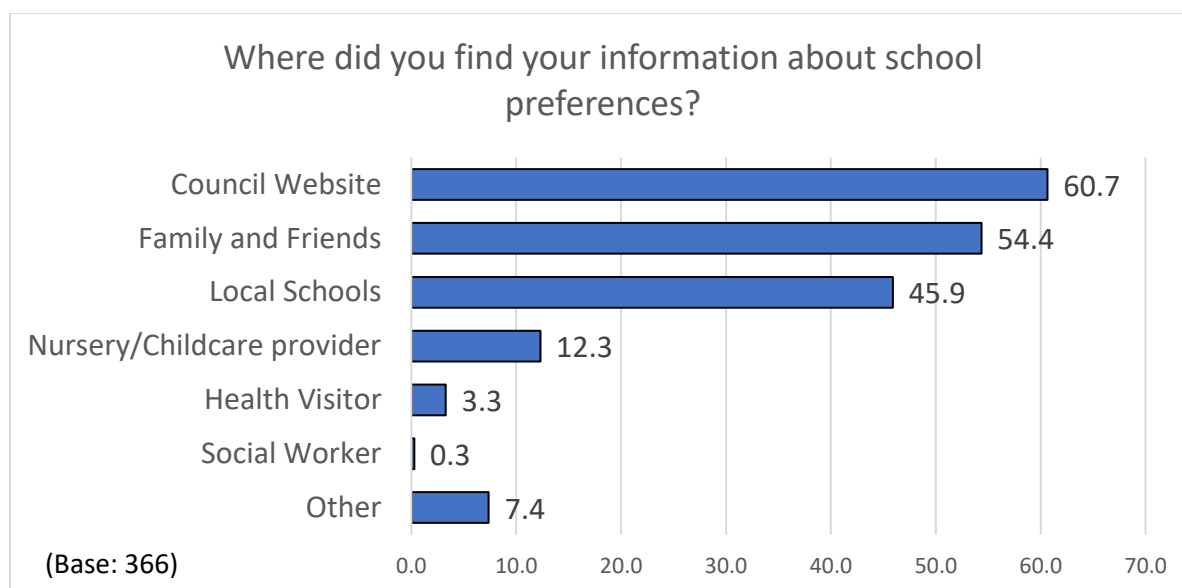
16 respondents indicated 'Other', Themes and sample comments are detailed below: -

Theme	No.	Example comments
Wanted English medium	3	<ul style="list-style-type: none"> "English medium schools are more diverse and representative of the city's population."
Location	2	<ul style="list-style-type: none"> "Perfectly wonderful school on our doorstep so decided this was the best option."
Lack of availability	2	<ul style="list-style-type: none"> "Welsh-medium school not in the best area. Disappointed that there is no more choice. Two English-medium schools in the village."
Language skills	1	<ul style="list-style-type: none"> "I/we parents don't speak Welsh."
Not a priority	1	<ul style="list-style-type: none"> "Welsh is not my priority. A good overall standard of education is."
Misc.	7	<ul style="list-style-type: none"> "Can learn Welsh as an option." "Child is not in school yet."

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Where did you find your information about school preferences?

'The Council website' (60.7%) was viewed as the most likely resource when looking for information about school preferences. This was followed by 'Family and friends' (54.4%) and 'Local Schools' (45.9%).



NB. Percentages do not total 100% as respondents could select multiple options

26 respondents indicated an 'Other' source they are detailed in the table below: -

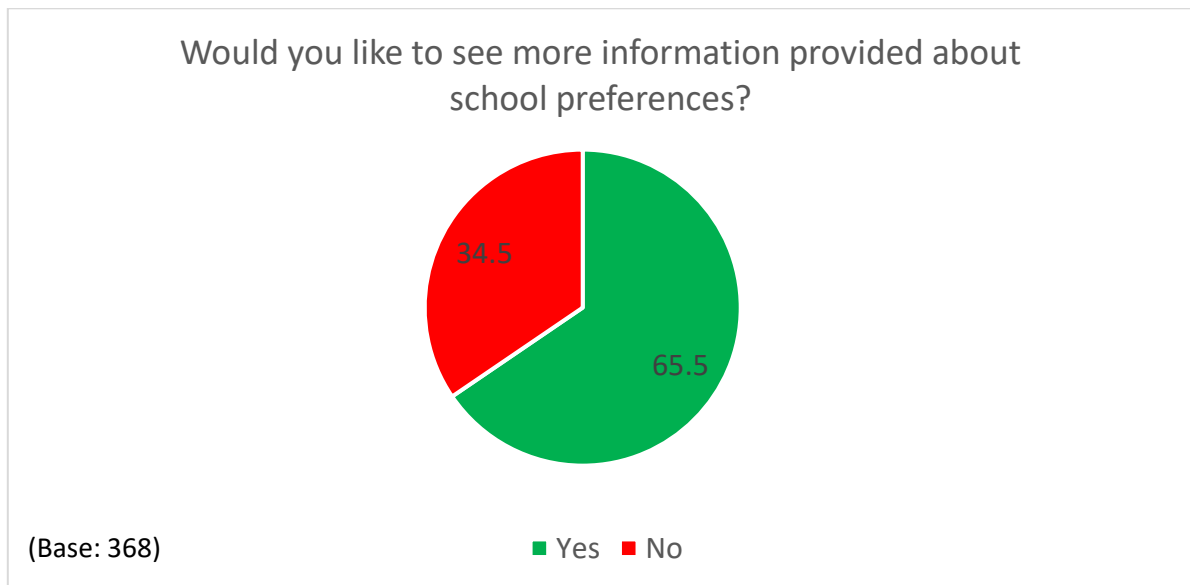
Theme	No.	Example comments
Just knew	7	<ul style="list-style-type: none"> "Just knew." "Already familiar with the school."
Social media/ internet	6	<ul style="list-style-type: none"> "Social media- other parents - not friends but on local Facebook parenting groups." "The "My Local School" website."
Estyn	5	<ul style="list-style-type: none"> "Estyn" "Estyn reports and other evidence which there is not enough of, rather than hearsay."
Community members	4	<ul style="list-style-type: none"> "Community feedback only."
Work	2	<ul style="list-style-type: none"> "I work in Education."

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Family/Friend	2	<ul style="list-style-type: none">• "A friend."
Don't know	1	<ul style="list-style-type: none">• "I honestly can't remember."
Misc.	4	<ul style="list-style-type: none">• "I was learning at school."

Would you like to see more information provided about school preferences?

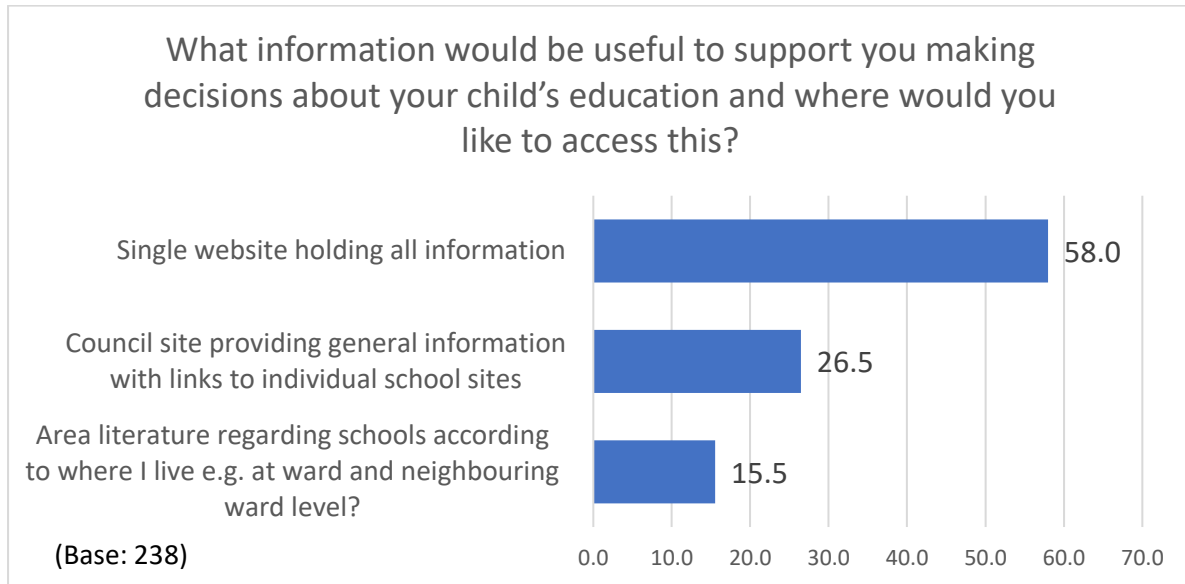
Around two thirds (65.5%) of parents would like to see more information provided about school preferences.



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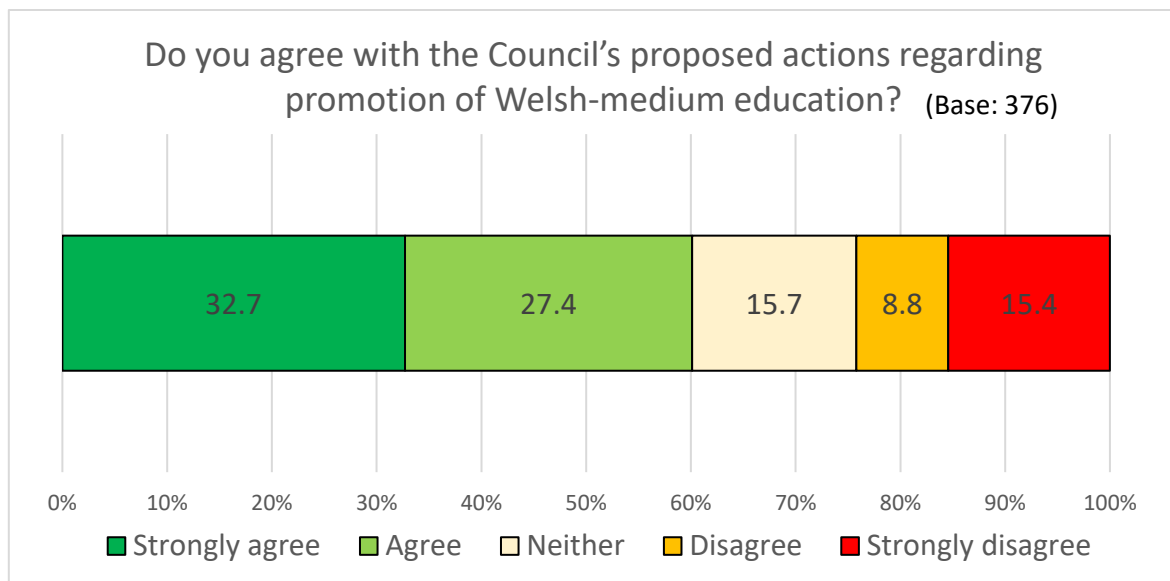
What information would be useful to support you making decisions about your child's education and where would you like to access this?

Almost three in five (58.0%) parents cited 'Single website holding all information' as the most helpful factor when making decisions about their child's education.



Do you agree with the Council's proposed actions regarding promotion of Welsh-medium education?

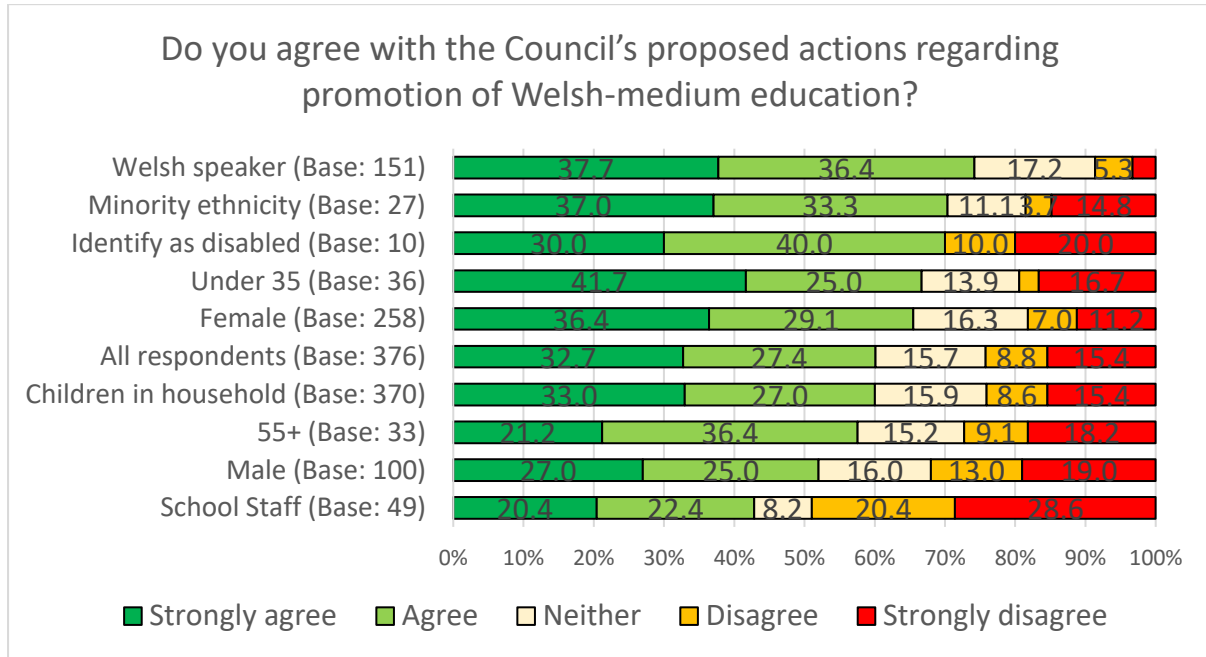
Three in five (60.1%) parents agreed with the Council's actions regarding the promotion of Welsh-medium education.



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Agreement increased to three in four (74.1%) respondents when viewed by Welsh speakers, this is 14 percentage points higher than that of the overall findings.

Respondents least likely to agree were school staff and males (42.8% and 52.0% respectively).

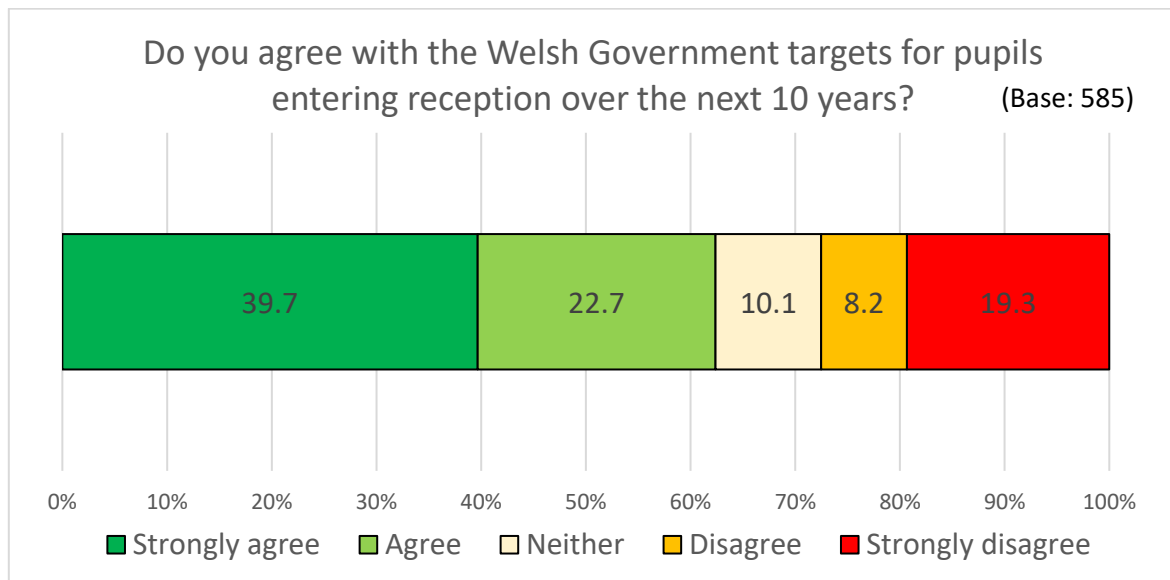


NB: - Caution should be taken with low base sizes.

Cymraeg 2050 sets out a goal of having 1 million Welsh speakers. To progress towards this, the Welsh Government has outlined targets for each local authority relating to the number of pupils in Year 1 receiving their education through Welsh. To achieve this in Cardiff we have to increase from the current 18% to between 25%-29% by academic year 2030/31.

Do you agree with the Welsh Government targets for pupils entering reception over the next 10 years?

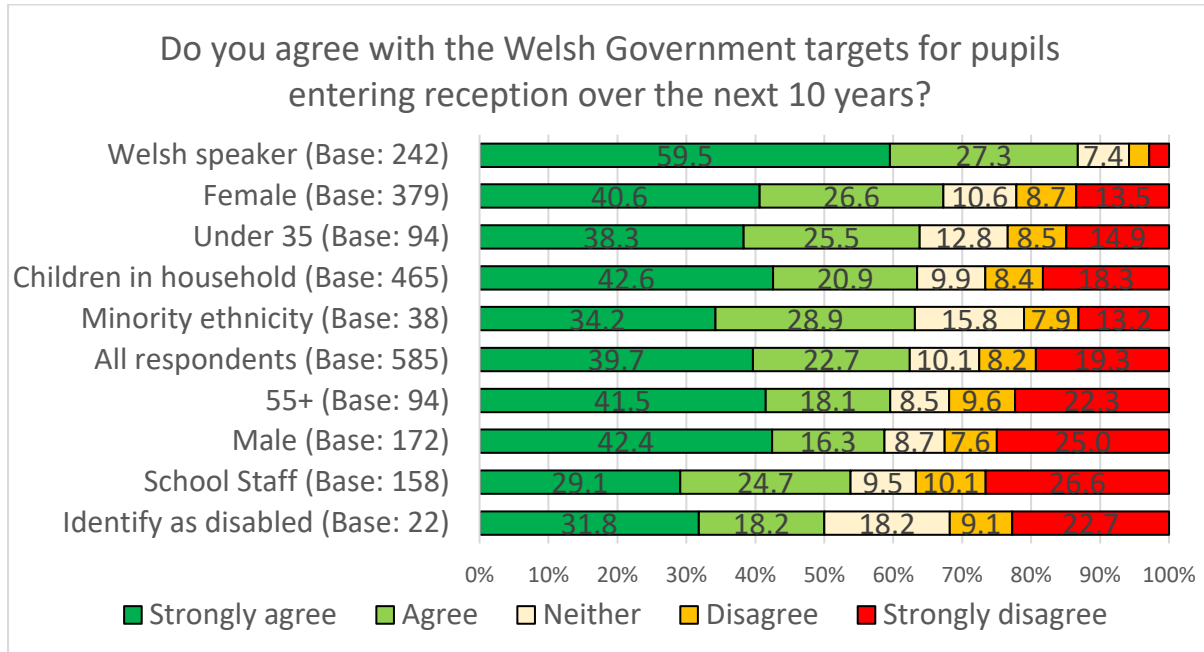
Over three in five (62.4%) respondents agree with the Welsh Government targets for pupils entering reception over the next 10 years, this included 39.7% that strongly agreed.



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When comparing Welsh speaker responses to overall responses agreement is higher by some 24.4 percentage points (86.8% to 62.4% respectively).

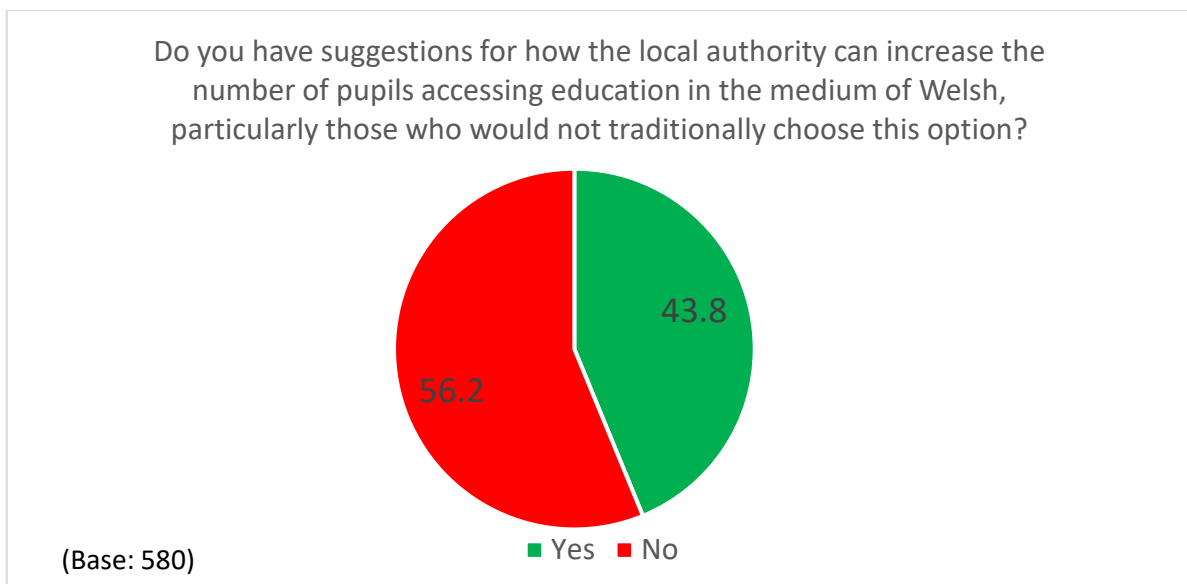
Respondents that identify as disabled and School staff were least likely to agree (50.0% and 53.8% respectively).



NB: - Caution should be taken with low base sizes.

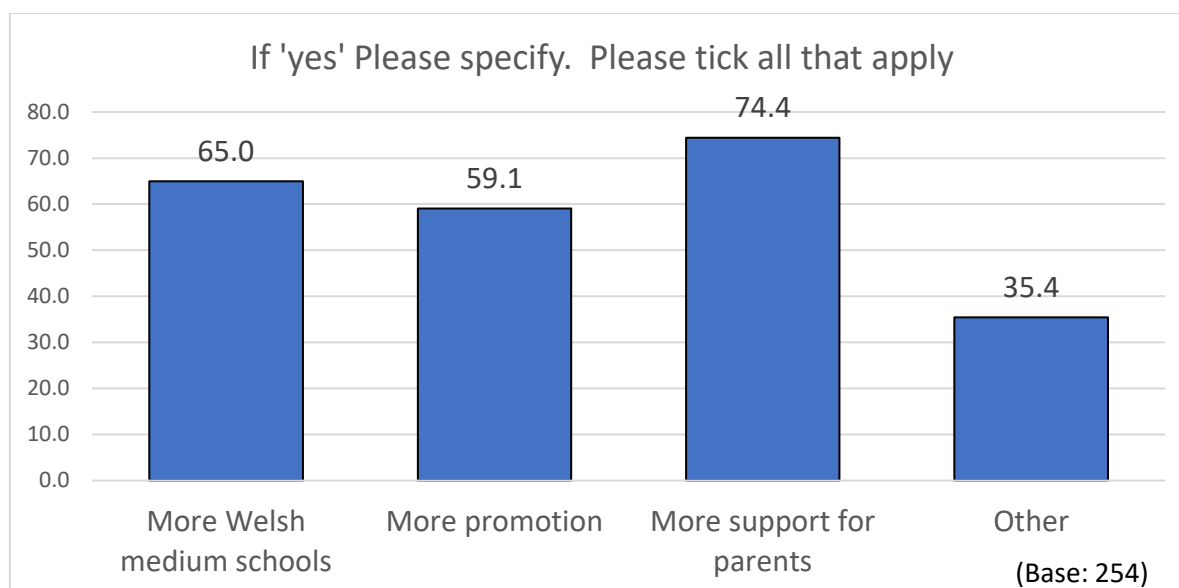
Do you have suggestions for how the local authority can increase the number of pupils accessing education in the medium of Welsh, particularly those who would not traditionally choose this option?

Over two in five (43.8%) respondents stated that they did have a suggestion for how the local authority can increase the number of pupils accessing education in the medium of Welsh, particularly those who would not traditionally choose this option.



Please specify

'More support for parents' (74.4%) was viewed as the most influential way to increase the number of pupils accessing education in the medium of Welsh, this was followed by 'More Welsh medium schools' (65.0%).



NB. Percentages do not total 100% as respondents could select multiple options

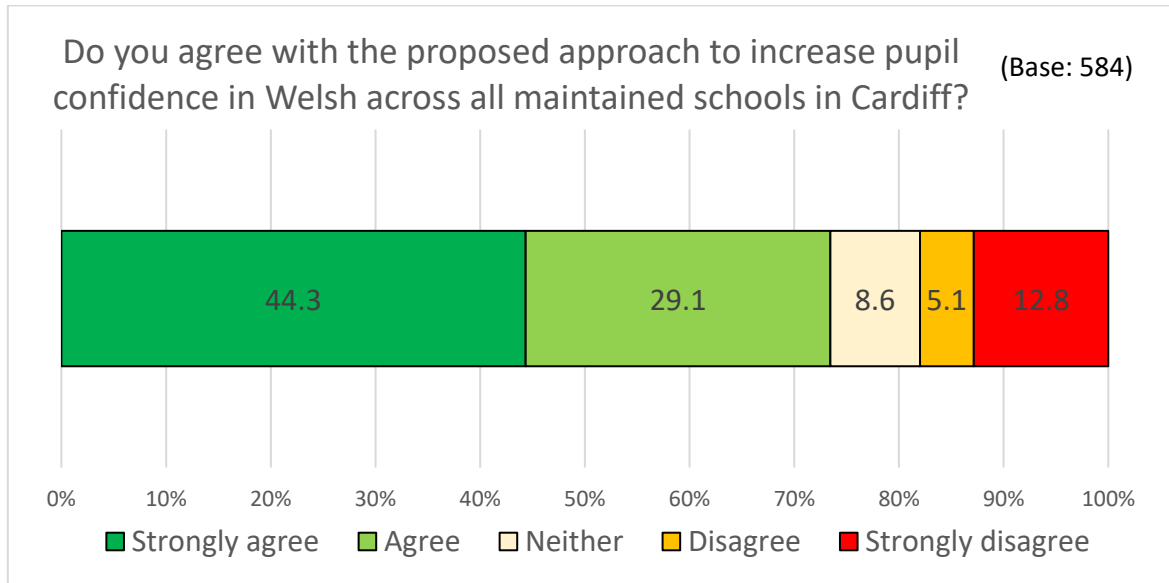
90 respondents had 'Other' suggestions, when analysed resulted in 16 themes. Details of the top three themes and example comments are as follows: - (A full list of themes with example comments can be seen in Appendix B).

Theme	No.	%	Example comments
Better promotion of language	12	13.3	<ul style="list-style-type: none"> "Promote benefits, better paid jobs for linguists, more opportunities." "Emphasise that Welsh gives people an advantage in the workplace in business and the world beyond education."
More Welsh lessons/ courses	12	13.3	<ul style="list-style-type: none"> "More quality training and support for teachers to learn Welsh. Free Welsh courses for all teachers." "A Welsh College in Cardiff."
More inclusive approach	11	12.2	<ul style="list-style-type: none"> "More needs to be done to engage to C2DE and BAME populations, it is seen as a White/MC option." "A more inclusive Welsh speaking community who welcome integration, rather than promote segregation."

In Cardiff we are considering the needs of pupils throughout their educational journey. This includes equipping pupils to build on their Welsh language knowledge and skills and make successful transitions between stages of education.

Do you agree with the proposed approach to increase pupil confidence in Welsh across all maintained schools in Cardiff?

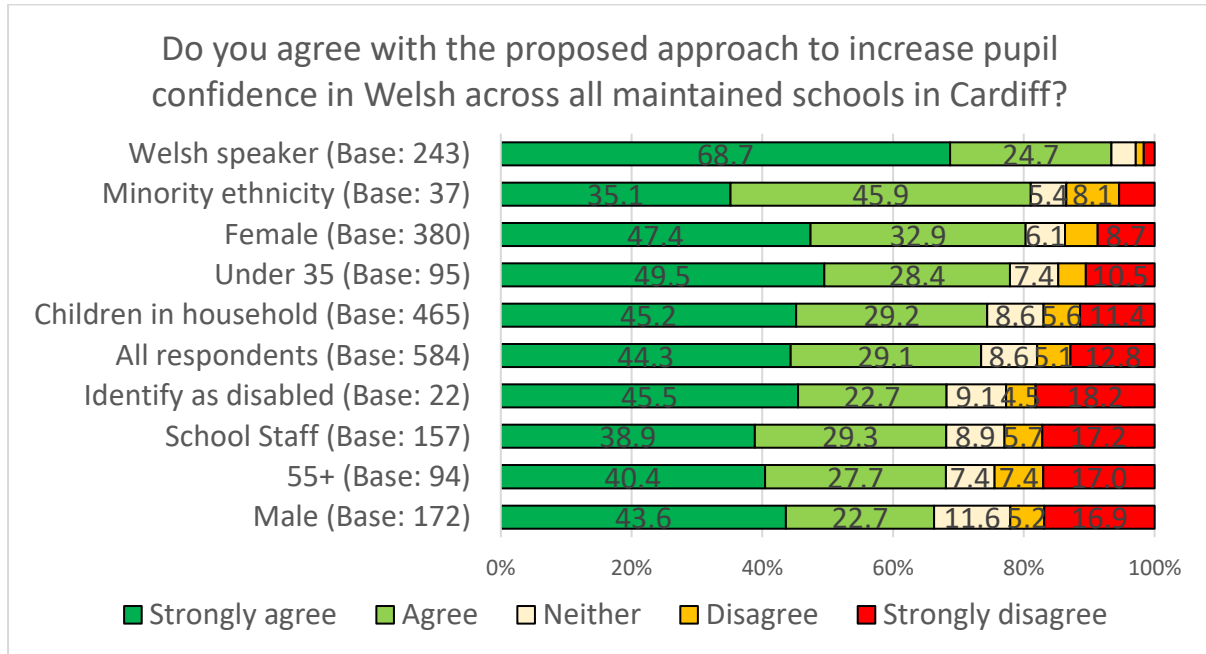
Almost three in four (73.4%) respondents agree with the proposed approach to increase pupil confidence in Welsh across all maintained Schools in Cardiff, this included 44.3% that strongly agreed.



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Almost all (93.4%) of Welsh speaker respondents agreed with the approach, this is 20 percentage points higher than the findings from overall respondents (73.4%).

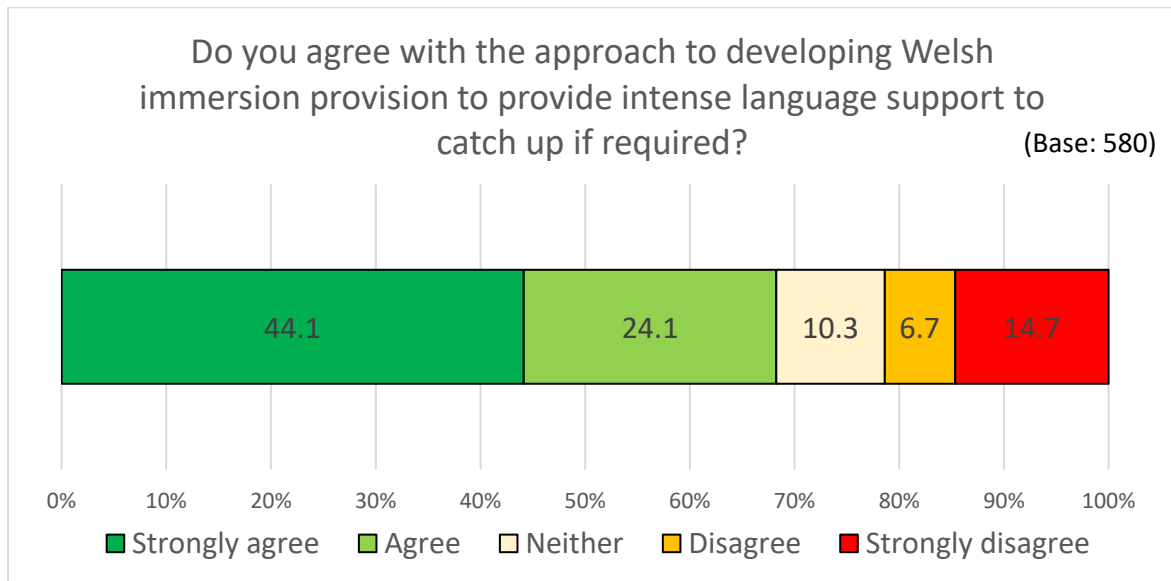
Male respondents and those aged 55+ were least likely to agree with the approach (66.3% and 68.1% respectively).



NB: - Caution should be taken with low base sizes.

Do you agree with the approach to developing Welsh immersion provision to provide intense language support to catch up if required?

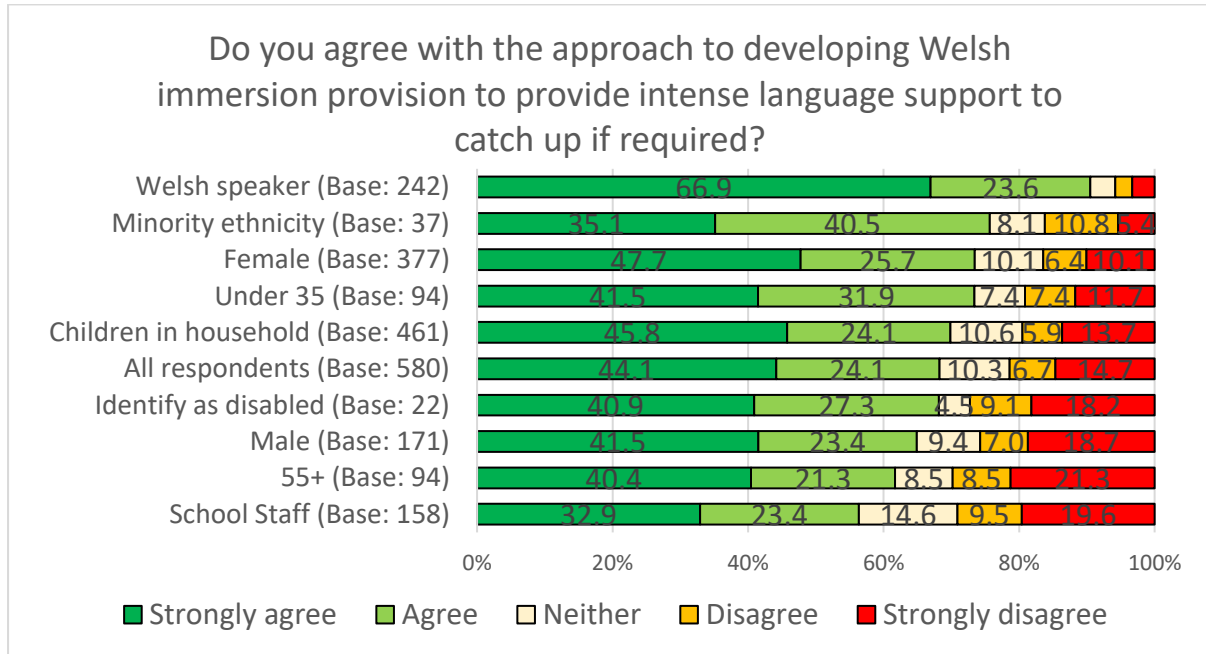
Over two thirds (68.2%) agreed with the approach to developing Welsh immersion provision to provide intense language support to catch up if required, this included 44.1% that strongly agreed.



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Once again agreement soared when viewed by Welsh speaker respondents (90.5%), this is 22.3 percentage points higher than that of the overall findings (68.2%).

School staff respondents and those aged 55+ were least likely to agree with the approach (56.3% and 61.7% respectively).

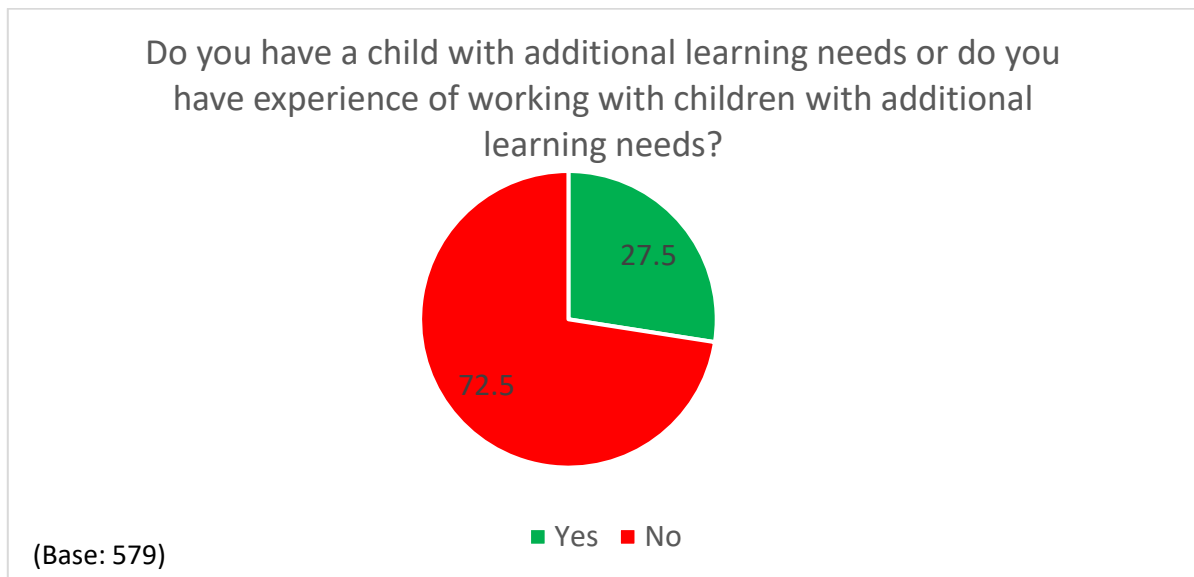


NB: - Caution should be taken with low base sizes.

Within the plan there is a specific outcome to increase the provision of Welsh-medium education for pupils with additional learning needs.

Do you have a child with additional learning needs, or do you have experience of working with children with additional learning needs?

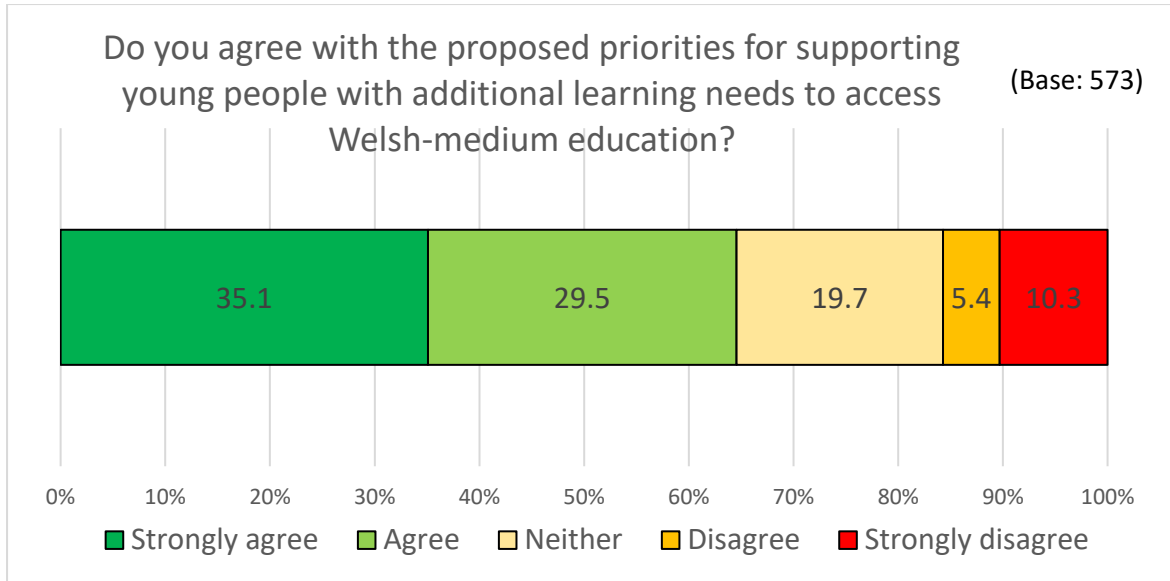
Just over a quarter (27.5%) of respondents have a child with additional learning needs or they have experience of working with children with additional learning needs. This compares to approximately 17.9% of children in Cardiff's schools who are on the ALN register.



Do you agree with the proposed priorities for supporting young people with additional learning needs to access Welsh-medium education?

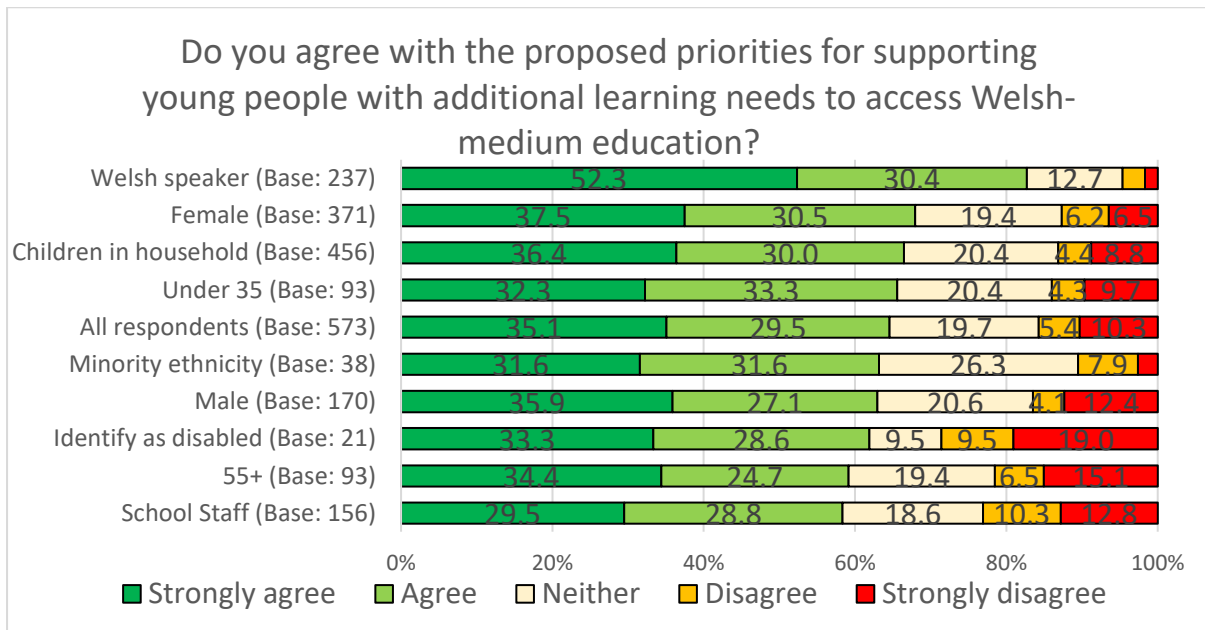
Almost two thirds (64.6%) of respondents agree with the proposed priorities for supporting young people with additional learning needs to access Welsh-medium education.

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Welsh Speakers once again recorded the highest agreement, with over four fifths (82.7%) from this group agreeing with the proposed priorities, this is 22.1 percentage points higher than that of the overall findings (64.6%).

School staff respondents and those aged 55+ were least likely to agree (58.3% and 59.1% respectively).



Please tell us what is your understanding about how we provide for pupils with ALN in Welsh-medium education?

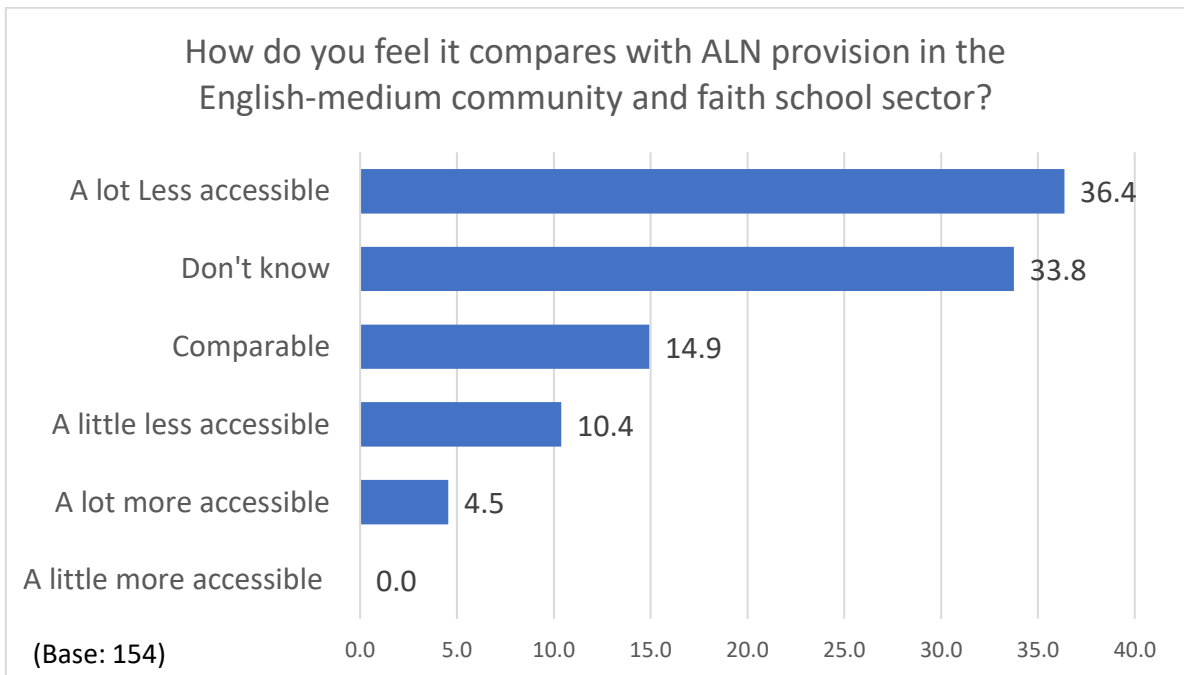
87 respondents, provided a response to their understanding of ALN provision in Welsh medium education, these were placed into 6 themes and are detailed below with example comments: -

Theme	No.	Example comments
Support could be better / Lack of resources	36	<ul style="list-style-type: none"> • "There is a unit at YGG Glantaf. The information given in the presentation is incorrect. There is insufficient resources for these children and significant financial input is required. This centre needs development first using their specialist knowledge. Ensuring that Welsh speaking young people have the same opportunities as those in English medium ALN provision." • " More specialists are needed to assess pupils in Welsh, more resources in Welsh and more ALN units across the County." • "I work with asylum seeking children including unaccompanied children. They speak neither English nor Welsh. There are currently no opportunities for them to learn Welsh and we must consider integration. I feel strongly that there should be Welsh language provision for them."
Not much knowledge	10	<ul style="list-style-type: none"> • "I do not have full knowledge of how you provide for pupils with additional needs - all children with additional needs should have those needs considered and support provided for them to learn and flourish in their learning."
One Language is enough to deal with	7	<ul style="list-style-type: none"> • "If families are Welsh speakers, then they can help their children with the language. A child with learning needs has enough to deal without having to learn a second language that has been forced on them."
Education should be provided regardless of any ALN	6	<ul style="list-style-type: none"> • "Children in Welsh medium schools who are a ALN are very often sent to English speak in schools. Many English-speaking schools feel that this is a bit of a copout from the Welsh speaking schools. In particular this is children with behaviour problems. This is common. Children who are autistic find Welsh particularly difficult. It is not fair to ask children with these needs to study Welsh."

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Costly Exercise / Little Benefits	3	<ul style="list-style-type: none"> "I don't know if there is enough need for a Welsh Medium special school in Cardiff or if there are enough specialist teachers/assistants. It seems a very expensive and unnecessary proposal."
Misc.	26	<ul style="list-style-type: none"> "I can only comment on High schools. Incidental Welsh is used, pictures in Welsh and English displayed. Word of the week." "My son is asd and struggled in Welsh medium education however is now a fluent Welsh speaker after moving to an English-speaking school."

How do you feel it compares with ALN provision in the English-medium community and faith school sector?



NB. Percentages do not total 100% as respondents could select multiple options

How do you feel it could it be different to meet your expectations?

Respondents were then asked, 'How do you feel it could it be different to meet your expectations?'- 60 comments were received, when analysed resulted in 8 themes. Details of the themes and example comments are as follows: -

Theme	No.	Example comments
More support/ resources needed	33	<ul style="list-style-type: none"> • "A specific ALN centre in Cardiff, where individual pupils could access support for certain days / part-days in the week." • " More resources available in Welsh - there is currently no dyslexia test available in Welsh - find it difficult to test a learner that I have in their mother tongue."

		<ul style="list-style-type: none"> • "The Specialist Resource Bases at Glantaf and Pwll Coch are small and based in traditional classrooms. These facilities are not appropriate for our learners with complex needs whose families wish them to access Welsh medium education. The excellent staff at Glantaf's Specialist Resource Base work out of temporary classrooms and do not have regular access to large learning spaces such as sports halls. Their learners do not even have access to a sensory room. There are several special schools across the city that provide English medium provision with facilities such as swimming pools, soft play areas and therapy rooms. Our Welsh-medium learners have nothing. The Hafan at Pwll Coch is based in one classroom. At the very least the specialist resource bases need purpose-built buildings with facilities for the myriad of pupils that will come through the Welsh-medium sector with a diverse variety of complex medical and educational needs."
ALN should be fair/ full provision regardless of language	17	<ul style="list-style-type: none"> • "All ALN provision should be fair regardless of the medium delivered - these children need to use the language of their home for full support between the child, home and school." • "Understand that for some with ALN, learning through another language is not the best option but from what I have heard from friends, the Welsh-medium schools are quick to move the children out of the system. Perhaps this is because the help is just not there currently therefore prioritising and supporting those teaching those with ALN would be a starting point."
Not great support in Welsh medium	10	<ul style="list-style-type: none"> • " It seems that children with ALN in Welsh schools are encouraged to enrol at EM schools especially if they come from an English speaking household. The conclusion is that the children cannot cope with learning Welsh when the issue is not necessarily a language acquisition problem."
Don't know	5	<ul style="list-style-type: none"> • "I've only worked in English speaking schools and my children go to English speaking schools, so I don't know how different the ALN support is. It should be the same regardless of the language they speak."

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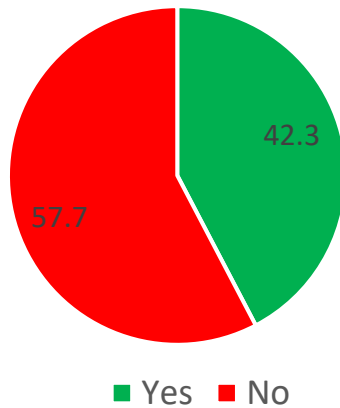
Additional language too much pressure	4	<ul style="list-style-type: none"> "I personally feel that learning through the medium of Welsh for many children with ALN, with the exception of those who are first language Welsh, adds an additional barrier to learning. Through my work I have come across children, particularly those with dyslexia and speech and language issues who have had to exit Welsh medium provision. Any additional support for those in Welsh medium I celebrate but would not encourage education through a second language."
Negative comments	2	<ul style="list-style-type: none"> "I don't think this proposal is acceptable. It would put our children at a disadvantage everywhere in the world unless they stay in Wales."
Welsh for Welsh speakers	1	<ul style="list-style-type: none"> "Do not allow children of non-Welsh speakers to learn through the medium of Welsh. They have no Welsh speaking/reading/understanding in their home environment."
Misc.	7	<ul style="list-style-type: none"> "There are too many variables which makes the outcome challenging in various school settings."

While this plan relates specifically relates to education, we recognise the value in young people having opportunities to experience and use Welsh beyond classroom settings. This supports building confidence in the language and ensuring it is inbuilt to Cardiff now and in the future.

Does your child/children access opportunities to experience and use Welsh beyond classroom settings currently?

Around two fifths (42.3%) of respondents have a child that currently accesses opportunities to experience and use Welsh beyond classroom settings.

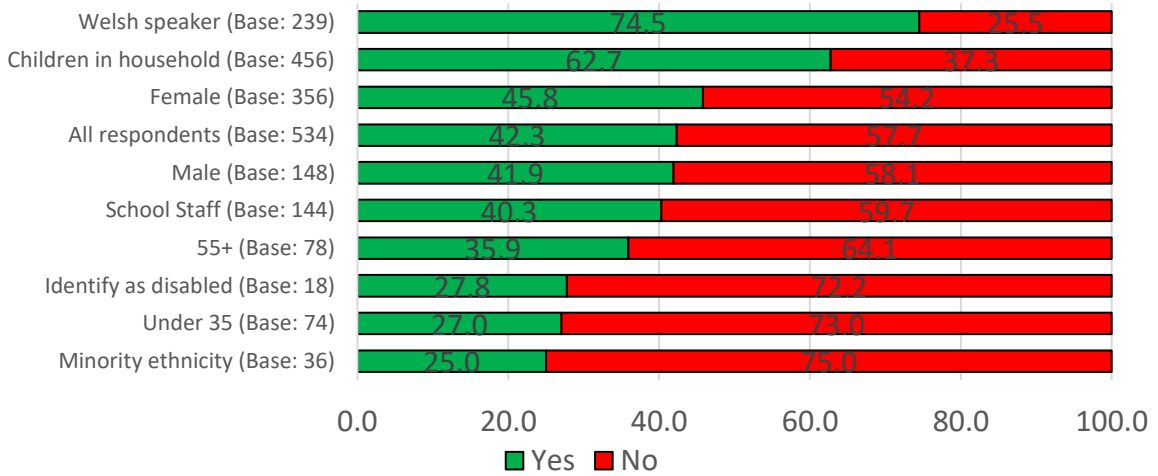
Does your child/children access opportunities to experience and use Welsh beyond classroom settings currently?



(Base: 534)

‘Welsh Speaker’ responses were three times as likely to have a child that currently has access opportunities to experience and use Welsh beyond the classroom setting when compared with Minority Ethnic responses (74.5% and 25.0% respectively).

Does your child/children access opportunities to experience and use Welsh beyond classroom settings currently?

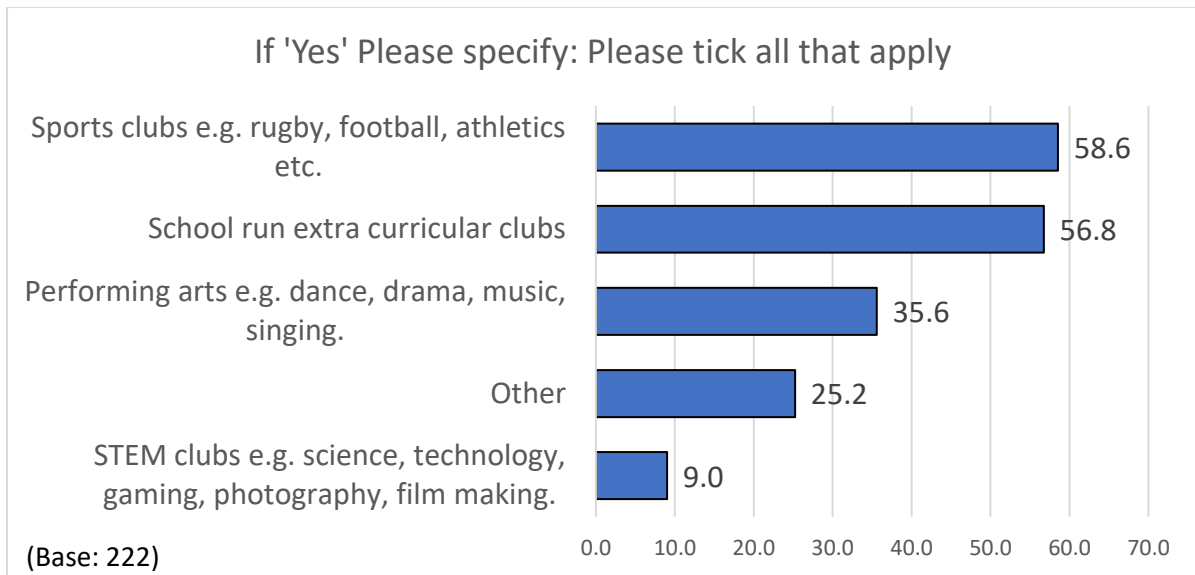


NB: - Caution should be taken with low base sizes.

Please specify:

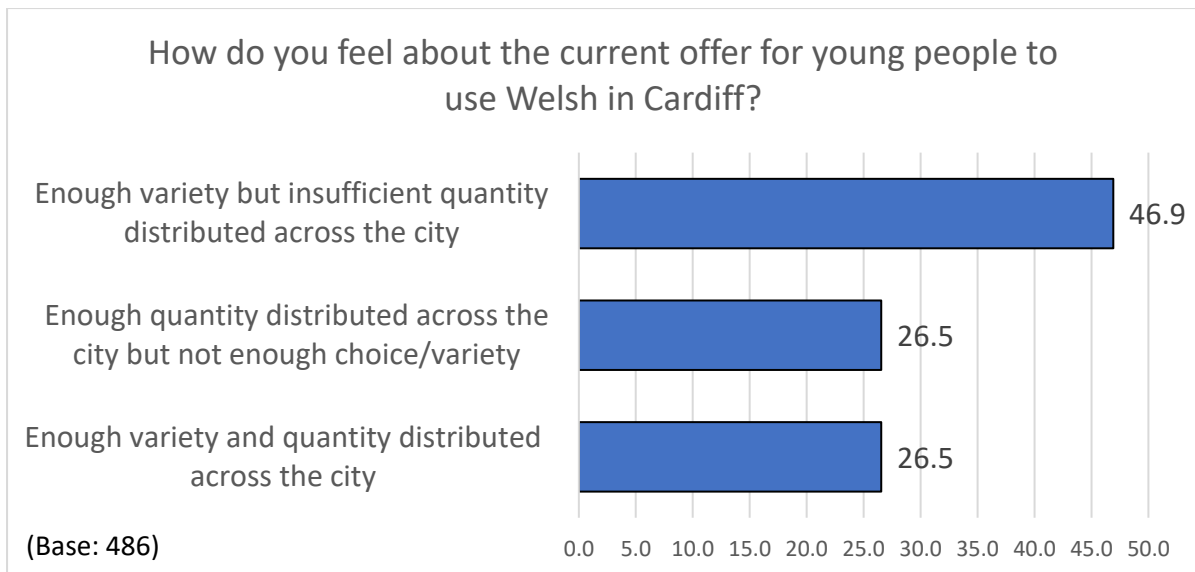
At a sports club (58.6%) was viewed as the most common place where children get to use Welsh beyond their classroom setting, this was followed by extra-curricular clubs (56.8%).

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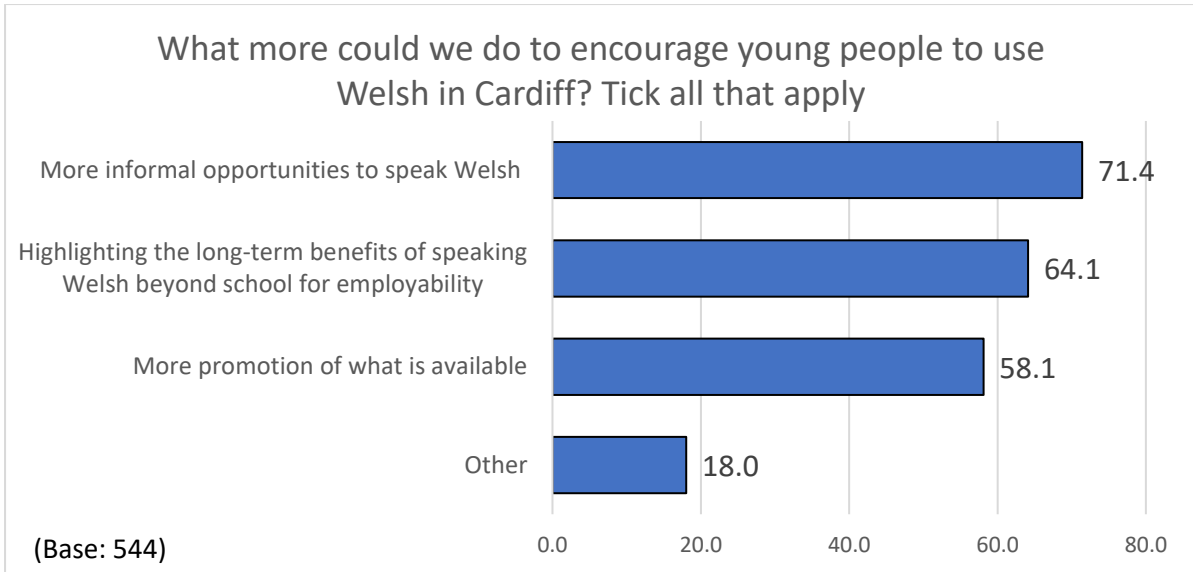


NB. Percentages do not total 100% as respondents could select multiple options

How do you feel about the current offer for young people to use Welsh in Cardiff?
Over two fifths (46.9%) of respondents feel there's enough variety but insufficient quantity distributed across the City.



What more could we do to encourage young people to use Welsh in Cardiff?
Respondents felt that the best way to encourage young people to use Welsh in Cardiff would be for '**More informal opportunities to speak Welsh**' (71.4%), this was followed by '**Highlighting the long-term benefits of speaking Welsh beyond school for employability**' (64.1%).

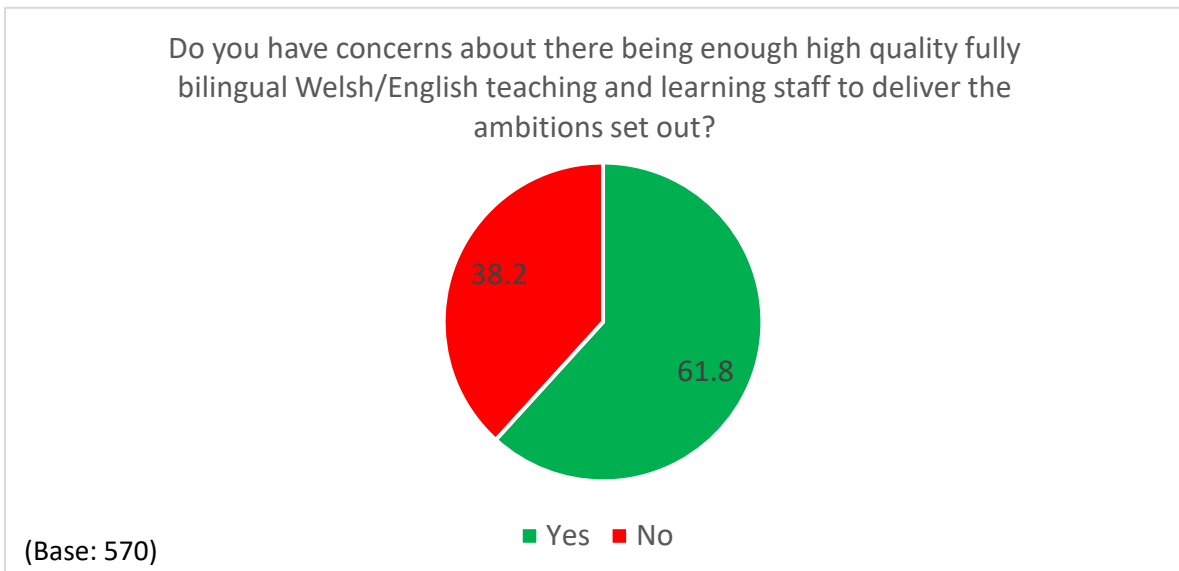


NB. Percentages do not total 100% as respondents could select multiple options

The continued development of the education workforce will be key to Cardiff reaching its ambitions for Welsh medium education in the capital.

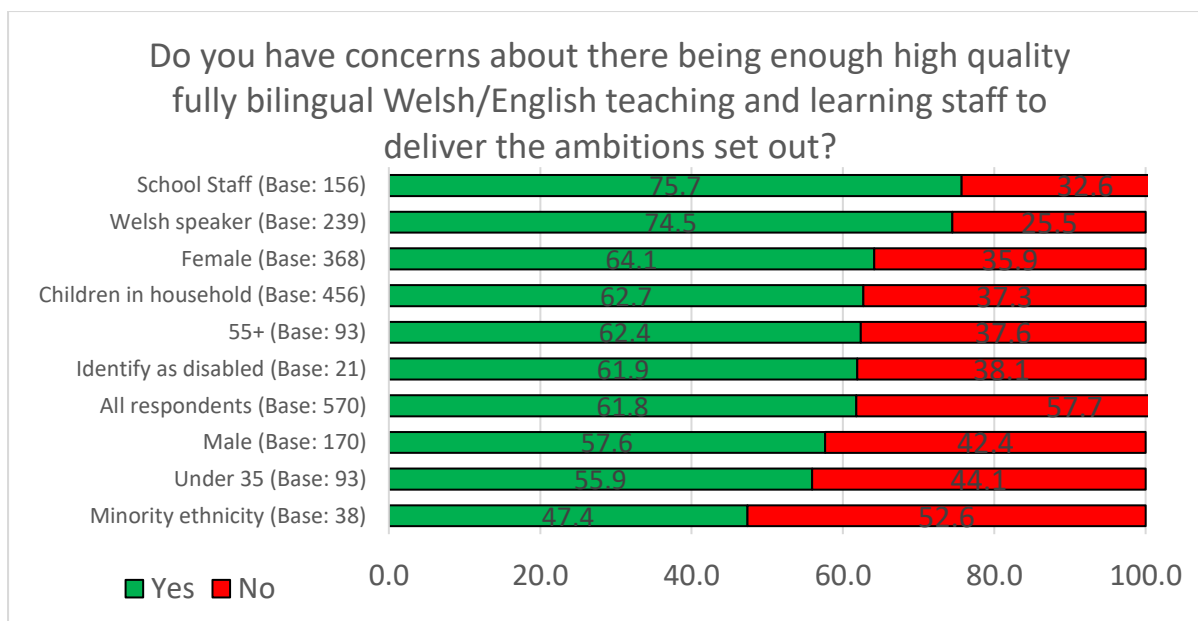
Do you have concerns about there being enough high quality fully bilingual Welsh/English teaching and learning staff to deliver the ambitions set out?

Around three in five (61.8%) respondents had concerns around there being enough high quality fully bilingual Welsh/English teaching and learning staff to deliver the ambitions set out.



Those concerns grew when viewed by 'School staff' and 'Welsh speakers' (75.7% and 74.5% respectively).

Minority ethnic and those aged under 35 were least likely to have concerns (47.4% and 55.9% respectively).



NB: - Caution should be taken with low base sizes.

What do you think needs to change?

Respondents whom indicated they were concerned were asked ‘What do you think needs to change?’ – 238 comments were received, when analysed resulted in 17 themes. Details of the top three themes and example comments are as follows: - (A full list of themes with example comments can be seen in Appendix C).

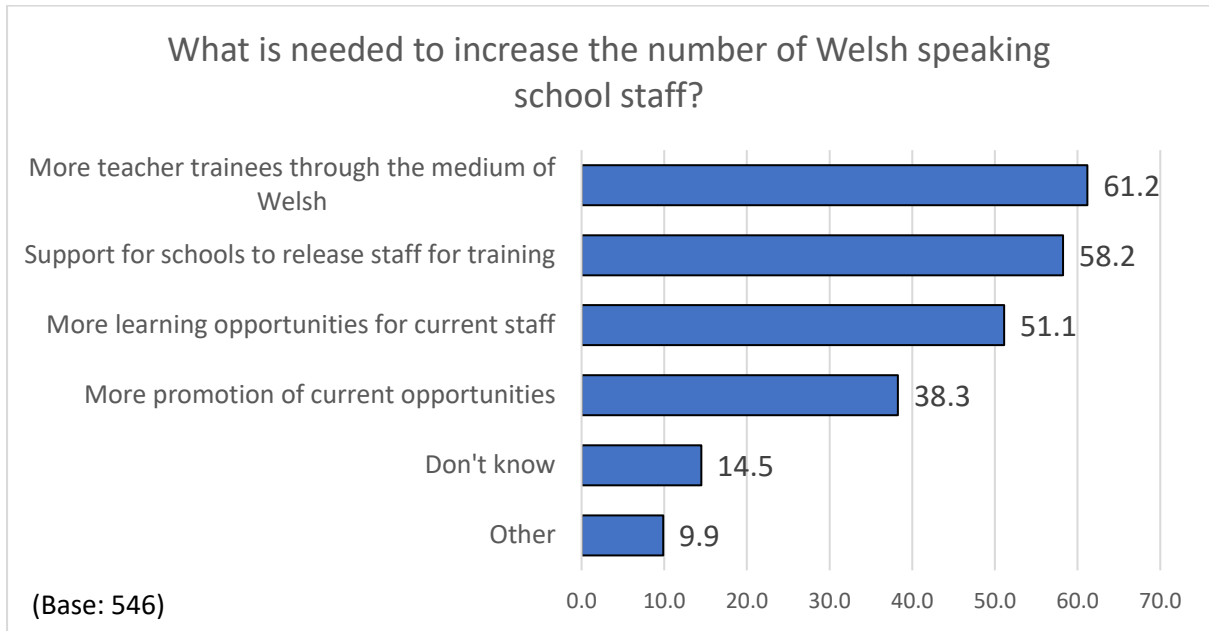
Theme	No.	%	Example comments
Better Training and CPD / Target students	75	31.5	<ul style="list-style-type: none"> • "Staff needs to have easy access for continuous learning and practice." • "More good quality training for school staff, not just listening to online." • "Train non-Welsh speakers to speak Welsh." • "Additional staff are needed, alternative routes (and current ones open to further subjects) to teach. Opportunities should be given to fully qualified staff within schools to further develop themselves via secondment roles." <ul style="list-style-type: none"> • "Encourage more A-level pupils to continue to study through the medium of Welsh in Higher Education." • "Targeting education students that can speak Welsh and offer training to raise them to the necessary standard."
Recruit Welsh	54	22.7	<ul style="list-style-type: none"> • "Encourage more Welsh speakers to become

<p>Speakers</p>			<p>teachers."</p> <ul style="list-style-type: none"> • "Need more Welsh speaking teachers and this starts from ensuring a pipeline goes into this profession from high school." • "I think there should be a minimum number of bilingual teaching staff in all schools." • "More teachers of Welsh as a 2nd language are urgently needed. Without this schools would be forced to reduce the number of hours for Welsh provision." • "More Welsh speaking staff." • "More Welsh medium teachers in Science subjects."
<p>More Staff / Teacher shortage</p>	<p>52</p>	<p>21.8</p>	<ul style="list-style-type: none"> • "There is already a shortage of teachers in both Welsh and English medium across Wales. This is particularly acute in Welsh medium - especially in STEM and modern foreign languages. I would suggest better pay and conditions for all teachers but would be opposed to any particular incentives for Welsh speakers as this would be unfair." • "I don't think there is currently enough staff to do this." • "Insufficient teaching staff." • "More staff are required especially in Welsh medium schools at the younger age groups where children aren't all bilingual." • "Need more and better quality of teachers."

What is needed to increase the number of Welsh speaking school staff?

Around three in five (61.2%) respondents would like to see 'More teacher trainees through the medium of Welsh' this was followed by 'Support for school to release staff for training' (58.2%) and 'More learning opportunities for current staff' (51.1%).

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NB. Percentages do not total 100% as respondents could select multiple options

Do you have any further comments on The Welsh in Education Strategic Plan?

Respondents were then asked if there were any further comments to make on the strategic plan - 183 comments were received, when analysed resulted in 24 themes. Details of the top three themes and example comments are as follows: - (A full list of themes with example comments can be seen in Appendix D).

Theme	No.	%	Example comments
Personal Choice	44	24.0	<ul style="list-style-type: none"> • "Choice is key. Don't enforce as you'll turn people off." • "Stop forcing it. Great for some to have that option but don't take away from those who don't." • "Whilst I have chosen Welsh medium education for my children, it is not right for everyone. The increase in provision should only be made if there is demand for it." • "I feel that Welsh should not be forced on our young children to learn. If they wish to learn it then it should be their choice. Just like French/ Spanish or any other language. We live in the UK and as such our first language should be English." • "Yes, I don't think forcing children into Welsh medium learning if the parents can't support them, is the right approach. I think it's back to front. Yes, all children should learn Welsh alongside English, but the government should be funding adult Welsh learning (it's currently far too expensive) and also give incentives for adults to learn - some kind of reward if at least one adult in a household can speak or is learning Welsh. Children learn to value a language by speaking it with a parent. If the parents don't speak it at home, or worse still denigrate it, the child will see it as unnecessary, and their academic learning will be greatly impaired." • "Because Welsh is compulsory in schools the pupils hate it. By year 9 they know what they like and don't like. If a student isn't very good academically, they will really struggle, and that struggle will be carried with them into the world of work. You need to give pupils the option of wanting to learn the language. That way they will enjoy it and benefit from it instead of forcing it on them and they then resent it."
Negative comments	32	17.5	<ul style="list-style-type: none"> • "Reduce the teaching of Welsh and put the schooling time to better use." • "Please abandon this discriminatory plan. Everyone speaks English and to penalise those who don't speak Welsh is to make us aliens in our own land. Please desist."

			<ul style="list-style-type: none"> • "Waste of money when education in Wales is behind other countries." • "A white elephant exercise in box ticking regardless of its detriment to education." • "Stop brainwashing the young. You can't win the with older and wiser so why turn to the young? Let the language survive on its merits and not because some idealists think it should be saved. You waste our money." • "The money being ploughed into this is ridiculous! Pupils struggle with the basics in English, school budgets are depleting yet money is being thrown at Welsh education. If Welsh medium primary schools were bursting at the seams, then fair enough but they aren't!"
<p>Approach divisive</p>	<p>30</p>	<p>16.4</p>	<ul style="list-style-type: none"> • "I am a white middle class parent. My number one issue with my son's Welsh medium education is that it is almost 100% white in pupil demographic. I feel this is a tragic issue in a diverse and well-integrated city. This is ignored as far as I can tell by all promotion of Welsh." • "This plan is not inclusive of older people who would find it difficult to learn a new language. Making Welsh a requirement in jobs/education is not a good idea. It is all well and good to say 'well, you could learn' or 'we have free courses', but it simply is not possible for some since they either, may not have the time or mental capacity to learn." • "Do not close current English primary schools. Train and fund the current schools. Cardiff is a diverse city you are going to exclude so many families. It's good you've mentioned the ALN aspect, but the EAL aspect needs to be addressed also. The mobility of certain cultures means a full Welsh language school is understandably less appealing." • "This drive seems very political and appears to be forcing this on children and young persons. Cardiff is multi-cultural, and many families originated from the west of England, so not native Welsh speakers, there is a danger that this may cause division."

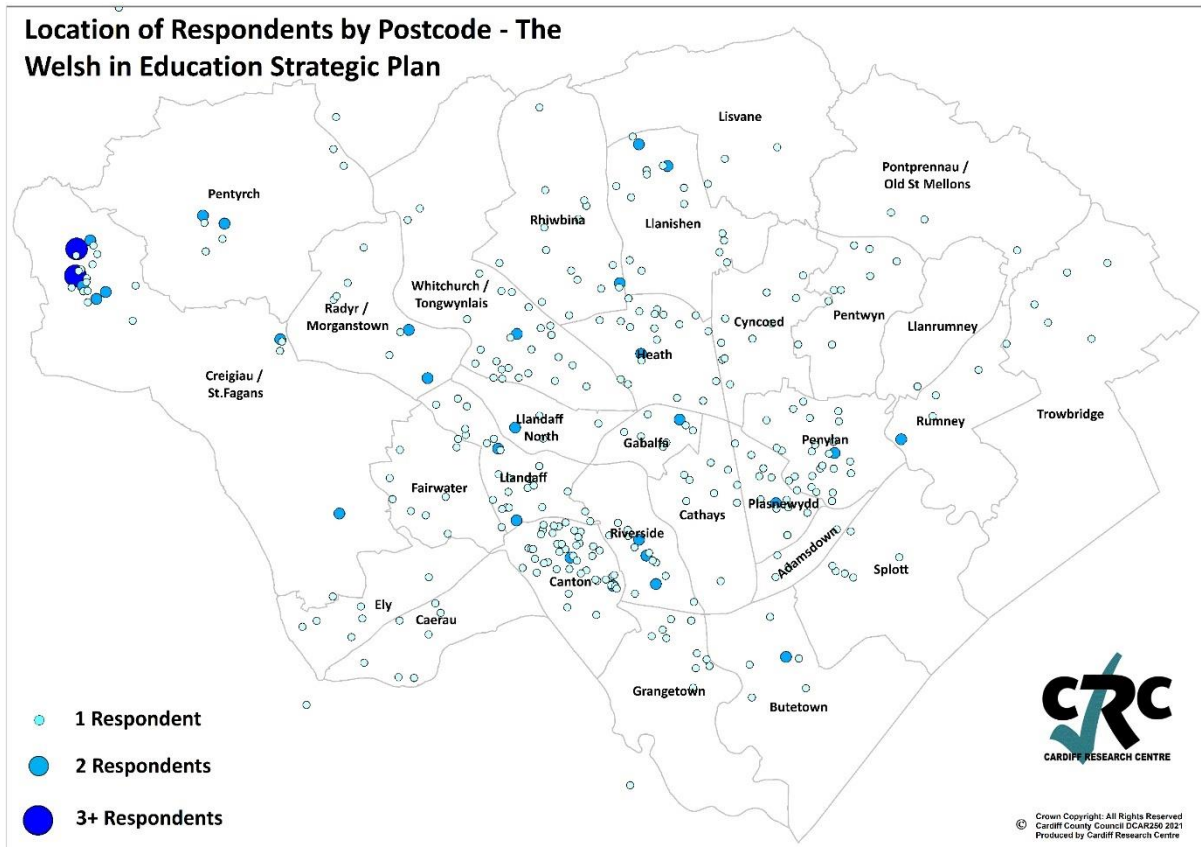
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			<ul style="list-style-type: none">• "It is very divisive. There is no consultation and there is no discussion. If you object you are attacked and bullied online and on the streets. It is a nationalist juggernaut which trundles along, and the silent majority of people have stopped asking why? It is the treason of the blue books in reverse. The language is being forced on people and any hope of enjoyment is crushed. Very sad. The do you consider yourself Welsh? question kind of sums it all up."
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About You

Please provide your postcode below to allow us to more accurately pinpoint respondents' views and needs by area: -

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What was your age on your last birthday?

	No.	%
Under 16	4	0.7
16-24	8	1.4
25-34	83	14.2
35-44	210	36.0
45-54	168	28.8
55-64	66	11.3
65-74	22	3.8
75+	6	1.0
Prefer not to say	16	2.7
Total Respondents	583	100.0

Are you...?

No.	%
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Male	173	29.7
Female	381	65.5
Other	2	0.3
Prefer not to say	26	4.5
Total Respondents	582	100.0

Do you identify as Trans?

	No.	%
Yes	3	0.5
No	532	93.3
Prefer to self-describe	4	0.7
Prefer not to say	31	5.4
Total Respondents	570	100.0

Do any children live in your household?

	No	%
No children	158	27.7
Yes, under 5 years old (pre-school)	107	18.7
Yes, aged 5 - 11 (primary school)	229	40.1
Yes, aged 11 - 16 (secondary school)	185	32.4
Yes, aged 16 - 18 in full-time education, or working	61	10.7
Yes, aged 16 - 18 but not in full time education or working	11	1.9
Total Respondents	571	100.0

Do you identify as a disabled person?

	No.	%
Yes	22	3.8
No	532	91.9
Prefer not to say	25	4.3
Total Respondents	579	100.0

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Please tick any of the following that apply to you:

	No.	%
Long-standing illness or health condition (e.g., cancer, diabetes, or asthma)	52	43.7
Mental health difficulties	18	15.1
Mobility impairment	11	9.2
Deaf / Deafened / Hard of hearing	14	11.8
Visual impairment	4	3.4
Learning impairment/ difficulties	6	5.0
Wheelchair user	1	0.8
Prefer not to say	28	23.5
Other	3	2.5
Total Respondents	119	-

Do you regard yourself as belonging to any particular religion?

	No.	%
No, no religion	372	64.8
Christian (Including Church in Wales, Catholic, Protestant and all other Christian denominations)	179	31.2
Muslim	8	1.4
Buddhist	0	0.0
Jewish	2	0.3
Hindu	1	0.2
Sikh	0	0.0
Prefer not to answer	9	1.6
Other	3	0.5
Total Respondents	574	100.0

How would you describe your Welsh language skills?

	No.	%
Fluent	199	34.2
Moderate	56	9.6

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Basic	122	21.0
Learner	88	15.1
None	117	20.1
Total Respondents	582	100.0

Do you consider yourself to be Welsh?

	No.	%
Yes	480	82.6
No	101	17.4
Total Respondents	581	100.0

What is your ethnic group?

Where the term 'British' is used, this refers to any of the four home nations of Wales, England, Northern Ireland and Scotland, or any combination of these.

	No.	%
White - Welsh/English/Scottish/Northern Irish/British	517	89.4
Prefer not to say	21	3.6
White - Any other white background	10	1.7
Mixed/Multiple Ethnic Groups - Any other	5	0.9
White - Irish	4	0.7

WESP Consultation

Asian/Asian Welsh/British – Pakistani	4	0.7
Mixed/Multiple Ethnic Groups - White & Asian	3	0.5
Black/African/Caribbean/Black Welsh/British – Caribbean	3	0.5
Any other ethnic group (please specify)	3	0.5
Asian/Asian Welsh/British - Indian	2	0.3
Mixed/Multiple Ethnic Groups - White and Black Caribbean	2	0.3
Arab	1	0.2
Asian/Asian Welsh/British - Bangladeshi	1	0.2
Black/African/Caribbean/Black Welsh/British - African	1	0.2
Mixed/Multiple Ethnic Groups - White and Black African	1	0.2
Asian/Asian Welsh/British - Any other	0	0.0
Total Respondents	578	100.0

Appendix A

WESP Consultation

	Under 35	55+	Female	Male	Minority ethnicity	Identify as disabled	Welsh speaker	Children in household	All respondents	School Staff
More nursery children/ three-year olds receive their education through the medium of Welsh.	4.4	4.7	4.4	5.1	4.7	4.2	4.9	4.6	4.6	4.2
More reception class children/ five-year olds receive their education through the medium of Welsh.	4.1	4.4	4.0	4.7	4.4	4.3	4.5	4.3	4.2	4.0
More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another.	4.0	4.3	4.2	3.9	4.3	4.4	3.8	4.2	4.2	4.0
More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh.	3.0	2.8	2.7	2.9	2.9	2.9	2.8	2.7	2.8	2.9
More opportunities for learners to use Welsh in different contexts in school.	4.6	4.4	4.4	4.0	4.0	4.5	4.0	4.2	4.3	4.3
An increase in the provision of Welsh-medium education for pupils with additional learning needs (ALN)	3.3	2.6	3.4	3.1	3.3	3.4	3.1	3.4	3.3	3.5
Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh	4.8	5.0	5.1	4.5	4.8	4.9	5.1	5.0	4.9	5.3

Appendix B

Theme	No.	%	Example comments
Better promotion of language	12	13.3	<ul style="list-style-type: none"> "Promote benefits, better paid jobs for linguists, more opportunities." "Emphasise that Welsh gives people an advantage in the workplace in business and the world beyond education."
More Welsh lessons/ courses	12	13.3	<ul style="list-style-type: none"> "More quality training and support for teachers to learn Welsh. Free Welsh courses for all teachers." "A Welsh College in Cardiff."
More inclusive approach	11	12.2	<ul style="list-style-type: none"> "More needs to be done to engage to C2DE and BAME populations, it is seen as a White/MC option." "A more inclusive Welsh speaking community who welcome integration, rather than promote segregation."
More Support	10	11.1	<ul style="list-style-type: none"> "Perhaps offer free Welsh language courses to parents who choose Welsh medium as a school choice?" "Learning packs that could be sent home with easy access materials for parents and children."
More opportunities to use language	10	11.1	<ul style="list-style-type: none"> "More free leisure activities through the medium of Welsh outside school." "More opportunity to use and study Welsh and through the medium of Welsh in Cardiff's English-medium schools."
More nursery places	9	10.0	<ul style="list-style-type: none"> "More preschool Welsh nurseries provided."
Make all schools bilingual	9	10.0	<ul style="list-style-type: none"> "Why can't schools in Wales be truly bilingual? e.g., English in the morning, Welsh in the afternoon."
More staff / training for staff	8	8.9	<ul style="list-style-type: none"> "Employing staff that are multilingual, to support children with other language backgrounds."
Make it mandatory / Only open Welsh medium schools	7	7.8	<ul style="list-style-type: none"> "Only open Welsh-medium schools from now on, ensure Welsh-medium education by default."
Personal Choice	4	4.4	<ul style="list-style-type: none"> "Stop forcing the language on people. Choosing to do something is far better than being made to."
Approach divisive	4	4.4	<ul style="list-style-type: none"> "No Welsh schools. No English school. Truly Bilingual schools. The current system is divisive."
Location	3	3.3	<ul style="list-style-type: none"> "Site Welsh schools closer to home. We have significantly longer travel to Welsh school than

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			English."
Share resources between Welsh / English schools	2	2.2	<ul style="list-style-type: none"> • "Train teachers in EM schools in how to teach Welsh to encourage Welsh speakers in EM schools."
Signage	1	1.1	<ul style="list-style-type: none"> • "Less, Welsh is not commonly used in the Welsh capital, and bilingual signage confuses visitors."
Misc.	9	10.0	<ul style="list-style-type: none"> • "Welsh faith schools?"

NB. Overall percentages do not total 100% as respondent comments could fall into multiple themes.

Theme	No.	%	Example comments
Better Training and CPD / Target students	75	31.5	<ul style="list-style-type: none"> • "Staff needs to have easy access for continuous learning and practice." • "More good quality training for school staff, not just listening to online." • "Train non Welsh speakers to speak Welsh." • "Additional staff are needed, alternative routes (and current ones open to further subjects) to teach. Opportunities should be given to fully qualified staff within schools to further develop themselves via secondment roles." • " Encourage more A-level pupils to continue to study through the medium of Welsh in Higher Education." • " Targeting education students that can speak Welsh, and offer training to raise them to the necessary standard."
Recruit Welsh Speakers	54	22.7	<ul style="list-style-type: none"> • "Encourage more Welsh speakers to become teachers." • "Need more Welsh speaking teachers and this starts from ensuring a pipeline goes into this profession from high school." • "I think there should be a minimum number of bilingual teaching staff in all schools." • "More teachers of Welsh as a 2nd language are urgently needed. Without this schools would be forced to reduce the number of hours for Welsh provision." • "More Welsh speaking staff." • "More Welsh medium teachers in Science subjects."
More Staff / Teacher shortage	52	21.8	<ul style="list-style-type: none"> • "There is already a shortage of teachers in both Welsh and English medium across Wales. This is particularly acute in Welsh medium - especially in STEM and modern foreign languages. I would suggest better pay and conditions for all teachers but would be opposed to any particular incentives for Welsh speakers as this would be unfair." • "I don't think there is currently enough staff to do this." • "Insufficient teaching staff." • "More staff are required especially in Welsh medium schools at the younger age groups where children aren't all bilingual." • "Need more and better quality of teachers."

<p>Build confidence to use language / provide more opportunities everyday use</p>	<p>32</p>	<p>13.4</p>	<ul style="list-style-type: none"> • "Further support for all but particularly those who have Welsh language skills but do not have the confidence and practice to use those skills in the classroom." • "More training of those who are Welsh speakers but not confident about using in a work setting." • "Encourage the staff who can and provide skills to use the language outside the workplace."
<p>Better promotion of Teaching career</p>	<p>30</p>	<p>12.6</p>	<ul style="list-style-type: none"> • "Teaching careers through the medium of Welsh need to be promoted and support offered to those who want to follow such opportunities." • "Encourage more pupils to consider education as a successful career." • "Ensure that the learning profession is attractive, and that working conditions are favourable so that skilled staff don't leave the profession."
<p>Better working conditions</p>	<p>24</p>	<p>10.1</p>	<ul style="list-style-type: none"> • "There is already a shortage of teachers in both Welsh and English medium across Wales. This is particularly acute in Welsh medium - especially in STEM and modern foreign languages. I would suggest better pay and conditions for all teachers but would be opposed to any particular incentives for Welsh speakers as this would be unfair." • "The profession needs to be made more attractive to attract and retain staff. This is not just pay but working conditions - the pressures of work and accountability processes of the middle tier are too much." • "More pay to attract new teachers."
<p>More support</p>	<p>23</p>	<p>9.7</p>	<ul style="list-style-type: none"> • "More support within secondary schools. More immersion work to improve the standard of Welsh for older children." • "Further teacher training and support for schools to release staff to undertake intensive / long-term training." • "Support teachers to ensure that less leave the profession."
<p>Incentivise teacher training</p>	<p>22</p>	<p>9.2</p>	<ul style="list-style-type: none"> • "Incentives for individuals who are interested in teaching to undergo their teaching qualification and employment through the medium of Welsh." • "Financial incentives for students considering becoming teachers." • "More financial incentives for people to train as educators"

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Lower expectations / recruitment / targets	16	6.7	<ul style="list-style-type: none"> • "There needs to be less targets which are meaningless and more understanding of what parents and children require." • "Lower the expectations of what a fully bi lingual teacher is. Stop teaching maths and science in Welsh. Have a more mixed blend of English and Welsh speaking and learners in every school."
Better teachers	12	5.0	<ul style="list-style-type: none"> • "Better teachers." • "Need more and better quality of teachers."
More Welsh lessons	11	4.6	<ul style="list-style-type: none"> • "More specifically Welsh lessons from early stages in all schools." • "Free Welsh for adults/teachers lessons."
Negative comments	7	2.9	<ul style="list-style-type: none"> • "More transparency from the get go. Most agenda sounds exclusively Welsh not bilingual."
Change curriculum	5	2.1	<ul style="list-style-type: none"> • "I think the emphasis should be on developing literacy skills not focusing on Welsh language."
More Welsh Medium Schools	5	2.1	<ul style="list-style-type: none"> • "Continued increase in provision and expanding the secondary provision in the south of the city."
More resources for English Medium schools	4	1.7	<ul style="list-style-type: none"> • "Money needs to be put into English medium primaries than then just building Welsh medium schools!"
ALN concerns	4	1.7	<ul style="list-style-type: none"> • "More training, probably. It is very odd to hear a Welsh teacher complaining about mutations when she's not always correct and we hear and see many other teachers' mistakes ("o golau" "mae nhw."). People who help children with additional needs need to know what is needed in order to help."
Misc.	30	12.6	<ul style="list-style-type: none"> • "Surely it's all down to supply and demand?" • "As a non-Welsh speaker who is a teacher, where do I fit?" • "The teacher recruitment crisis needs to be addressed particularly in less popular subjects. This needs to happen at the highest level of Welsh Government. There needs to be a robust strategy."

NB. Overall percentages do not total 100% as respondent comments could fall into multiple themes.

Appendix D

Theme	No.	%	Example comments
Personal Choice	44	24.0	<ul style="list-style-type: none"> • "Choice is key. Don't enforce as you'll turn people off." • "Stop forcing it. Great for some to have that option but don't take away from those who don't." • "Whilst I have chosen Welsh medium education for my children, it is not right for everyone. The increase in provision should only be made if there is demand for it." • "I feel that Welsh should not be forced on our young children to learn. If they wish to learn it then it should be their choice. Just like French/ Spanish or any other language. We live in the UK and as such our first language should be English." • "Yes, I don't think forcing children into Welsh medium learning if the parents can't support them, is the right approach. I think it's back to front. Yes, all children should learn Welsh alongside English, but the government should be funding adult Welsh learning (it's currently far too expensive) and also give incentives for adults to learn - some kind of reward if at least one adult in a household can speak or is learning Welsh. Children learn to value a language by speaking it with a parent. If the parents don't speak it at home, or worse still denigrate it, the child will see it as unnecessary, and their academic learning will be greatly impaired." • "Because Welsh is compulsory in schools the pupils hate it. By year 9 they know what they like and don't like. If a student isn't very good academically, they will really struggle and that struggle will be carried with them into the world of work. You need to give pupils the option of wanting to learn the language. That way they will enjoy it and benefit from it instead of forcing it on them and they then resent it."
Negative comments	32	17.5	<ul style="list-style-type: none"> • "Reduce the teaching of Welsh and put the schooling time to better use." • "Please abandon this discriminatory plan. Everyone speaks English and to penalise those who don't speak Welsh is to make us aliens in our own land. Please desist." • "Waste of money when education in Wales is behind other countries."

			<ul style="list-style-type: none"> • "A white elephant exercise in box ticking regardless of its detriment to education." • "Stop brainwashing the young. You can't win the with older and wiser so why turn to the young? Let the language survive on its merits and not because some idealists think it should be saved. You waste our money." • "The money being ploughed into this is ridiculous! Pupils struggle with the basics in English, school budgets are depleting yet money is being thrown at Welsh education. If Welsh medium primary schools were bursting at the seams, then fair enough but they aren't!"
Approach divisive	30	16.4	<ul style="list-style-type: none"> • "I am a white middle class parent. My number one issue with my son's Welsh medium education is that it is almost 100% white in pupil demographic. I feel this is a tragic issue in a diverse and well-integrated city. This is ignored as far as I can tell by all promotion of Welsh." • "This plan is not inclusive of older people who would find it difficult to learn a new language. Making Welsh a requirement in jobs/education is not a good idea. It is all well and good to say 'well, you could learn' or 'we have free courses', but it simply is not possible for some since they either, may not have the time or mental capacity to learn." • "Do not close current English primary schools. Train and fund the current schools. Cardiff is a diverse city you are going to exclude so many families. It's good you've mentioned the ALN aspect, but the EAL aspect needs to be addressed also. The mobility of certain cultures means a full Welsh language school is understandably less appealing." • "This drive seems very political and appears to be forcing this on children and young persons. Cardiff is multi-cultural and many families originated from the west of England, so not native Welsh speakers, there is a danger that this may cause division." • "It is very divisive. There is no consultation and there is no discussion. If you object you are attacked and bullied online and on the streets. It is a nationalist juggernaut which trundles along, and the silent majority of people have stopped asking why? It is the treason of the blue books in reverse. The language is being forced on people and any hope of enjoyment is crushed. Very sad. The do you consider yourself Welsh? question kind of sums it all up."

<p>Waste of resources</p>	<p>29</p>	<p>15.8</p>	<ul style="list-style-type: none"> • "What a waste of money. Welsh is not a commercial language outside of Wales or with in Wales." • "Too much emphasis is being given to Welsh language education. The time and resources spent on this could be usefully redeployed to key skills such as Maths, Science and English." • "I am worried that money is being wasted on something that is not required."
<p>More pressing priorities</p>	<p>24</p>	<p>13.1</p>	<ul style="list-style-type: none"> • "Use funding for priority projects. At this time this is not a priority." • "At the moment we can see in schools that a lot of children are below their average reading levels in English. I think this needs to be a priority to develop this, then work on developing the Welsh language numbers." • "When children in Wales are behind children in other nations it seems ludicrous to spend money in this way instead of getting the basics correct."
<p>Concerns career prospects</p>	<p>23</p>	<p>12.6</p>	<ul style="list-style-type: none"> • "I believe that studying the Welsh language beyond the point of GCSE options is wrong! Very few of the kids go on to be Welsh speakers and so I feel it is of little advantage to them. It would be better to free up an option so that they can study a subject that stimulates or provides them with a path or advantage towards their chosen career or path of study." • "Because Welsh is compulsory in schools the pupils hate it. By year 9 they know what they like and don't like. If a student isn't very good academically, they will really struggle and that struggle will be carried with them into the world of work. You need to give pupils the option of wanting to learn the language. That way they will enjoy it and benefit from it instead of forcing it on them and they then resent it." • "I am concerned that it will reduce opportunities for young people if they choose to study or work outside Wales. I am very glad my daughter left before any of this was implemented. A lot of my concerns are from having had a student on work experience who had had only Welsh medium education up to age 16 and then started an English medium health studies course in a college in Cardiff. She wasn't used to writing formally in English and was writing essays in Welsh and translating them. Bizarrely, she was obliged to attend weekly Welsh classes which were doing basic greetings, colours etc - obviously she knew all this - but also why did any of the other students need to learn such basic stuff when they

			would all have had to take Welsh GCSE the previous year? More honesty is needed re this strategy and less box ticking."
More needed	22	12.0	<ul style="list-style-type: none"> • "Needs to go further so further generations don't miss out on their language and cultural heritage as I have." • "Please do more to help adults like myself who have a base in Welsh and work in schools but have no opportunity to improve or become fluent. It such a shame that it seems all aimed at students and they have far too few role models." • "More ambition is needed. The target for pupils studying in Welsh needs to be higher. More teachers needed. More Welsh medium Schools are needed. This shouldn't be driven by perceived demand rather this should be driving demand. 'Build it and they will come'.
Equal standing for both languages / Schools	21	11.5	<ul style="list-style-type: none"> • "Everyone should have the opportunity to study Welsh if they want to, but I think there should be fairer allocation of funds to all schools regardless of language." • "A balance is needed in terms of supporting the capital's Welsh-medium schools, and secondary schools in particular, by improving built resources. Many of the capital's English-medium secondary schools have been given new buildings, and that is a good thing, through the twenty-first century schools programme. But if I were a parent who was unsure about choosing Welsh or English secondary education for my children, I would consider the resources and buildings that different schools have when deciding, and, at the moment, the English-medium secondary schools are a much more attractive option. Parents want their children to have a positive and rewarding educational experience, and buildings and resources and equipment are a key part of that."

			<ul style="list-style-type: none"> • "Priority should be made to support literacy and numeracy skills regardless of which medium education is in."
Teacher Shortage / better quality	21	11.5	<ul style="list-style-type: none"> • "We need teachers who can deliver Welsh second language." • "Promote/market the training colleges and raise the profile of the rapidly developing staffing crisis in the different stages in Welsh medium." • "It's an excellent plan but it's not deliverable without Welsh speaking teachers."
More everyday use/ learning opportunities	20	10.9	<ul style="list-style-type: none"> • "Training for non-speakers to learn. Rather than just employing Welsh speakers. Allows staff to learn via training who want to learn Welsh." • "Lack of after school clubs or AFFORDABLE groups/activities in GENERAL. Let alone in medium of Welsh/bilingual. Please bring back more after-school provision - especially in areas where youth clubs, community centres and any classes are held - e.g., Pentwyn." • "Open more residential centres for people to learn Welsh and make it affordable. Children need to attend more than 1 trip to Llangrannog in their secondary education to enhance their learning. Residential trips should be annual and low cost."
			<ul style="list-style-type: none"> • "Questionable objectives with little in terms of tangible benefits promoted by vested interests."

Target seems stretching / questionable	19	10.4	<ul style="list-style-type: none"> • "The trajectory document (Appendix 2) is useful, thorough and valuable. That is not reflected in the CSCA's strategy. Known schemes are referred to such as Plasdŵr, but only a few suggestions otherwise. e.g., a suggestion that a secondary school may come as part of the new Local Development Plan but no details of which schools would feed that school. Priority is given to the Plasdŵr dual school model without explaining why, while the government's WESP guidelines say that the immersion model is best at creating Welsh speakers! The success of the Plasdŵr experiment (creating new speakers from the English stream) will not really be known until the end of this WESP period - so it's strange to be gambling so much on that. There is no discussion at all on developing the English sector (other than the new Curriculum). Where are the proposals to move schools along the continuum? The demographics suggest that the surplus school places will be in the English medium sector over the next few years, and possibly that will require reorganisation – yet no discussion or suggestion in the WESP of the possibilities and opportunities that could arise from that. 15-minute neighbourhoods is an ambition - but some parts of Cardiff are far from being able to boast Welsh-medium education within a 15-minute walk - particularly areas of deprivation - where Welsh-medium education can help in that fight to tackle poverty. Some of these areas have the highest population density but the lowest number of Welsh speakers – here are areas of great potential to grow the language, but no discussion in the WESP. As it stands the WESP (..?)."
Other languages spoken in Cardiff	11	6.0	<ul style="list-style-type: none"> • "I don't agree with it. It is short sighted and undemocratic when you look at the break down of languages spoken in Cardiff." • "Abort the plan. Far better to promote other well used international languages such as French, German and Spanish. Strategy is completely wrong."
Other languages more beneficial	10	5.5	<ul style="list-style-type: none"> • "I think it's a waste of money to enforce this. It should be the choice of parents to make when children start school A language that can be used in Europe and beyond should be taught from entry level At nursery such as Spanish."

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			<ul style="list-style-type: none"> "I would rather more opportunities in school that are free to parents (i.e., music lessons) and life skill lessons rather than pushing the Welsh language on English speaking children/parents in English medium schools. If we wanted our child to have an increased knowledge of the Welsh language, we would have chosen Welsh medium education. Other international languages like French, Spanish and German would be of more interest to us for our child's education. The Welsh language is only used in Wales!"
More support for English Medium teachers / training	9	4.9	<ul style="list-style-type: none"> "If you really want a bilingual Cardiff, we need to get Welsh being spoken and used as a medium for instruction in schools. Students tend to partition and rank subjects and to be honest in English medium schools' Welsh ranks pretty low! I m a proud supporter of the Welsh language and Welsh independence but we need to improve the use of Welsh in English medium schools. Get Welsh speaking teachers into English medium schools so secondary school age learners start to see Welsh used out of Welsh lessons."
Should be an organic process	8	4.4	<ul style="list-style-type: none"> "I don't think Welsh should be forced. It will either increase naturally or not. I do not wish to learn Welsh."
No Bias to those who are not bilingual	8	4.4	<ul style="list-style-type: none"> "Though it is admirable to protect the language, learning through the medium of Welsh should not be the main priority at present. English language provision is disadvantaged, and Welsh is not an international language meaning potential disadvantage for those educated through the Welsh medium."
Concerns about long term use of language	8	4.4	<ul style="list-style-type: none"> "After leaving school the majority of pupils from non-Welsh speaking homes have very few opportunities to use the language. The pupils from Welsh speaking homes can use the language at home. Something is needed to make the transition from school to college and university through the medium of Welsh possible, this does not exist at the moment, and opportunities are being missed. Young people are moving out of Wales as Higher Education in Wales through the medium of Welsh is rare. Every Welsh university should offer all courses through the Welsh medium."
Positive Comments	8	4.4	<ul style="list-style-type: none"> "It is vitally important to have a Wales where people see Welsh as being completely normal."
Welsh not as common in the world as English	7	3.8	<ul style="list-style-type: none"> "The targets seem very stretching and I would hate to see English being disadvantaged due to increasing Welsh. If Welsh was as widely spoken across the world as English, and would add value outside Wales, I would be

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			more supportive."
Should be mandatory	7	3.8	<ul style="list-style-type: none"> "In principle it is an excellent idea. I believe all new Primary schools should be Welsh Medium. It's not rocket science but it does require a financial commitment from both Cardiff and the WAG. The benefits of bilingualism are many and varied, but I believe it stretches a child's mind early on and encourages brain development as well as allowing them to share in the culture of the country they live in."
Enough in place	6	3.3	<ul style="list-style-type: none"> "There is a surplus of Welsh-medium places and Welsh-medium already receive extra funding. Increasing it more will disadvantage other children."
Affects investment / business community	5	2.7	<ul style="list-style-type: none"> "PLEASE reconsider this whole strategy it will discourage inward investment to Wales and indoctrinate children with the narrow mindedness of Welsh nationalism. A far more international approach will serve Cardiff and Wales far better."
Some subjects should be English taught	2	1.1	<ul style="list-style-type: none"> "Secondary education - I do not agree with teaching maths and the sciences through the medium of Welsh. These are technical, complicated subjects which are made more difficult for some children from non-Welsh speaking homes. Children attending Welsh secondary school should have the option to do these subjects in English, which I think would encourage more parents to consider sending their children to Welsh secondary schools."
Misc.	19	10.4	<ul style="list-style-type: none"> "It's a tricky situation the attitude and approach of Welsh tutors is varied, unfortunately the us and them Appears to be quite prominent. Tutors can be very nice or very why are you wanting to learn my language. The plan I hope will go ahead and be hugely successful bringing more and more people together to converse in a magical language." "The WM comps in Cardiff are in very poor condition, with some of the poorest facilities of all comps in Cardiff."

NB. Overall percentages do not total 100% as respondent comments could fall into multiple themes.

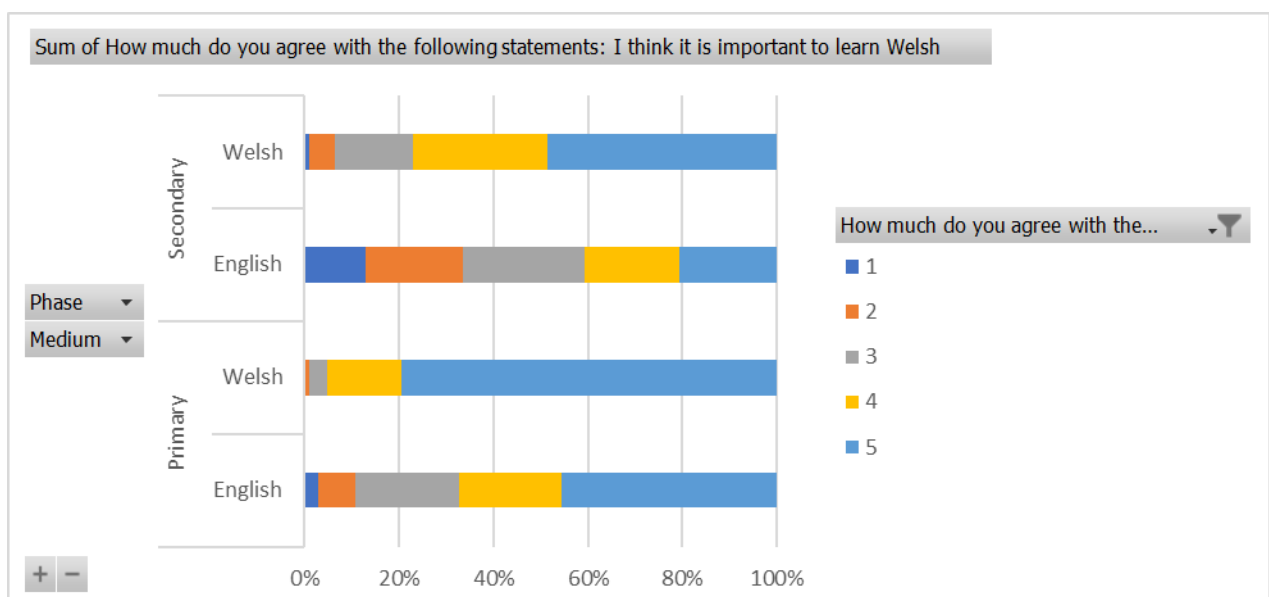
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Cardiff WESP - Children and Young People’s Consultation ‘The Big Welsh Conversation/Sgwrs Fawr y Gymraeg’ Summary

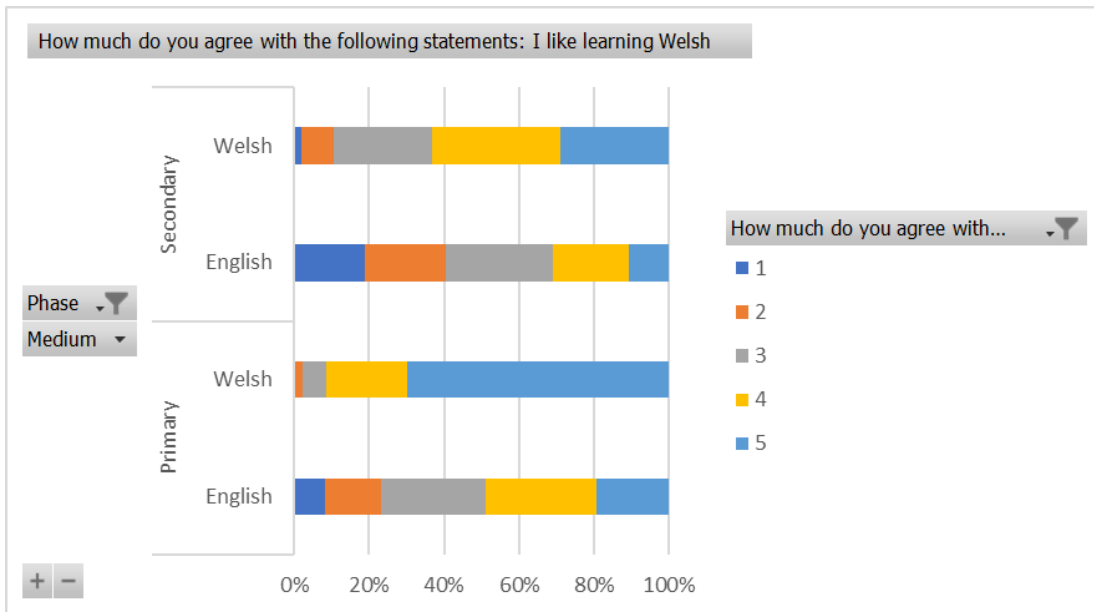
On Wednesday 8th December Cardiff Council held ‘The Big Welsh Conversation/Sgwrs Fawr y Gymraeg’ to engage pupils in Cardiff schools in the current consultation for the Welsh in Education Strategic Plan. All schools across the city were invited to take part in the conversation by answering questions through a platform called Mentimeter. This method allowed for instantaneous feedback where the results updated live with pupils able to see the overview of answers from all the schools attending. Live sessions were held in English and Welsh for primary schools throughout the day while secondary pupils had a survey they could complete in their own time throughout the day. Overall, 2656 responses were received from 28 schools across the city including 8 Welsh medium schools, 18 English Medium schools and 1 dual stream school. The majority (80%) of secondary schools within the city with pupils from 16 schools giving their views on Welsh within the education they receive. We would like to extend our thanks to the staff who made this undertaking possible and facilitated the participation of pupils within their schools.

Pupils responded well to the survey and were keen to share their opinion on the Welsh language and how to reach the Cymraeg 2050 target of 1 million Welsh speakers. The wide variety of responses received reflects the differences in lived experiences between participants. In prioritising the importance of reasons to speak Welsh, secondary school pupils were far more likely to identify employment opportunities as a top priority. Those who answered the survey in English were more likely to priorities opportunities to use Welsh outside of school as the most helpful way to grow the Welsh language in Cardiff whereas those in Welsh language sessions were more likely to identify attending Welsh-medium schools as the most helpful.

Pupils were asked about their attitudes towards the Welsh language. Pupils were asked on a 5-point scale (1 – strongly disagree, 5-strongly agree) whether they agreed with statements about the Welsh language. While pupils agreed that they thought it was important to learn Welsh, for every group there was a decrease in the number who strongly agreed that they liked learning the language.



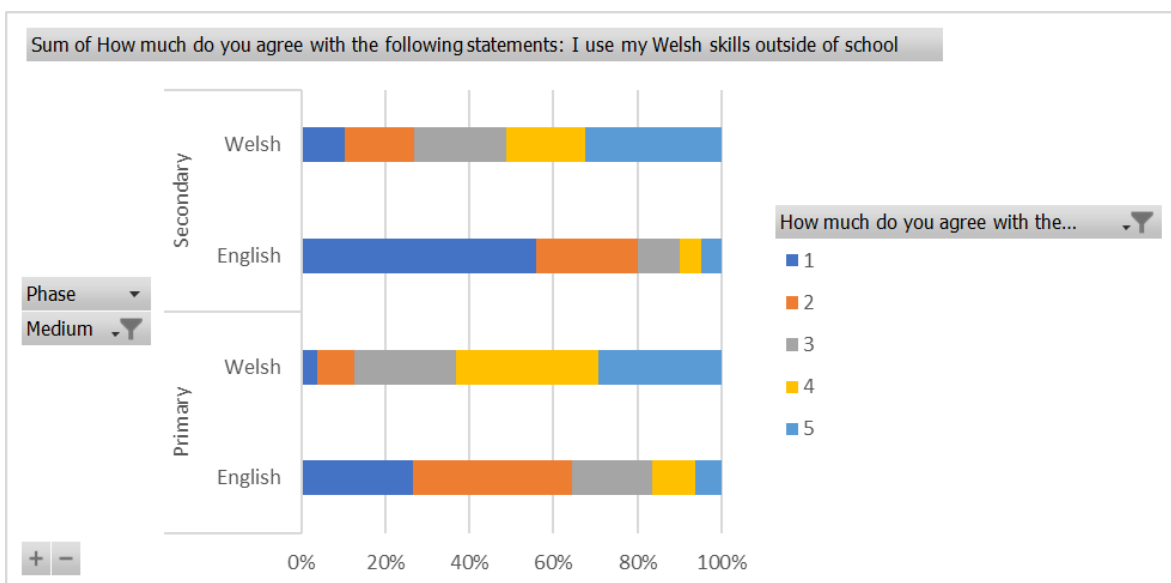
Key (1 – Strongly disagree, 2- Disagree, 3-Neither, 4-Agree, 5- Strongly Agree)



Key (1 – Strongly disagree, 2- Disagree, 3-Neither, 4-Agree, 5- Strongly Agree)

In relation to enjoyment of learning Welsh, pupils in secondary school identified the challenges of formal assessment as having a significant impact on their associations with the language. This was further echoed in comments relating to fear of making mistakes.

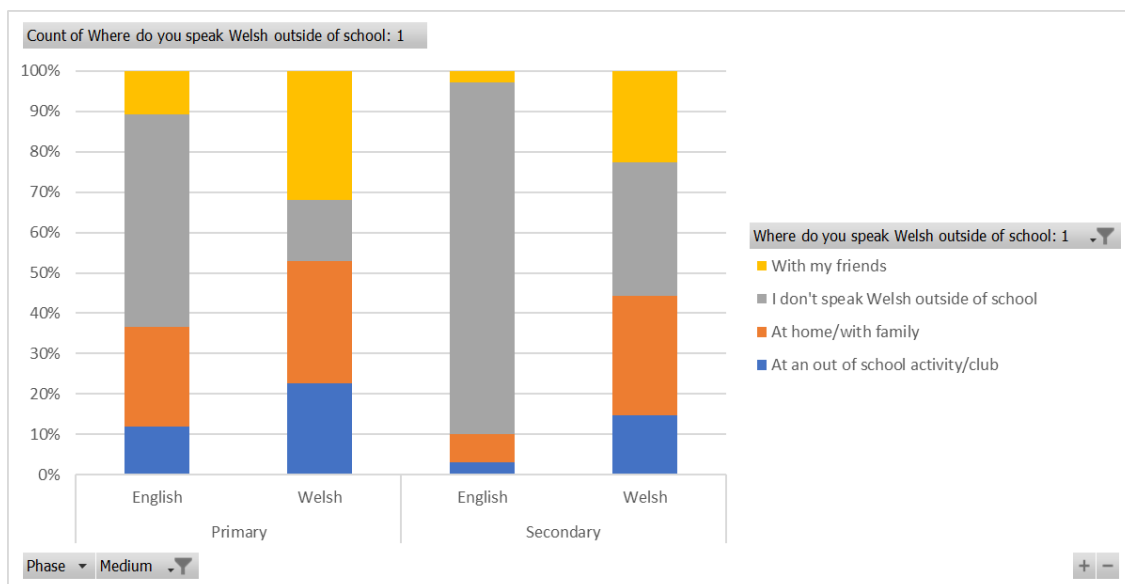
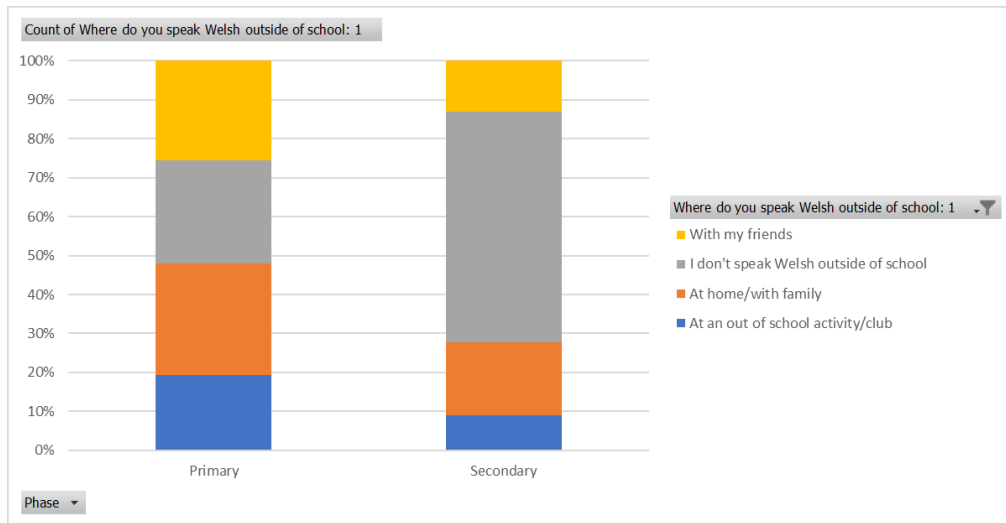
Pupils were also asked to respond to a third statement ‘I use my Welsh skills outside of school’. There was more tendency to disagree with this statement across all groups, especially from those who answered the survey in English.

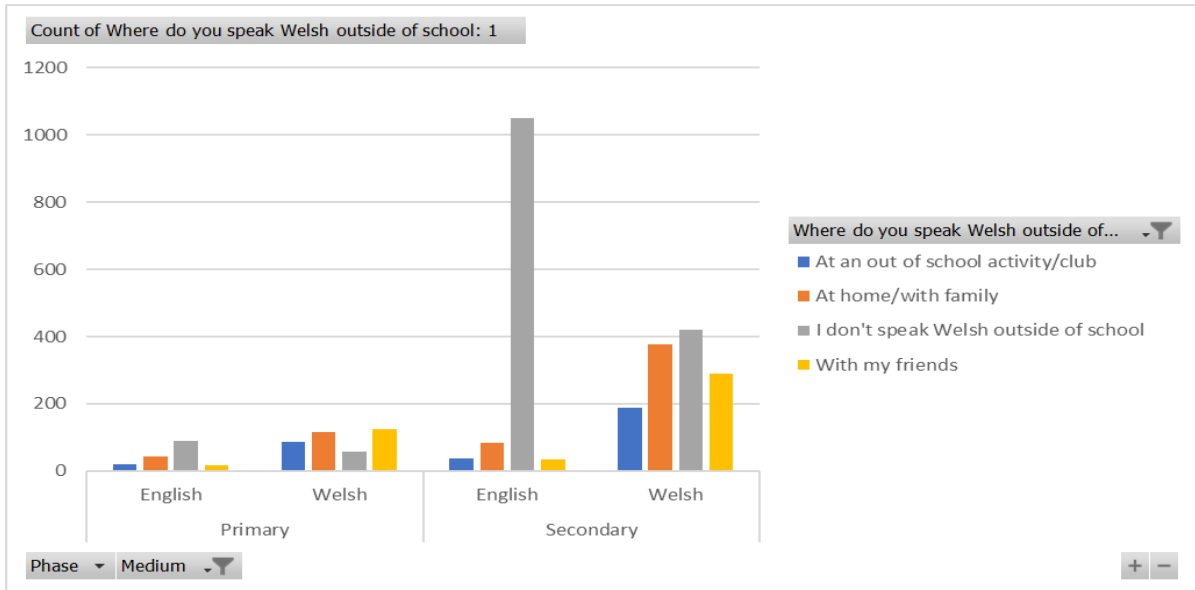


Key (1 – Strongly disagree, 2- Disagree, 3-Neither, 4-Agree, 5- Strongly Agree)

To further explore this statement pupils were asked about their current usage of Welsh beyond schools. As would be expected, there was significant variance in the responses of

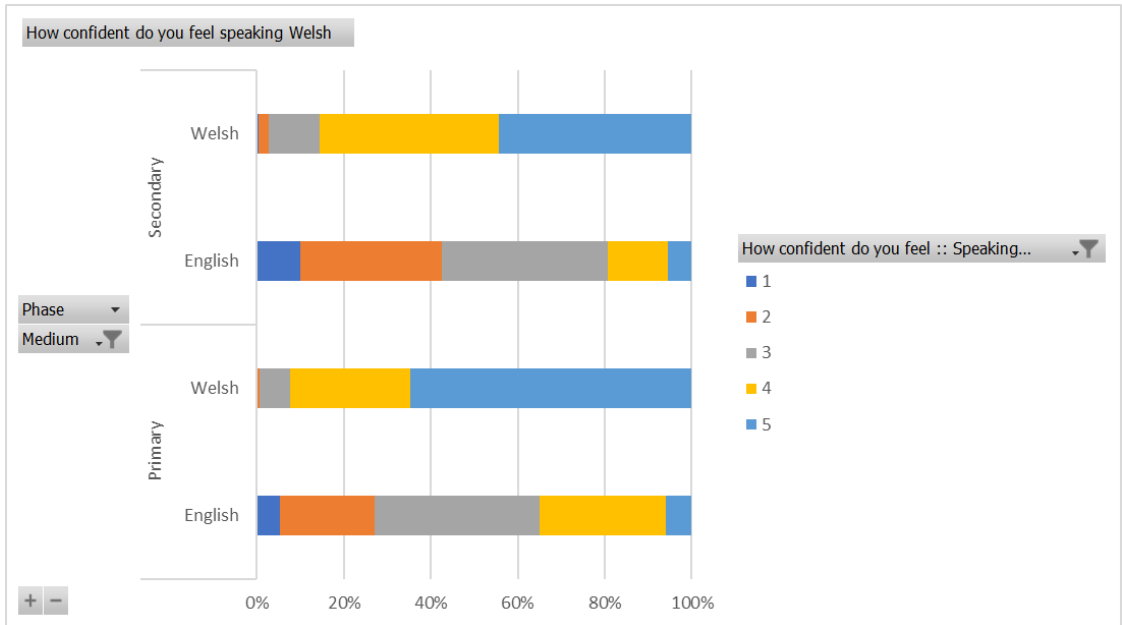
pupils dependant on stage of education and the language of the session they attended. A significant number of young people responded that they do not speak Welsh outside of a school context. For those who did speak Welsh outside of school, speaking with family and friends were identified ahead of formalised clubs or activities.



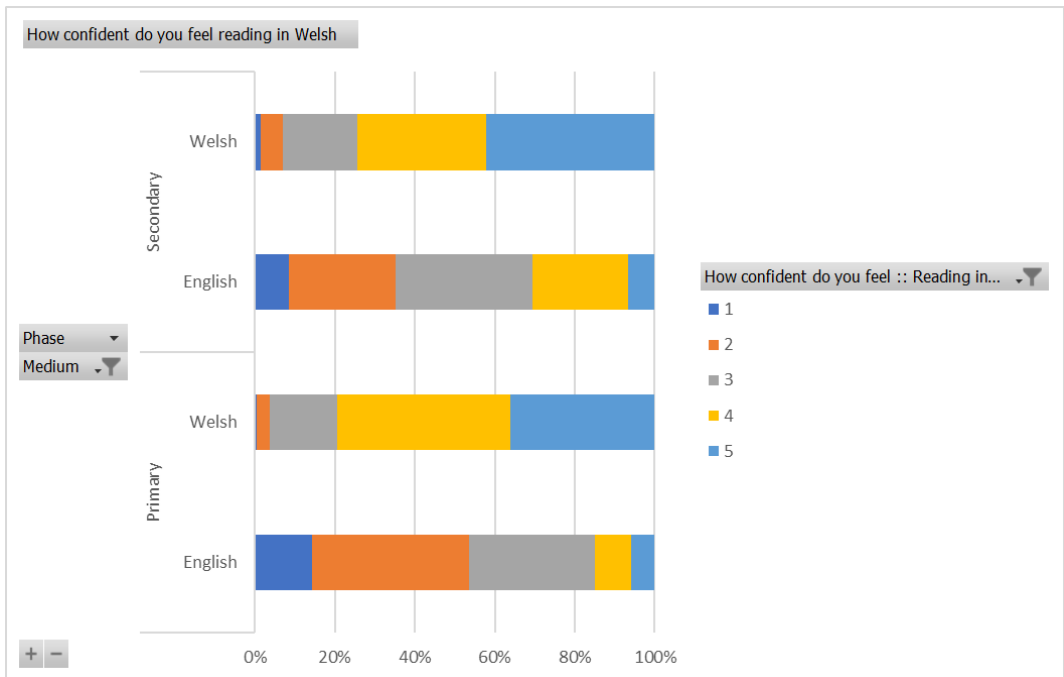


In many of the responses identifying what opportunities would encourage them to use their Welsh language skills pupils highlighted social opportunities including clubs through the medium of Welsh. There was also significant support for games and ‘fun’ positive reinforcement of language usage across all sessions. While there were common themes in terms of organised social activity, some suggestions were specific to the context of the particular pupil (e.g. spending time with grandparents). Club suggestions ranged from particular sports (Rugby and football), to those focused on skills in Welsh (reading club, Welsh club), Groups preparing for Eisteddfod as well as opportunities to experience Welsh culture (films and music).

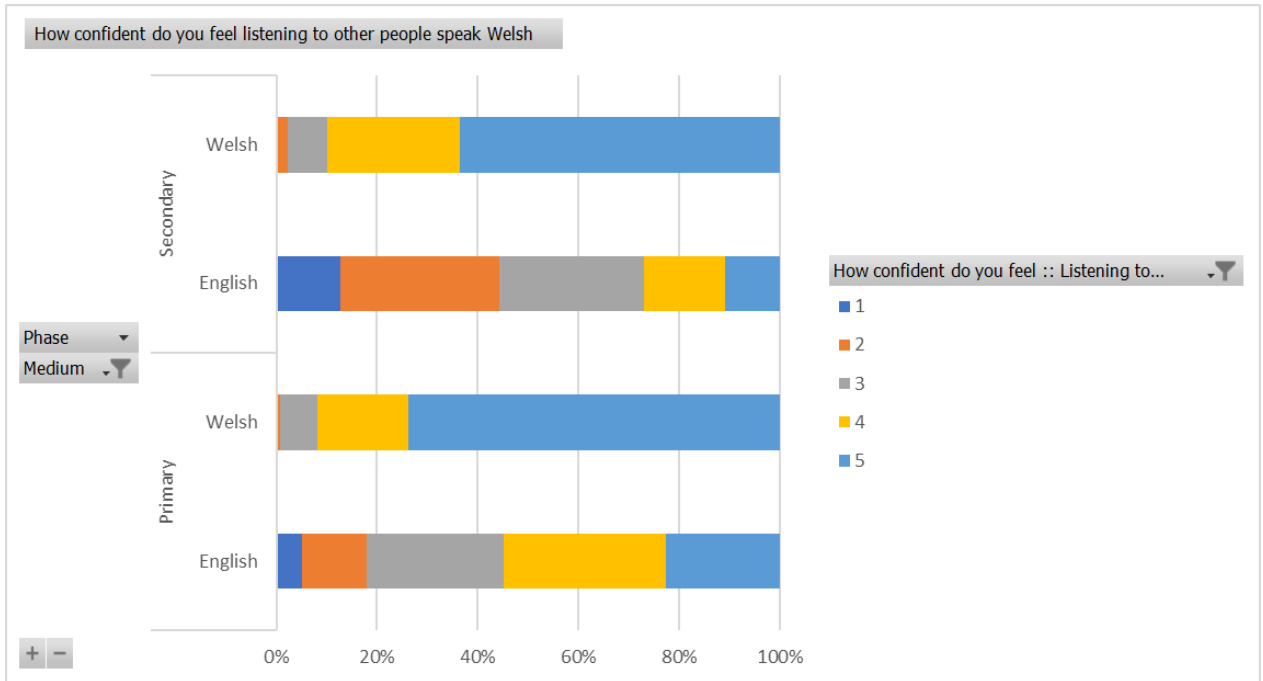
We asked pupils to identify on a 5-point scale how confident they felt with various Welsh language skills (1 being not at all confident, 5 being very confident). Those who answered the survey through the medium of Welsh were more likely to identify as very confident across all skills which reflects their personal experience and exposure to the language. Primary school pupils were likely to have more positive self-confidence in relation to their skills across both languages which may speak to their experiences with Welsh. The graphs below outline the spread of results across stage and language in which the pupils responded.



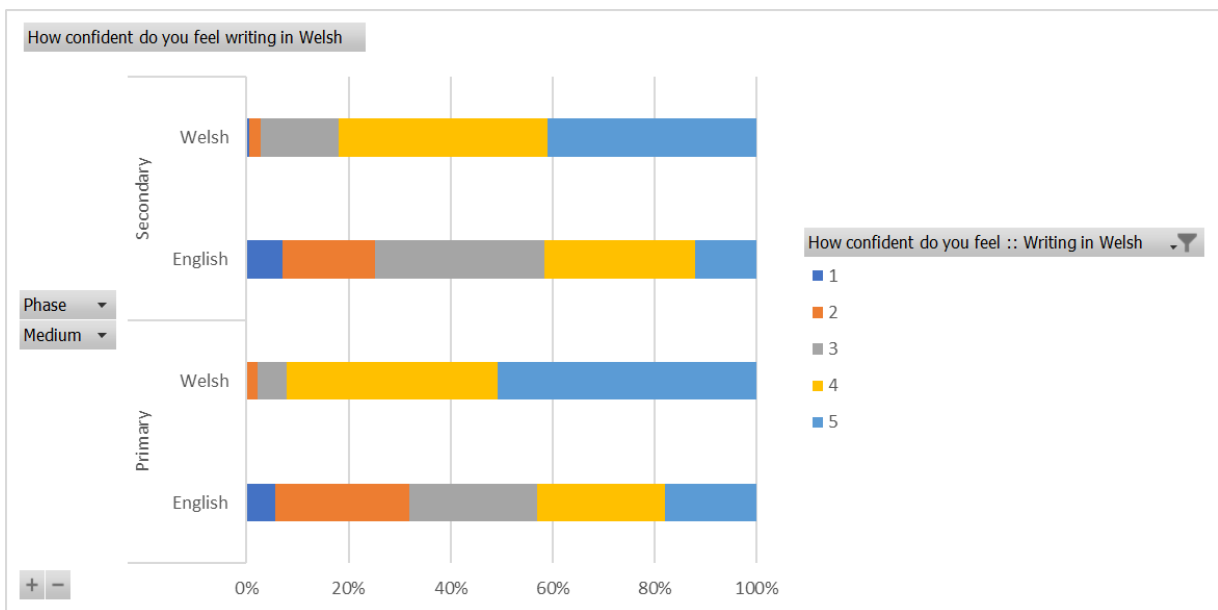
Key (1 – Not at all confident, 2- Not confident, 3-neither, 4-Confident, 5- Very Confident)



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Key (1 – Not at all confident, 2- Not confident, 3-neither, 4-Confident, 5- Very Confident)



Key (1 – Not at all confident, 2- Not confident, 3-neither, 4-Confident, 5- Very Confident)

Equality Impact Assessment
Corporate Assessment Template



Strategy Title: Welsh in Education Strategic Plan 2022-32
Updating: Welsh in Education Strategic Plan 2017-20

Who is responsible for developing and implementing the Policy/Strategy/Project/Procedure/Service/Function?	
Name: Catherine Canning	Job Title: Policy Officer
Service Team: School Organisation Planning	Service Area: Education
Assessment Date:	

1. What are the objectives of the Policy/Strategy/Project/ Procedure/ Service/Function?

The purpose of the WESP is to improve opportunities for local authorities to plan Welsh-medium education provision in order to support the current and future expectation for growth in Welsh-medium education.

Improving the planning of Welsh-medium education also supports Cardiff Council’s contribution to the Welsh Government’s long-term national ambition for the Welsh language as set out in the Cymraeg 2050: A Million Welsh speakers strategy.

2. Please provide background information on the Policy/Strategy/Project/Procedure/Service/Function and any research done [e.g. service users data against demographic statistics, similar EIAs done etc.]

All Local Authorities in Wales are required to prepare a Welsh in Education Strategic Plan under Section 84 of The School Standards and Organisation (Wales) Act 2013.

The Welsh in Education Strategic Plans (Wales) Regulations 2019 make provision for a local authority to prepare a ten-year Plan, the first to have effect from 1 September 2022, subject to the Welsh Ministers’ approval.

In preparing this plan there has been a series of engagement exercises with partners

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and local stakeholders to inform the development of a strategy for Cardiff. Currently preparing to take the draft plan to consultation with a wide range of local stakeholders including young people, parents and schools alongside Cardiff Welsh Education Forum Members.

3 Assess Impact on the Protected Characteristics

3.1 Age

Will this Policy/Strategy/Project/Procedure/Service/Function have a differential impact [positive/negative/] on younger/older people?

	Yes	No	N/A
Up to 18 years	x		
18 - 65 years			x
Over 65 years			x

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

As the plan focuses on statutory education, it is likely to have an impact on those under 18 who are and will be in statutory education over the next 10 years. It is possible that this could have a differential positive impact with increased access to opportunities to experience and use the Welsh language
It is not foreseen that this will have a differential negative impact on any of the above groups.

What action(s) can you take to address the differential impact?

3.2 Disability

Will this Policy/Strategy/Project/Procedure/Service/Function have a differential impact [positive/negative] on disabled people?

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	Yes	No	N/A
Hearing Impairment		x	
Physical Impairment	x		
Visual Impairment		x	
Learning Disability	x		
Long-Standing Illness or Health Condition	x		
Mental Health		x	
Substance Misuse		x	
Other		x	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

Outcome 6 of the plan specifically relates to the further development of Welsh-Medium provision for pupils with ALN in line with ALNET. It is expected that the creation of new specialist places for pupils with ALN will support further access to provision in the Welsh Language.

Furthermore work to ensure that pupils with ALN feel supported to continue their education within Welsh-Medium and feel successful in their learning will have a positive impact on ensuring continuity and stability within their educational journey.

What action(s) can you take to address the differential impact?

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3.3 Gender Reassignment

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on transgender people?

	Yes	No	N/A
Transgender People (People who are proposing to undergo, are undergoing, or have undergone a process [or part of a process] to reassign their sex by changing physiological or other attributes of sex)		x	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

It is not foreseen that there would be any differential or negative impact on transgender people.

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What action(s) can you take to address the differential impact?
N/A

3.4. Marriage and Civil Partnership

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on marriage and civil partnership?

	Yes	No	N/A
Marriage		x	
Civil Partnership		x	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.
It is not foreseen that this policy would have a differential impact on those in a marriage or civil partnership
What action(s) can you take to address the differential impact?
N/A

3.5 Pregnancy and Maternity

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on pregnancy and maternity?

	Yes	No	N/A
Pregnancy		x	
Maternity		x	

Please give details/consequences of the differential impact, and provide supporting
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evidence, if any.
It is not foreseen that this would have any negative impact on pregnancy and maternity. There is potential that actions taken to support the promotion of Welsh-medium including the pilot Early Identification Scheme could have a positive impact on new parents as this will share information about accessing education and inform future provision.
What action(s) can you take to address the differential impact?
N/A

3.6 Race

Will this Policy/Strategy/Project//Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
White	x		
Mixed / Multiple Ethnic Groups	x		
Asian / Asian British	x		
Black / African / Caribbean / Black British	x		
Other Ethnic Groups	x		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.
The strategy will apply to all community schools and will seek to increase awareness and engagement with the Welsh language for all pupils. It is possible that our plan to consult with parents from minority backgrounds about their views on education provision and preferences will support future planning which appropriately meets the needs of the community. Within the plan it is identified that there is a need for greater promotion of Welsh-medium education to all families, in particular those who are identified as underrepresented within the sector. It is possible this will have a positive impact as it will seek to address harmful myths and misconceptions and allow families to feel that they have a greater choice of schools for their children.

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What action(s) can you take to address the differential impact?
Continue to monitor the cohorts of pupils accessing Welsh medium education, continue to work with partner organisations to promote a diverse range of Welsh speakers and role models, work with families to ensure that they are aware of the educational opportunities available to their child

3.7 Religion, Belief or Non-Belief

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on people with different religions, beliefs or non-beliefs?

	Yes	No	N/A
Buddhist		X	
Christian		X	
Hindu		X	
Humanist		X	
Jewish		X	
Muslim		X	
Sikh		X	
Other		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.
It is not foreseen that this will have a differential impact on people of faith or none as the focus of this strategy is community schools where young people of all backgrounds are able to learn together.
What action(s) can you take to address the differential impact?
N/A

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3.8 Sex

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on men and/or women?

	Yes	No	N/A
Men		x	
Women		x	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

It is not foreseen that this would have any differential impact on the basis of gender.

What action(s) can you take to address the differential impact?

N/A

3.9 Sexual Orientation

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
Bisexual		x	
Gay Men		x	
Gay Women/Lesbians		x	
Heterosexual/Straight		x	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

It is not foreseen that this would have a differential impact on people of different sexual orientations

What action(s) can you take to address the differential impact?

N/A

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3.10 Socio-economic Duty

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on the Socio-economic Duty?

	Yes	No	N/A
	x		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The plan will apply to all community schools in Cardiff. We hope to consult comprehensively with communities and groups which are underrepresented in Welsh-medium education to better understand their views on their preferences for education for their children. Across Cardiff, there is a notable difference between the number of children receiving free school meals in Welsh-medium schools when contrasted with the profile of the catchment areas they serve. Through engaging with families and communities it will allow us to plan more appropriately to meet their preferences and support consideration of and access to a wider variety of local schools.

What action(s) can you take to address the differential impact?

Continue to monitor the cohorts of pupils accessing Welsh medium education, continue to work with partner organisations to promote a diverse range of Welsh speakers and role models, work with families to ensure that they are aware of the educational opportunities available to their child

3.11 Welsh Language

Will this Policy/ Strategy/Project/Procedure/Service/Function have a **differential impact (positive/negative)** on the Welsh Language?

	Yes	No	N/A
	x		

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Please give details/ consequences of the differential impact, and provide supporting evidence, if any.

This strategy will seek to have a positive impact on the Welsh language by encouraging an increase in its prominence within all schools within Cardiff. The outcomes within the strategy seek to increase the number of children accessing their education through the medium of well, supporting those young people to develop higher level skills in Welsh, develop greater levels of support within the Welsh-medium sector for pupils with ALN and increasing the workforce opportunities to increase Welsh in schools. The Plan will sit alongside the Welsh Language strategy, supporting common goals towards the national targets of Cymraeg 2050.

What action(s) can you take to address the differential impact?

Enact the plan and ensure actions to support the Welsh Language have the intended positive impact

4. Consultation and Engagement

What arrangements have been made to consult/engage with the various Equalities Groups?

Stakeholder engagement sessions with partners and interested groups were undertaken in July 2021
A full 8 week public consultation was held in October to December 2021 with responses feeding into the final submission to Welsh Government in Jan 2022. Efforts were made to ensure a broad range of views were captured including promotion through social media, community groups, school and partner organisation networks.

The Big Welsh Conversation was held with young people in December 2021 with 2656 responses received. Pupils from 80% (16/20) secondary school took part as well as 12 primary schools. These schools included Welsh and English medium as well as faith schools.

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5. Summary of Actions [Listed in the Sections above]

Groups	Actions
Age	
Disability	
Gender Reassignment	
Marriage & Civil Partnership	
Pregnancy & Maternity	
Race	Continue to monitor the cohorts of pupils accessing Welsh medium education, continue to work with partner organisations to promote a diverse range of Welsh speakers and role models, work with families to ensure that they are aware of the educational opportunities available to their child
Religion/Belief	
Sex	
Sexual Orientation	
Socio-economic Duty	Continue to monitor the cohorts of pupils accessing Welsh medium education, continue to work with partner organisations to promote a diverse range of Welsh speakers and role models, work with families to ensure that they are aware of the educational opportunities available to their child
Welsh Language	Enact the plan and ensure actions to support the Welsh Language have the intended positive impact
Generic Over-Arching [applicable to all the above groups]	

6. Further Action

Any recommendations for action that you plan to take as a result of this Equality Impact Assessment (listed in Summary of Actions) should be included as part of your Service Area's Business Plan to be monitored on a regular basis.

7. Authorisation

The Template should be completed by the Lead Officer of the identified Policy/Strategy/Project/Function and approved by the appropriate Manager in each Service Area.

Completed By : Catherine Canning	Date: 15/1/2022
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Designation: School Organisation Planning	
Approved By:	
Designation: School Organisation Planning	
Service Area: Education and Life Long Learning	

7.1 On completion of this Assessment, please ensure that the Form is posted on your Directorate's Page on CIS - *Council Wide/Management Systems/Equality Impact Assessments* - so that there is a record of all assessments undertaken in the Council.

For further information or assistance, please contact the Citizen Focus Team on 029 2087 2536 / 3262 or email equalityteam@cardiff.gov.uk

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**CARDIFF COUNCIL
CYNGOR CAERDYDD**



CABINET MEETING: 24 FEBRUARY 2022

EDUCATION SERVICES – PERFORMANCE REPORT 2021

EDUCATION, EMPLOYMENT & SKILLS (COUNCILLOR SARAH MERRY)

AGENDA ITEM: 6

Reason for this Report

1. To detail the sustained improvement in education performance in Cardiff, against the ambitions set out in the Cardiff 2030 vision and the steps being taken to refresh the commitments to action during 2022.
2. To consider the report of Her Majesty's Inspectorate for Education and Training in Wales, Estyn, of the Council's Education Services, as published on 9th February 2022.
3. To update Cabinet on education performance arrangements at present, in the context of the latest Welsh Government framework for evaluation, improvement and accountability for School Improvement.

Background

4. The vision for Education in Cardiff is clearly set out in Cardiff 2030 – '*a ten-year vision for a capital city of learning and opportunity*', as launched in October 2019. Cardiff 2030 builds upon the prior Cardiff 2020 vision that was launched in May 2016 providing the city's new strategy for school improvement.
5. The Cardiff 2030 vision is embraced in the Council's Capital Ambition and the priorities for improvement in the short to medium term are captured annually in the Council's Corporate Plan within the well-being objective 'Cardiff is a great place to grow up'. Progress is reported and challenged consistently via the Council's well established corporate performance arrangements and scrutinised by the Council's Children & Young People's Scrutiny Committee and Policy Review and Performance Committee.
6. The Cardiff 2030 vision set out two overarching themes and five goals to steer and direct educational achievement in the city for all children and young people:

Themes

 - A shared responsibility for education and learning across the city
 - Meaningful participation of children and young people

Goals

- A learning entitlement
 - Learners' health and well-being
 - Realising the curriculum for Wales 2022 in Cardiff
 - A world class education workforce
 - High quality learning environments
7. Since publication of the vision in October 2019, the values and commitments to action have ensured a consistent, resilient, and purposeful partnership approach in Cardiff to maintaining and supporting the education and well-being of children and young people. Action has been driven forward in parallel with the Child Friendly Cardiff Strategy, launched on World Children's Day in November 2018, to ensure we make rights a reality for children and young people in Cardiff.
 8. Cardiff's Local Government Education Service was subject to a full inspection by Estyn, during the week commencing 29th November 2021. The Cardiff inspection was the first local authority inspection since 2019, under Estyn's new Inspection Framework. The final inspection report was published on 9th February 2022. A copy is attached at Appendix A.
 9. The last detailed annual education performance report for Cardiff was provided to Cabinet in January 2020. This report provided an analysis of educational outcomes for children and young people in the 2018/19 academic year. Since this date pupil outcome data has not been available to the local authority due to Welsh Government changes aligned to curriculum reform as set out in Education in Wales: Our National Mission. Welsh Government have paused the use of pupil performance data for accountability purposes since the end of the academic year 2018/19. School inspections have also been suspended since 2020 and the last set of school categorisation data was published also in 2020.

The Journey of Improvement

10. Eight years ago, in February 2014, Estyn placed the Council's Education Services into a significant improvement category, following the initial education inspection of 2011 and a series of subsequent monitoring visits. In 2011 education services in Cardiff were deemed to be only 'adequate' and by February 2014 the inspectorate concluded that most outcomes for children and young people had not improved well enough and not enough progress had been made to provision, leadership or management.
11. This posed a significant challenge for the Council with an urgent need to transform the education of children and young people in the city. Estyn highlighted the significant shortcomings in standards and provision, including an unacceptably high number of young people Not in Education, Employment or Training (NEETS), with Cardiff having the highest number of NEETS in Wales – 8%. The situation was compounded by a lack of corporate ownership of education services, a legacy of underinvestment, inadequate management capacity, weak planning and performance management, poor partnership arrangements and misguided relationships with schools creating an unhelpful dependency culture.

12. In September 2013, the incoming Director of Education reported that:
- Nearly half of primary schools (46%) and two thirds of secondary schools (67%) inspected by Estyn since September 2010 had been judged to require follow up;
 - Arrangements for monitoring, support, challenge and intervention for school improvement had not had any significant impact on improving standards in schools;
 - There was a distinct lack of clarity about the role of the Consortium, the Local Authority and schools;
 - No explicit strategies existed to address weaknesses across the system in some key areas of learning, such as mathematics;
 - The quality of school governance was too variable and too much was weak, with a lack of clarity about the scope and extent of delegated powers and responsibilities amongst governors;
 - There was uncertainty amongst head teachers about the strategy for school improvement, and the roles that they could and should play in its delivery; and
 - The quality of support provided to headteachers by some of the authority's central services was inconsistent and unhelpful to schools.
13. In order to address such fundamental shortcomings, the Council initiated a series of improvement strategies which led to the first milestone of Cardiff being removed from a significant improvement category by Estyn in January 2016. The following Cardiff 2020 'Aiming for Excellence' school improvement strategy, and the later Cardiff 2030 'Ten Year vision for a capital city of learning and opportunity' set the direction for a step change in culture and operations.
14. A sustained effort has been made to make education everybody's business in Cardiff, which has seen education established as a clear corporate priority at the core of Council's Capital Ambition. An enhanced allocation of resources to education reflects this, with the Council now spending above the indicator-based assessment for education services; school budgets have been protected and increased against a backdrop of financial pressures across the Council.
15. Strong executive leadership, clear prioritisation and corporate support has driven and enabled systematic change. Improvement steps included enhanced education management capacity, an improved corporate performance management framework, strong corporate resource management, significantly strengthened corporate health and safety support for schools, the introduction of the corporate landlord model, improved human resources support and hugely strengthened partnerships between education and other frontline services across the Council.
16. The Council's 21st Century Schools initiative has vastly enhanced the quality of school learning environments with the Band A (£164M) programme delivered successfully over the five years 2014 -2019, now being followed by the Band B (£284M) programme which is progressing well towards 2026 deadlines.
17. More widely, relationships between the Council and schools has vastly improved since 2016, and in particular over the last 2 years of the pandemic.

Estyn highlighted the mutual trust that exists between school leaders and council officers.

Outcomes for Learners

18. Educational outcomes for children and young people continuously improved in the period to the end of the academic year 2018/19, when school performance data was last collected and reported by Welsh Government pre the shift towards curriculum and qualifications reform.
19. Cardiff's performance in each of the new measures at the end of Key Stage 4 was above the Welsh average in 2018/19. This compares positively to 2013/14 when all Key stage 4 measures in Cardiff were lower than national averages.

2018/19 Academic Year	Cardiff	Wales	Difference: Cardiff v National	Cardiff v National average	Cardiff's Rank position
Capped Nine Point Score*	366	349.5	+16.03	30% of a grade higher per subject on average	2/22
Literacy	40.5	39	+1.5	25% of a grade higher	5/22
Numeracy	38.2	37.1	+1.1	18.3% of a grade higher	6/22
Science	37.4	36.8	+0.6	10% of a grade higher	9/22
Skills Challenge Certificate (SCC)	36.7	36.04	+0.68	5% of a grade higher	9/22

* **Capped Nine point score:** Since 2019 the Capped 9 Points Score for learners in year 11 represents the aggregate score for the best GCSE result of first awarding in Literacy (Welsh first language or English language or Welsh literature or English literature), Numeracy (Mathematics – numeracy or Mathematics) and Science and the other best six remaining qualifications (GCSEs or equivalent volume of qualifications).

20. In the period between September 2017 and March 2020, the number of excellent judgements for standards in secondary schools were higher than those nationally and in primary schools were in line with other schools across Wales.
21. As at February 2022, **no** Cardiff school is in an Estyn follow-up category, and only eight schools are receiving enhanced support from the Consortium to secure the necessary school improvement. As at the beginning of the pandemic, in March 2020, there were seven Cardiff schools in an Estyn follow-up category. Ongoing support and challenge sustained throughout this time, has supported the improved position now reported.
22. The percentage of school leavers becoming NEET at the end of year 11 has continued to fall year on year, from 8% in 2010, to 3% in 2016 and most recently in October 2021 to 1.5% (53 young people).

The Estyn Inspection

23. The Cardiff inspection of local authority education services for children and young people covered the statutory functions of the local authority, including the local authority youth service.

24. The three inspection areas of the Local Government Education Services Inspection Framework are:
- **Inspection Area 1 – Outcomes**
Standards and progress overall
Standards and progress of specific groups
Wellbeing and attitudes to learning
 - **Inspection Area 2 – Education Services**
Support for school improvement
Support for vulnerable learners
Other education support services
 - **Inspection Area 3 – Leadership and management**
Quality and effectiveness of leaders and managers
Self-evaluation and improvement planning
Professional learning
Safeguarding arrangements
Use of resources
25. Inspection Area 2 is tailored to the context and priorities of each local authority and in Cardiff this focused upon the following six local questions:
- 1) How effective is the challenge, support and intervention in schools to enable all learners to make good progress?
 - 2) How well does the local authority school organisation planning ensure appropriate education provision for all children and young people, including pre-school provision?
 - 3) How well is the local authority working with partners (and young people) through the 'Cardiff Commitment' to meet its ambition that all learners progress into education, employment or training post-16?
 - 4) How well does the local authority meet the educational needs of children and young people who have English or Welsh as an additional language?
 - 5) How well do education services work with other directorate services and partners to provide support to improve the education outcomes and wellbeing of children who are looked after?
 - 6) How well does the local authority use youth work to support young people?

Summary of Inspection Outcomes

26. The inspection concluded that in recent years, Cardiff has demonstrated a sustained and incremental improvement in the quality and effectiveness of its education service.
27. Estyn has invited Cardiff to prepare three case studies on its work in relation to the Cardiff Commitment, support for asylum seekers and transforming youth work for dissemination on Estyn's website, recognising excellent practice.
28. Four recommendations for improvement have been made:
- **R1** To improve counselling services for children and young people
 - **R2** To improve the quality of self-evaluation across the directorate

- **R3** To ensure that the work of the regional consortium is focused appropriately on Cardiff's strategic priorities
 - **R4** To ensure clear strategic leadership and oversight of the development of Welsh medium education.
29. Actions to build upon the strengths identified in the report and to address the recommendations for improvement will be built into the Directorate's Delivery Plan for the forthcoming year and will be carefully monitored through systematic performance evaluation processes.

Delivering Cardiff 2030: a ten-year vision for a capital city of learning and opportunity

30. The main findings of the Estyn report clearly articulate that in recent years Cardiff Council has led and delivered sustained and continuous improvement in outcomes for learners, underpinned by high quality leadership and management, effective central education support services and robust challenge and support to schools. The ambitions and commitments to action set out in Cardiff 2020 and more recently Cardiff 2030 are being realised, and the strong foundations embedded up to 2020 have enabled resilience, innovation and trust between the local authority and schools during the pandemic.
31. Inspectors note that there have been strong outcomes for Cardiff schools following Estyn inspections between 2017 – 2020 and at Key Stage 4 that outcomes for learners are above expectations in the majority of schools. Outcomes for pupils that are eligible for free school meals have generally been above that of the same group nationally.
32. The work of the Council to support improved outcomes for children looked after, and partnership work to deliver the revised Corporate Parenting strategy are reported by the inspectors as positive, noting that over time the performance of children who are looked after has generally improved but is more variable at key stage 4 and significantly lower than children who are not looked after.
33. Highly effective support for the educational needs of asylum seekers and refugees, and strong practice for pupils who have English as an additional language is also noted in the inspection report.
34. Estyn acknowledged and commended the bold and ambitious vision for all learners in Cardiff, and the fact that 'education is everybody's business' in Cardiff as set out in the Capital Ambition. The corporate, joined up commitment to education is a feature recognised by the inspection as a success factor in Cardiff's education improvement journey. The notable strength of the local authority in working with partners both within and beyond the Council to deliver key strategies effectively, including for example, the Cardiff Commitment is also clearly stated.
35. Inspectors highlighted the progress being made to enable children and young people to make their voices heard and to influence the decisions that affect them, demonstrating the key milestones being achieved to ensure the meaningful participation and engagement of children and young people. Key

successes include the work of the Youth Service and Child Friendly teams in demonstrating innovation and dedication to engaging children and young people.

36. The inspection included coverage of many of the commitments to action made within the Cardiff 2030 vision through the three areas for inspection and the six local questions for Cardiff; and commended the strong corporate commitment to open, regular and rigorous self-evaluation to support planning for improvement.
37. Further, the Estyn report highlights that the local authority understand well the broad challenges facing the education service in Cardiff, not least due to two years of delivery within a pandemic and the sizable challenges ahead to deliver significant national education reforms.

Cardiff 2030 - Highlights of wider key areas of performance

A Learning Entitlement

38. This goal seeks to ensure that all children and young people are able to access appropriate routes into education and learning opportunities that enable them to achieve, thrive and realise their individual dreams and ambitions. We are placing an emphasis upon high quality lifelong learning from the early years to Post 16, and successful progression at every step of a child's school career in partnership with the Improvement partners at the Central South Consortium. Key features of local authority education performance, in addition to the positive commentary on outcomes for learners by Estyn, are outlined below.
39. An area of specific note, not covered by the inspection process this cycle is the progress being made in the local authority to improve support and services for children and young people with Additional Learning Needs (ALN). Despite the impact of the pandemic, good progress has been made in relation to the three main strands of activity: 1) Improving the capacity of schools and settings to secure positive outcomes for learners with ALN; 2) Preparing for ALN reform and 3) Improving sufficiency of specialist provision. School responses to reform 'readiness' audits show increasing confidence in most areas and shows Cardiff schools operating at high levels of confidence compared with the region. School and local authority services took effective steps to maintain support and continuity of learning for children and young people with ALN during the pandemic. A strategic approach to planning for sufficiency of ALN specialist places has been agreed and is being progressed.
40. To further work for children in their early years, Cardiff has recently been selected to participate in the Welsh Government Early Years Integration Transformation programme. Led by the People and Communities directorate, a multi-agency group including education will develop a more joined-up, responsive early years system that puts the unique needs of each child at its heart, which covers the period of life from pre-birth to the end of the Foundation Phase (0-7).

41. Post 16 progression for the most vulnerable young people, including Children Looked After, those Educated other than at School, and those highlighted as at risk of not making a successful transition from school post 16 has been enhanced this year. The Youth Service, Into Work Services and Cardiff Commitment partners have ensured collaboration to support young people, including the appointment of additional mentors. The numbers of young people 'Not in Education, Employment or Training' after leaving school in the summer of 2021 has been successfully maintained at pre-pandemic levels. Further targeted work will be developed in the year ahead, including enhancements to Vulnerability profiling by the Youth Service in partnership with Children's Services.
42. Cardiff's SEREN network for more able and talented young people in the city has enjoyed particular success in recent years with 256 registered pupils progressing to university in September 2021, including 10 to Oxford, 4 to Cambridge and 57 to Cardiff. There is a comprehensive plan in place with a wide range of activities for both the SEREN foundation and SEREN academy, including masterclasses with major universities, debating teams with Fintech Wales, interview preparation sessions for pupils and residential visits to Storey Arms.

Learners' health and well-being

43. We know that the emotional wellbeing and mental health of children and young people has been detrimentally affected by the pandemic and is likely to be impacted for the foreseeable future. A focus on supporting wellbeing, in particular of vulnerable learners, has been central to the council's response to pandemic related lockdowns, school closures and recovery planning. Schools, the local authority, and partners continue to implement a range of effective measures to support wellbeing, particularly of vulnerable learners, and this is helping to mitigate the impact.
44. Some of the innovative responses generated during school closure have been maintained and this has strengthened the work to support emotional wellbeing. For example, the Joint Vulnerable Learners Panel has been sustained in a modified form to ensure stronger collaboration between education and children services in response to contextual safeguarding and young people experiencing significant mental health difficulties.
45. Cardiff's education directorate have delivered a wide range of initiatives to support children and young people including THRIVE training, support for excluded learners, healthy schools programmes, Food & Fun and the Summer of Smiles, the Youth Service iCare programme, support for children and young people accessing pastoral support plans and those electively home educated.
46. A number of priorities will continue to be progressed with the Starting Well Partnership to ensure a joined-up multi agency approach to supporting the well-being of children and young people in the city. This will include consideration of approaches to enhance school counselling services as identified by Estyn.

47. Cardiff Youth Services has provided a high level of support to young people during the pandemic. The Estyn report highlights that the youth service provides high quality provision in prioritised areas of the city that includes a mixture of open access and targeted work, Lessons learned and innovations during the pandemic will help to inform a progressive review of the Youth Service this year.
48. It is important also to note positive feedback from schools in relation to the Early Help and Family Support Service during the pandemic. Schools are keen to support the continuing evolution of this model as demand for services continues to increase. Links to the emerging Team Around the School panels will need to be further developed.

Realising the Curriculum for Wales 2022 in Cardiff

49. Cardiff 2030 sets out the clear expectation that the curriculum in Cardiff should offer all learners rigorous, inspiring, relevant, contextualised opportunities to achieve the four purposes of Curriculum for Wales 2022 – and become ambitious and capable learners, ethical informed citizens, enterprising and creative contributors, and healthy confident individuals.
50. In Cardiff, the national approach to curriculum reform is being led by the Regional Central South Consortium, with extensive professional learning opportunities being offered to all schools. Schools in Cardiff identified as less fully advanced during a recent review of progress will continue to receive focussed, targeted support in their journey to curriculum roll-out.
51. Through the Cardiff Commitment and the development of new schools via the School Organisation Programme, we are adding value to the regional programme, working with a selection of targeted secondary and primary schools to draw on the resources of the city to bring the curriculum to life for learners. Curriculum enhancement programmes include work focused on the economic growth sectors in Cardiff, including the Creative Industries and STEM. A more recent programme of work will see alignment with the Council's One Planet Strategy to enrich learning in relation to the environment and climate change, whereby schools will be invited to make 'One Planet' pledges.
52. To complement the work being delivered to realise curriculum reform, a pilot of a Children's University was successfully delivered during the Summer term of 2021. The Children's University will bring together a wide range of partners to create a 'Passport to the City' offering a range of extra-curricular activities outside of the school day, to children and young people in some of our most challenged communities. The skills and experiences that children and young people develop and encounter will directly support their learning when back in the classroom.

A World class education workforce

53. A key priority for Cardiff is ensuring that all children and young people can benefit from the best, most talented and most effective teachers and support teams in Cardiff schools and education settings. Teachers have the biggest

impact on learner outcomes and getting it right for all of our children and young people is crucial to their long-term success.

54. The National Mission has one of its major objectives centred on developing a high-quality profession. Outcomes and support for the education workforce therefore continue to be a priority for Welsh Government (WG), regional consortia, Higher Education (HE) providers and Initial Teacher Education (ITE) schools across Wales. The Consortium are leading a wide range of professional learning opportunities for the school workforce, and driving forward 'schools as learning organisations'.
55. The improved relationships and trust built between the local authority, school leaders and their teams during the pandemic will enable a refocus of priorities for workforce development, ensuring consideration of local needs and ambitions, to meet the requirements of schools in a city context. There will be a focus upon developing school leaders for the future, talent management and targeted recruitment and retention in curriculum areas and sectors requiring further capacity.

High Quality Learning Environments

56. The Estyn inspection reviewed the Council's substantial School Organisation and Planning (SOP) programme as a key local question and concluded that the local authority's strategy for reorganising its schools is focused appropriately on the Cardiff 2030 vision to deliver high quality learning environments and is purposefully led and directed. Significant investments in technology to support the digital infrastructure and to offer devices to individual pupils was also commended.
57. The local authority has invested well in a range of capital projects and has planned increased investment to over £284 million in the five year period from 2019.
58. The SOP team are also leading the development of the 10 year Welsh in Education Strategic Plan, with a consultation ending in December 2021.
59. An area for further development will be Community Focused Schools, to ensure that an approach can be developed to meet the needs of individual communities as school developments progress.

Cardiff 2030 – Retest and Refresh

60. In light of the challenges of the pandemic, and the lessons learned, an exercise is underway to thoroughly review progress made against the Cardiff 2030 vision and goals, including extensive stakeholder consultation involving school leaders, governors, children and young people and partners within and beyond the local authority.
61. In readiness for the new academic year 2022/23, a refresh of the Cardiff 2030 vision will be published, accompanied by a three-year strategic plan to ensure that educational improvement activity in Cardiff focuses upon the areas of

greatest importance in the current context and retains a central focus upon children's rights and promoting well-being.

62. A report will be provided to Cabinet in the late summer of 2022 outlining these proposals, that will ensure coverage of the Estyn recommendations, ongoing activity to support pandemic recovery and renewal, and the next steps in continuing to deliver the national education mission for Wales.

Welsh Government – Framework for Evaluation, Improvement and Accountability

63. It is important to note that Welsh Government (WG) are in the process of reviewing the evaluation and accountability arrangements for school improvement, to coincide with the introduction of Curriculum for Wales 2022. The WG guidance published for consultation in January 2021 recommended that learner assessment data should not be used for accountability purposes, but to support individual learner progression. It suggested that local authorities and regional consortia must not collate and aggregate school level data or create specific local arrangements to gather pupil level information.
64. The final School Improvement guidance framework for evaluation, improvement and accountability that has previously been communicated as intended to be statutory from September 2022, has not yet been published by Welsh Government. The latest ministerial announcement was updated in October 2021 and states that:
- The calculation and publication of Key Stage 4 and legacy sixth form performance measures for 2020 to 2021 and 2021 to 2022 academic years has been suspended.
 - Qualification awards data will not be used to report on attainment outcomes at a school, local authority or regional consortium level and must not be used to hold schools to account for their learners' outcomes.
 - For post-16 performance measures, we will consider the best approach, in view of the range of providers and different types of programmes that are affected in different ways. The sector will be consulted, before any firm decision is taken, in order to consider what would be useful to help their own monitoring and quality assurance processes.
65. School performance continues to be rigorously challenged and supported by the Improvement Partners at the Central South Consortium during this period of change, and via the authority's own internal All Schools Risk management forums. All schools have reviewed their Autumn term 2021 progress against their school improvement priorities with their improvement partners leading to the identification and brokerage of support in the case of any priorities being off track.

Financial Implications

66. Any actions undertaken as a response to this Inspection report should identify any financial resource required prior to any implementation.

Legal Implications

67. In considering this report, regard should be had, amongst other matters, to:
- (a) Public sector duties under the Equalities Act 2010 (including specific Welsh public sector duties). Pursuant to these legal duties, when making decisions, Councils must have due regard to the need to (1) eliminate unlawful discrimination, (2) advance equality of opportunity and (3) foster good relations on the basis of protected characteristics. Protected characteristics are a. Age; b. Gender reassignment; c. Sex; d. Race – including ethnic or national origin, colour or nationality; e. Disability; f. Pregnancy and maternity; g. Marriage and civil partnership; h. Sexual orientation; i. Religion or belief – including lack of belief;
 - (b) the Well Being of Future Generations (Wales) Act 2015. The Well-Being of Future Generations (Wales) Act 2015 ('the Act') is about improving the social, economic, environmental and cultural well-being of Wales. The Act places a 'well-being duty' on public bodies aimed at achieving 7 national well-being goals for Wales - a Wales that is prosperous, resilient, healthier, more equal, has cohesive communities, a vibrant culture and thriving Welsh language and is globally responsible. In discharging their respective duties under the Act, each public body listed in the Act must set and published wellbeing objectives. These objectives will show how each public body will work to achieve the vision for Wales set out in the national wellbeing goals. When exercising its functions, Cabinet should consider how the proposed decision will contribute towards meeting the wellbeing objectives set by the Council and in so doing achieve the national wellbeing goals. The wellbeing duty also requires the Council to act in accordance with a 'sustainable development principle'. This principle requires the Council to act in a way which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs. Put simply, this means that Cabinet must take account of the impact of their decisions on people living their lives in Wales in the future. In doing so, Cabinet must:
 - look to the long term.
 - focus on prevention by understanding the root causes of problems.
 - deliver an integrated approach to achieving the 7 national well-being goals.
 - work in collaboration with others to find shared sustainable solutions.
 - involve people from all sections of the community in the decisions which affect them.

HR Implications

68. There are no direct HR implications arising from this report.

Property Implications

69. There are no specific property implications in respect of the Estyn Cabinet. It should be noted that Cabinet approved the Corporate Property Strategy 2021-26 in December and where there are any property transactions or valuations

required to deliver any Education proposals, they should be done so in accordance with the Council's Asset Management process and in consultation with Strategic Estates and relevant service areas.

Reason for Recommendations

70. The following recommendations are made to ensure that the Council is fully aware of the findings of the Estyn report and that the Education Directorate is supported to act upon the areas for improvement as identified, share best practice as requested and work towards a refresh of the Cardiff 2030 Vision, with a three year strategic plan during 2022.

RECOMMENDATIONS

Cabinet is recommended to:

1. Acknowledge the progress made in delivering the Cardiff 2030 Vision for education and learning in the city.
2. Accept the findings and recommendations of the Estyn report.
3. Delegate responsibility to the Director of Education and Lifelong Learning to enact the required improvements in services post inspection, and to facilitate monitoring of such through the Council's performance management framework.
4. Support the Director of Education and Lifelong Learning to share best practice in the areas commended as requested by Estyn.
5. Support the Director of Education and Lifelong Learning to refresh the Cardiff 2030 vision and produce a focused three-year strategy for educational improvement during 2022.
6. Support the Director of Education and Lifelong Learning to respond to the national reforms in Education and the Welsh Government changes to the Accountability & Assessment frameworks as these emerge.

SENIOR RESPONSIBLE OFFICER	Melanie Godfrey Director of Education & Lifelong Learning
	18 February 2022

The following appendix is attached:

Appendix A - Final Estyn Report on Education Services in Cardiff Council

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Arolygiaeth Ei Mawrhydi dros Addysg a Hyfforddiant yng Nghymru
Her Majesty's Inspectorate for Education and Training in Wales



WALES **AUDIT** OFFICE

SWYDDFA **ARCHWILIO** CYMRU

A report on education services in

**Cardiff Council
County Hall
Atlantic Wharf
Cardiff
CF10 4UW**

Date of inspection: November 2021

by

**Estyn, Her Majesty's Inspectorate for Education
and Training in Wales**

About Cardiff Council

Cardiff Council is in the city of Cardiff and has a population of 369,000. The local authority maintains 127 schools. There are 98 primary schools, including 15 that provide Welsh-medium education, two dual language and three maintained nursery schools. There are 18 secondary schools including three Welsh-medium schools. In addition, there are seven special schools and one pupil referral unit.

The chief executive took up post in 2013 and the director of education was appointed in 2020. The council leader has been in post since 2017 and the main portfolio holder for education services took up this position in 2015. The local authority was last inspected in 2011 and was placed in the follow up category of Estyn monitoring. At a subsequent follow up visit in 2014 the local authority was found to be in need of significant improvement and remained in this category until 2016.

Cardiff is one of five local authorities in the Central South Consortium for school improvement.

In 2020-2021, the Council's net education budget was around £360,114,000. The delegated school budget per pupil in 2021-22 is £5,064, the 5th highest of all local authorities in Wales.

Inspectors take account of a wide range of information about the local population when evaluating outcomes and the quality of education services. They consider this information alongside information about the national population. Some of the most useful information about children and young people is noted below:

- Over a three-year average, 24.5% of pupils aged 5 to 15 are eligible for free school meals, slightly higher than the Wales average of 20.4%. In line with nearly all other authorities in Wales the percentage of pupils eligible for free school meals has increased over the past three years.
- 11.8% of pupils aged five and over are fluent in Welsh, which is lower than the Wales average of 16.1%.
- 35.1% of pupils aged five and over are from ethnic minorities, considerably higher than the Wales average of 12.2%.
- 16.6% of pupils have special educational needs, lower than the Wales average of 19.5%.
- 132 children per 10,000 were looked after by the local authority in 2021, which is higher than the Wales average of 115 children per 10,000.

Summary

In recent years, Cardiff Council has demonstrated a sustained and incremental improvement in the quality and effectiveness of its education services. Senior leaders share a bold and ambitious vision for all learners, which they communicate clearly in the council's 'Capital Ambition' document. The leader of the council, cabinet member and chief executive set out high expectations for officers, schools and other providers and the strong commitment of elected members and officers at all levels to supporting young people and their families is highly evident. The director of education supports fully the 'Cardiff 2030' vision and strategic priorities and the drive towards the Child Friendly City strategy. The Assistant Director for Education and the Assistant Director, County Estates aligned their work effectively throughout the pandemic. This support is well regarded by school and setting leaders.

In general, inspection outcomes between 2017 and March 2020 have been strong especially in the primary sector. Out of the 43 primary schools inspected during this period, four had excellent judgements for standards and 36 good.

The outcomes for pupils across key stage 4 have been above or well above expectations in the majority of schools in the three years up to the pandemic. Outcomes for pupils that are eligible for free-school meals (efsm) has generally been above that of the same group nationally.

Officers across the education directorate work together productively to consider a range of issues in schools. Their joined-up approach enables the local authority to gain a secure understanding of the individual contexts of its schools. The local authority has established strong working relationships with the regional consortium and there are robust processes for the support and challenge to schools causing concern. Presently, improvement partners do not consider Cardiff's strategic priorities well enough for example, the Cardiff Commitment, in their approaches to working with schools and PRUs.

The local authority's strategy for reorganising its schools is focused appropriately on its vision for ensuring high quality learning environments to meet the needs of children and young people as outlined in the 'Cardiff 2030' vision. The School Organisation Programme (SOP) team provide purposeful leadership and direction to help realise this strategy.

The local authority has developed a clearly understood and research-informed strategic vision to support youth engagement and progression for young people after they have left school. Strong political and executive leadership of the 'Cardiff Commitment', through an ambitious city-wide alliance, has generated considerable support from a wide range of stakeholders, including senior business, school and college leaders.

The Cardiff Commitment strategy has capitalised on both developing strong and secure links with existing businesses and acted as a powerful lever for attracting investment from organisations whose corporate priorities align with those of the council. Priorities such as social mobility and the provision of work-related experiences for children and young people. Particular aspects of the work are highly

effective, for example the inclusion of young people in helping to influence decisions that affect them.

The local authority has a well-established Ethnic Minority and Traveller Achievement Service (EMTAS) that oversees support for pupils who have English or Welsh as an additional language. The service has adapted its priorities appropriately over recent years to help address the changing pattern of support needed by schools, pupils and their communities. The educational support to asylum seekers is a particularly effective aspect of this work.

The local authority works well with other directorates and partners to provide support for children who are looked after. The corporate parenting strategy is supported by a comprehensive action plan which clearly outlines the responsibilities across directorates such as education, housing and children's services and partner agencies including Cardiff and Vale University Health Board and South Wales Police.

Cardiff youth service provides high quality provision in prioritised areas of the city that includes a mixture of open access and targeted work. Young people, in the areas served, are at the heart of service development. Support for young people's emotional health and wellbeing and the effective use of digital platforms are particularly strong aspects of the provision.

Senior officers and elected members understand well the broad challenges facing the education service. They recognise that in a few instances, the quality of evaluation at service or team level is too variable which hinders officers from identifying and addressing areas that need to improve. Leadership at senior officer level, for example, does not always provide effective strategic direction to help stimulate the demand for Welsh-medium education in all areas of the city. In addition there is a recognition that counselling services have been weak in supporting the wellbeing needs of children and young people.

Recommendations

- R1 Improve counselling services for children and young people
- R2 Improve the quality of self-evaluation at service and team levels across the directorate
- R3 Ensure that the work of the regional consortium is focused appropriately on Cardiff's strategic priorities
- R4 Ensure clear strategic leadership and oversight of the development of Welsh-medium education

What happens next

Following the publication of the inspection report, the local authority should update its plans to address the recommendations and to take account of shortcomings identified through the inspection process. The local authority should update its plans within three months of the publication of the inspection report

We will invite the provider to prepare three case studies on its work in relation to the Cardiff Commitment, support for asylum seekers and transforming youth work for dissemination on our website.

Main findings

Outcomes

We are unable to provide a full evaluation of outcomes. This is due to the impact of the COVID-19 pandemic, which caused the suspension of inspections of schools and most other education providers since March 2020. It is also due to the lack of data about outcomes that can be compared over time as the pandemic caused changes to the way that qualifications were awarded and affected most other data that we consider when making evaluations, such as school attendance, school exclusions and post-16 learner destinations.

Any evaluations that follow provide a context by reporting on outcomes before the pandemic or relate to more recent outcomes where the evidence base is valid and reliable.

Between September 2017 to March 2020 we inspected seven secondary, 43 primary and two special schools. In addition, we inspected two non-maintained settings. We judged that standards were excellent in two secondary schools, good in a further two and adequate in three. We judged standards to be good in many primary schools and excellent in four. In a further five schools, standards were judged to be adequate. Standards in maintained special schools were good in one and adequate in the other. In non-maintained settings, standards were good in one. In the other there were too few children to comment. Excellent judgements for standards in secondary schools are higher than those nationally and in primary schools are in line with other schools across Wales. No special school received a judgement of excellent compared with just under a third nationally.

Two primary schools were placed in a statutory follow-up category and a further nine schools were placed in the follow-up category of Estyn review. Of these, five were primary schools, three secondary and one special school. One secondary school remains in Estyn review.

Standards at the end of key stage 4 (2017-2019) in eight schools have been consistently high and well above expectations. In a further eight schools standards are generally in line or above expectations. In the remaining two schools, standards are variable in one and consistently below expectations in the other.

Outcomes for pupils that are eligible to free-school meals (efsm) have generally been above that of the same group nationally. The proportion of esfm pupils that achieve 5A/A* grades is notably higher than the national average. Overall, girls outperform boys across the key stages but the performance is broadly in line with that across Wales. The most notable gap between girls and boys is in literacy.

Prior to the pandemic, inspection judgements for wellbeing and attitudes to learning in Cardiff schools were in line with those nationally, and no school in Cardiff was identified as being unsatisfactory. Overall, school attendance rates were good, although the proportion of pupils who were persistently absent from secondary school was rising and above the Wales average. Pupils eligible for free school meals and those with special educational needs continue to be disproportionately impacted

by exclusion. While fixed term exclusion rates were gradually reducing in secondary schools, they were rising considerably in primary schools but this is better than the average in Wales. The proportion of young people not in education, employment or training at age 16 was in line with the Wales average.

During the pandemic, children and young people have been supported through a range of activities to support their wellbeing. For example, a considerable number of young people engaged with beneficial activities led by the youth service, including innovative online activities. Many thousands of children and young people participated in the 'Summer of Smiles' programme in 2021 as part of Cardiff's work to be a 'Child Friendly City', which provided an extensive range of stimulating and enjoyable activities that supported their wellbeing. However, the overall uptake of the authority's counselling service and the impact that this service has on the wellbeing of children and young people have been weak for a number of years.

Children and young people readily take up opportunities to make their voice heard. They influence decisions that affect them when they are given the opportunity.

Education services

Under Inspection Area 2, Estyn sets local inspection questions that are relevant to each local authority. Local inspection questions focus on education services that relate to the local authority's current strategic priorities or result from information that Estyn has about education services in the local authority.

How effective is the challenge, support and intervention in schools to enable all learners to make good progress?

During the period of the pandemic, the local authority significantly strengthened its relationships with its schools. Throughout this time, enhanced communication and a strong focus on headteacher wellbeing created a sense of partnership and mutual trust and support.

In the directorate, officers across teams work together productively to consider a range of issues in schools. They consider information available to them from a range of perspectives and align their work to key strategic priorities. This joined-up approach enables the local authority to gain a secure understanding of the individual contexts of its schools. Since the start of the pandemic, each member of the extended management team is linked to a cluster of schools which provides further opportunities to identify important aspects of provision and practice. These helpful ways of working mean that any issues pertaining to schools are shared with the senior management team in a timely manner.

The local authority has established strong working relationships with principal improvement partners from the regional consortium and there are robust processes for the support and challenge to schools causing concern.

The All Schools Risk meeting is used to good effect. Officers from a range of teams such as human resources, safeguarding and additional learning needs (ALN) contribute valuable intelligence about each school. These meetings are chaired by principal improvement partners. The local authority collates information and

evaluates the interventions and the work of improvement partners effectively to gain a rounded picture of improvement and to intervene in schools in an efficient way. As a result, they generally have a comprehensive understanding of the needs of Cardiff schools. Many schools in an Estyn follow-up category, for example, have made enough progress to be removed from that category. In general, improvement partners provide a sound evaluation of progress based on first-hand evidence of provision and leadership in these schools. However, contributions from improvement partners do not always help officers to consider how aspects of support might link to improvements, for example in teaching and learning experiences.

Principal improvement partners share information with improvement partners that help them to understand the individual contexts of each school. Throughout the pandemic, the improvement partners have complemented the local authority's approach to support headteachers' wellbeing effectively. They are clear that their brief is to support schools in a bespoke way and are sensitive to the current context in schools. However, improvement partners' reports are not always evaluative enough. There is too much variation, for example, in how they report key aspects of the school's work, especially with regards to teaching and the curriculum. Furthermore, their work does not reflect Cardiff's strategic priorities well enough, for example the work of the Cardiff Commitment.

The very recently introduced 'Team Around the School' meetings, for a very few schools, are proving to be an additional helpful way of ensuring that integrated support is offered to schools where there are specific concerns. Examples include supporting schools with additional learning needs reform and other provision such as support for pupils with English or Welsh as an additional language.

There are various approaches to sharing effective and innovative practice between schools. However, not all schools know how to access these.

The local authority provides a valuable range of professional learning for headteachers, teachers and support staff. These complement the offer from the regional consortium by providing learning opportunities that are tailored effectively to the local context. These include a programme for new headteachers that provides helpful practical guidance for leading a school in Cardiff, and support for schools in implementing additional learning needs reform. The local authority uses the expertise within its teams to provide professional learning opportunities that support the local authority's strategic priorities well. For example, the e-learning team has worked with practitioners during the pandemic to create a 'technologically literate workforce', and teaching assistants have benefited from training in literacy approaches.

The local authority has capitalised on its partnership working with higher education institutions to develop learning opportunities for practitioners. Working with the Open University, the local authority offers a programme which focuses on developing teaching approaches and content for distance learning. To help practitioners engage with Curriculum for Wales developments, the local authority has launched a 'computation in the curriculum' course in partnership with Swansea University. This course supports practitioners to consider curriculum planning for computing, linked to science and technology. The course is delivered with industry partners through live online sessions.

How well does the local authority school organisation planning ensure appropriate education provision for all children and young people, including pre-school provision?

The local authority's strategy for reorganising its schools is focused appropriately on its vision for ensuring high quality learning environments to meet the needs of children and young people as outlined in the Cardiff 2030 plan.

In general, the School Organisation Programme (SOP) team provide purposeful leadership and direction to help to realise this strategy. The SOP team have clear roles and responsibilities and have a broad and suitable range of experience and expertise in planning for school places. They use a good range of information sources including building condition surveys, research evidence and data effectively to help inform their strategic decisions. This ensures that they have up-to-date knowledge of the condition, sufficiency and suitability of their school buildings. The SOP team also make good use of a range of partners and external providers to complement this process. For example, they recently commissioned a survey of all schools and settings to determine the efficiency of buildings to inform future investment and reduce energy costs. This is helping the team to plan a substantial investment programme over the next five years to support the required improvements to around two thirds of school buildings. Although the plan has been shared with key stakeholders including school leaders, chairs of governing bodies and elected members, the SOP team recognise the need to improve communication with schools particularly in relation to the roll-out of the programme and the prioritisation of urgent repairs and maintenance.

The local authority has invested well in a range of capital projects during the first phase of the Welsh Government's 21st Century Schools between 2014 and 2019. This has enabled it to make good progress in ensuring that there are the right schools, of the right type and in the right places to meet the needs of their learners. The local authority has increased planned investment to over £284million for the five-year period from 2019. Although the rollout of this programme has been delayed slightly by the COVID-19 pandemic, the SOP team have ensured that consultation and key decision processes have continued.

In general, the local authority has invested in a suitable range of capital projects to increase Welsh-medium education capacity. The SOP team recognise the need to be proactive in their planning of school places to stimulate demand for Welsh-medium education across the city through the draft Welsh in Education Strategic Plan (WESP) 2022-32. The political leadership has a clear understanding of the requirement to increase capacity in all Welsh-medium sectors. Recent proposals, such as the consultation to establish a new dual stream school at the new Plasdŵr housing development, are a positive step and signal the local authority's commitment to increase Welsh-medium education capacity in line with its local development plan. However, the leadership at senior officer level does not always provide effective strategic direction to help stimulate the demand for Welsh-medium education in all areas of the city.

The local authority has recently consulted on proposals to increase additional learning needs (ALN) provision to help meet the current and projected demand for services and improve the learning environment. Recent proposals, such as those

seeking to provide quality primary school special school places for pupils with Emotional Health and Wellbeing Needs and Specialist Resource Base places for those with complex needs, are based on appropriate principles and will increase capacity considerably. In addition, the local authority recognises appropriately the need to increase Welsh-medium ALN provision to meet the growing demand for specialist support for pupils. The opening of a new Welsh-medium Specialist Resource Base at Ysgol Gymraeg Pwll Coch has increased capacity for pupils with ALN in the primary sector. There are plans similarly to increase Welsh-medium capacity for pupils with ALN who require specialist support in secondary schools as the current provision does not always meet the demand for places.

The local authority plans appropriately for nursery education through a combination of maintained schools and a few non-maintained settings. In general, these arrangements provide suitable opportunities for parents and carers to choose the provision within their locality. However, the historic high demand for places for nursery provision in a few areas of the city can limit the choice for parents and carers, particularly for those choosing to attend Welsh-medium provision.

The SOP team value the input of key stakeholders such as Mudiad Meithrin and other organisations to help establish wraparound arrangements when planning new schools. They make good use of well-established links between the team and key professionals across the local authority, other agencies and community groups to evaluate the needs of communities. This includes consulting with a suitable range of stakeholders when undertaking an evaluation on education and community services in specific areas of the city. These proposals help the local authority to meet its aspiration to ensure that schools are an integral part of their communities and help meet the local needs.

How well is the local authority working with partners (and young people) through the 'Cardiff Commitment' to meet its ambition that all learners progress into education, employment or training post-16?

The local authority has developed a clearly understood and research-informed strategic vision to support youth engagement and progression for young people after they leave school. Strong political and executive leadership of the Cardiff Commitment, through an ambitious city-wide alliance, has generated considerable support from a wide range of stakeholders, including senior business, school and college leaders.

The Cardiff Commitment has been a powerful lever for attracting investment from businesses and industry in education, training and employment opportunities for young people. The aims of this long term strategy have evolved suitably in response to national educational priorities and the challenges of the pandemic.

Strong strategic leadership has ensured that the Cardiff Commitment priorities align closely with regional goals through the work of the Cardiff Capital Region Skills Partnership. This has produced an effective, cohesive strategy that benefits young people. The governance framework supports the integration of the Cardiff Commitment priorities across the council's directorates and has improved officers' understanding of the skills requirements of employers, particularly in new growth sectors such as cyber security. The Cardiff Commitment team holds useful training

events for partners that helps to develop their understanding of the barriers and challenges young people face, particularly in the city's most disadvantaged communities.

Importantly, the Cardiff Commitment operational steering group maintain good oversight of progress against the priorities. Their operational leadership is strong and the reach of their work is extensive. Partners and schools value their expertise and support. Leading by example, the local authority's internal services work together successfully to provide numerous valuable opportunities for young people, such as apprenticeships, work experience, volunteering, traineeships and jobs.

The local authority communicates very successfully with schools, young people and partners, through media including a dedicated Cardiff Commitment website, the 'What's next?' platform, social media pages and frequent newsletters. This enables officers to make schools and other providers aware of the breadth of opportunities available to young people and to broker partnerships that meet schools' individual needs. Initiatives, such as 'Open your eyes' weeks, have supported senior leaders and staff in schools to develop their knowledge of the skills employers are looking for, as well as providing primary-aged pupils with valuable insight into a wide range of careers and further learning.

Despite this approach being relatively new, the school business forum is already making a difference to pupils in secondary schools. Termly strategic meetings between employers and senior school leaders direct this work successfully. They identify suitable learning pathways and embed worthwhile careers and work related experiences within the curriculum. Less well developed are the local authority's processes for ensuring that consortium improvement partners support and challenge schools about those pupils at risk of not being in education, employment or training and are fully aware of and support the Cardiff Commitment.

A healthy culture of discussion and reflection between various partners at different levels of the work provides useful feedback that informs effective planning for improvement. For instance, focus groups held with groups of learners, such as those who are educated other than at school, have helped the local authority to understand better how to tailor experiences to their needs. The partnership also benefits from intelligence gathered about the labour market in Cardiff by the Economic Development directorate to target resources and ensure projects are relevant for young people.

Improvements to the identification and tracking of pre-16 learners identified as vulnerable, those leaving Year 11 and post-16 young people mean that the local authority and its partners are better placed to provide timely and individualised support. For example, the weekly multi-agency transition forum uses this information well to address the enhanced needs of young people with additional learning needs. In particular, youth mentors play a strong role in supporting their transition to Cardiff and Vale College.

The local authority understands that the increasing scale of partners and opportunities available through the Cardiff Commitment, coupled with the impact of the pandemic, poses challenges for the strategic management of this aspect of its work. Officers recognise the need to review provision to ensure that vulnerable

learners who are at greatest risk of not progressing into or sustaining a post-16 destination benefit from the support and opportunities offered. They have also identified the need to ensure an equitable and appropriately tailored offer for Welsh-medium schools, special schools and the pupil referral unit through the Cardiff Commitment.

Over time, the local authority has been highly effective in co-ordinating young people's access to careers advice, work-related experiences and learning pathways through successful partnership working between education providers, and public, private and third sectors. This has been instrumental in raising aspirations for children and young people across the city.

Despite the COVID-19 pandemic the local authority's strengthened focus on post-16 transition through the work of the Cardiff Commitment has continued to have a positive impact for most learners in supporting them into education, employment and training.

How well does the local authority meet the educational needs of children and young people who have English and Welsh as an additional language?

The local authority has a well-established Ethnic Minority and Traveller Achievement Service team that oversees support for pupils who have English or Welsh as an additional language. The service has adapted its priorities appropriately over recent years to help address the changing pattern of support needed by schools, pupils and their communities. Officers facilitate regular opportunities to share effective practice with other local authorities across Wales and the rest of the United Kingdom and use beneficial ideas from others to strengthen their work. For example, officers have adapted strong provision in family engagement, used in another Welsh local authority, to strengthen their advice to schools in this area.

The local authority distributes grant funding to schools based on the annual 'Needs Assessment' survey of pupils' language acquisition. It allocates nearly all of the grant directly to schools to enable them to choose how to support their pupils. Schools consider this a beneficial way of distributing funding, and it enables them to employ staff to provide bespoke support for pupils in their specific communities. The local authority uses the remaining grant to centrally fund a small team of professionals including 'Closing the Gap' officers assigned to each part of the city. One of these officers works predominantly with Welsh-medium schools to oversee their provision for pupils who have Welsh as an additional language. The team responds rapidly if a school is in need of immediate support. For example, when one primary school received a large number of Chinese pupils, the central team supported the school to find volunteers to work with these pupils in their home language. Overall, schools feel that the work of the central team is highly successful in helping them to support pupils and staff effectively.

The local authority provides helpful guidance and support schools about how to use their grant funding. However, the local authority does not routinely monitor how all schools spend their grant and its overall impact on improving pupils' outcomes and wellbeing.

The local authority's provision to support pupils new to Welsh-medium education is effective. Nearly all pupils who attend the local authority's two Welsh-medium immersion units, one primary and one secondary, make good progress in becoming confident in their use of Welsh. As a result, after an appropriate period of time in a unit, these pupils access the mainstream Welsh-medium curriculum successfully. The local authority uses the provision as additional support for pupils in Welsh-medium schools who have been negatively affected by periods of lockdown to help improve their Welsh language skills.

Officers organise regular training events for school staff on relevant themes, for example on re-engaging with pupils who have English as an additional language after lockdown and supporting the wellbeing of asylum seekers, refugees and new arrivals. They use these events to facilitate the sharing of good practice by inviting schools to showcase their work.

As a result of this strong support and practice, many pupils who have English as an additional language achieve well when compared to their peers, particularly by the end of key stage 4.

The local authority provides a high level of support for asylum seekers and refugees who arrive in the area. This includes providing highly effective support for the educational needs of newly arrived children by swiftly arranging learning opportunities for them. For example, within two weeks of their recent arrival in the city, officers co-ordinated teaching for large groups of children from Afghanistan. This includes refugees who are being accommodated in Cardiff before their dispersal to other parts of Wales. The local authority is working with local primary and secondary schools to release teachers who speak relevant languages to support these pupils. This support is provided either at its accommodation or in the school setting where it is possible to do so.

How well do education services work with other directorates and partners to provide support to improve the education outcomes and wellbeing of children who are looked after?

The evaluations in this section of the report provide a context by reporting on outcomes before the pandemic or relate to more recent outcomes where the evidence base is valid and reliable.

The number of children who are looked after by the local authority has increased year-on-year for at least the past seven years. The majority are educated in Cardiff schools or other providers within the local authority. The local authority has strengthened its systems for capturing the end of key stage education performance information. Over time the performance of children who are looked after has generally improved but is more variable for pupils at key stage 4 and significantly lower than children who are not looked after.

The recently revised corporate parenting strategy provides a clear framework for work between directorates in the local authority and partners. Importantly, children and young people shared their views, worries and aspirations for the future. As a result, the strategy focuses on five key issues that directly impact on children and young people who are looked after. These include, for example, improving the

emotional wellbeing and physical health of children who are looked after, improving their educational achievement, employment and training, and providing them with comfortable, safe and stable homes.

The local authority works well with other directorates and partners to provide support for children who are looked after. The corporate parenting strategy is supported by a comprehensive action plan, which clearly outlines the responsibilities across directorates such as education, housing and children's services and partner agencies including Cardiff and Vale University Health Board and South Wales Police. Elected members have recently received an update on activity that relates to the priorities in the strategy. However, this generally relates to activity undertaken and the direct impact on children who are looked after is not always clear.

The local authority has very recently established the corporate parenting operational group. The aim of this group is to provide multi-agency, multi-disciplinary solutions to the identified priorities in the corporate parenting strategy. Local authority officers from education and children's services meet at least monthly and discuss key areas of work including individual cases. Importantly, they provide elected members with regular updates on the different aspects of their work and signal to members both existing and future service pressures. The creation of the performance dashboard has assisted officers in this. Elected members understand their corporate parenting role and discharge this duty effectively.

The education directorate has recently taken responsibility for the completion of personal education plans and this has significantly increased the rate of their completion. However, the local authority does not systematically capture and evaluate learner wellbeing and progression data. Similarly, whilst the local authority works closely with the regional consortium regarding the allocation of the pupil development grant for children who are looked after, the local authority does not evaluate the overall quality of planning and impact of the use of the grant.

The local authority celebrates the individual successes of children and young people through the Bright Sparks Awards. This is an inclusive, child-centred event that involves children and young people from a range of provision including out of county providers.

The local authority has recently created additional staffing capacity and appointed four learning mentors to work with children who are coming to the end of their statutory schooling and an inclusion teacher to support the development of individual plans for children with additional learning needs. This builds on support formalised in recent years and captured in team pledges of provision for children who are looked after.

Over time the local authority has developed strong and valued relationships with establishments it commissions to provide education for children who are looked after. The local authority issues providers with a quality assurance framework and has discussions with providers on curriculum provision, planning for pupil progression and self-evaluation. The local authority sets out clearly the range of information it expects providers to report on in relation to education provision and pupil progress. Communication between officers and providers is regular and effective. Generally, officers provide appropriate challenge to changes in provision and in discussing the

outcomes of Estyn visits with providers. In addition to the quality assurance framework, providers benefit from the safeguarding self-evaluation toolkit provided by the local authority. In a very few cases, support from the local authority for children who are looked after and have additional learning needs is not always timely enough. Whilst the local authority works closely with education other than at school providers the recording of systematic monitoring of individual providers is inconsistent.

The local authority has very recently established a residential assessment centre based in Cardiff. Children attend for a short period whilst their health, education and welfare needs are assessed. The intention is that this approach will inform the matching of individuals' needs to future placements. Whilst this is a positive development and signals the intention of the local authority to tailor long-term provision for children who are looked after, the impact of this new provision is not yet established.

How well does the local authority use youth work to support young people?

Cardiff youth service provides high quality provision in prioritised areas of the city that includes a mixture of open access and targeted work. Young people, in the areas served, are at the heart of service development.

The service works with six partner youth and community work providers which enhances the offer to young people. There is a wide variety of provision which meets key local and national priority areas for youth work. For example, youth mentors work in secondary schools and support those pupils at risk of becoming not engaged in employment, training, or employment. In addition, the youth service provides support for young people that are homeless. Support for young people's emotional health and wellbeing is particularly strong.

Youth workers are adaptable, resourceful and well qualified for the wide variety of roles they carry out. There is strong and well-established partnership working such as with youth justice, social services, and through the development of youth action groups.

Youth workers provided a high level of support to young people and to education services during lockdowns. They worked alongside other colleagues to provide valuable support to young people identified as likely to benefit from school-based hub provision. Where appropriate, youth workers carried out controlled home visits and delivered more than two thousand food parcels to families. The youth service was agile in adapting its provision to better meet the needs of young people. When youth centres closed, youth workers undertook outreach work and teams assisted in managing incidents involving gangs of young people.

Over the last 12 months the youth service has developed an innovative digital youth work offer, which is delivering effective youth work to a broader range of young people in the city. This work is led by young people who worked effectively with youth workers and web developers to create a bespoke young person friendly website for the youth service. They collaborated with partners and determined the content and most appropriate digital platform for online activities. The local authority has recognised the value of this approach and has plans to further develop this aspect of youth work provision.

Young people from disadvantaged areas of the city are targeted effectively. However, the service offers limited access to young people from a wider socio-economic background from across the city. As a result, all young people do not have the same opportunities to benefit from youth service provision or the support that youth workers provide.

Youth work services are highly valued by those who receive them. Generally, too many school leaders, governors and wider partners do not understand the full extent and potential of this work in supporting all young people.

There are good examples of individuals using the Welsh language with young people as part of the youth work offer. However, the local authority does not make effective use of Welsh-speaking staff to enrich and widen the youth service offer. Overall, there is an insufficient proactive offer for young people to engage with the Welsh language and open access youth work through the medium of Welsh is not integrated well within mainstream provision.

The council has recently directed additional funding to support various initiatives to engage with young people and improve their health and well-being in response to the pandemic. However, the future sustainability of these initiatives is uncertain due to the reliance on limited term grant funding from external sources.

Leaders have a secure understanding of provision. Arrangements for quality assuring service provision are effective. Strategic plans for the youth service align well with council priorities and reflect the council's commitment to a child friendly city. In addition, members of Cardiff Youth Forum sit on a number of scrutiny committees.

Leadership and management

Senior leaders in Cardiff share a bold and ambitious vision for all learners and clearly communicate that 'education is everybody's business' in the 'Capital Ambition'. Through the 'Capital Ambition', the leader of the council, cabinet member and chief executive set out high expectations for officers, schools and other providers with due regard for the Wellbeing of Future Generations Act. A notable strength of the local authority is the work with partners both within and beyond the council in delivering key strategies effectively, including the Cardiff Commitment. The director of education supports fully the 'Cardiff 2030' strategic vision and priorities, and the drive towards the Child Friendly City strategy. Corporate ambitions inform relevantly the work of the education team, along with specific priorities identified within the directorate.

The children and young people's scrutiny committee provides strong and timely scrutiny on a number of relevant issues facing education in the local authority, including sensitive school organisation proposals and a range of school support services. Officers, and invited partners, provide clear and useful reports to the committee. Senior officers assist the committee further by providing clarity and relevant additional information during the meetings and during the pre-scrutiny stage. The scrutiny committee follow up areas of focus in their work programme and write to the cabinet member to express their observations with suitably challenging recommendations. Training for scrutiny members over time has been beneficial and the chair and committee members have accessed useful guidance on their role of

scrutinising and challenging performance or policy. Since 2018, the committee has included a youth forum representative who brings a helpful viewpoint to scrutiny discussions. During the pandemic the chair of the children and young people's scrutiny committee worked effectively with the four other scrutiny chairs, ensuring that education was at the heart of critical decision-making related to COVID-19.

The strong commitment of elected members and officers at all levels to supporting young people and their families is highly evident. The assistant director for education and his counterpart with responsibility for health and safety aligned their work effectively throughout the pandemic. Consequently, they are now able to respond swiftly to the needs of schools and other providers as the COVID-19 situation changes. This support is very well regarded by school and setting leaders. Over this period, officers have developed stronger and more collaborative relationships with school leaders. Through this work they have engendered trust, providing a sound basis for purposeful collaborative improvement work in the future.

Senior officers and elected members understand well the broad challenges facing the education service. They recognise it is timely to refresh the ten-year vision "Cardiff 2030", not least because of the changes in education due to the pandemic, and have taken early steps to do so. In the main senior officers hold clear roles and responsibilities linked to activity across the directorate and carry out these functions well. In general, service teams are purposeful and effective when carrying out their work. In a few instances, teams do not gather pertinent information from schools, such as grant funding spends, to evaluate the impact of their work or to amend their team plans relevantly. In a few instances, lines of accountability are not sufficiently clear, for example regarding the strategic leadership of all aspects of Welsh-medium provision and the general development of the Welsh language across Cardiff schools.

There is a strong corporate commitment to open, regular and rigorous self-evaluation to support planning for improvement, and this is evident in the focused approach to self-evaluation of strategic priorities in the education directorate. The directorate's own evaluation of progress against its priorities broadly accords with the findings in this inspection, and this is also reflected in Cardiff's most recent annual wellbeing report.

The local authority has sustained progress in addressing areas for improvement highlighted in Estyn's last inspection work with the local authority 2016.

Since the highly critical inspection of youth justice services in July 2020, the local authority has appointed an external independent chair of the service and increased governance and leadership capacity. The local authority has provided reassurance around the many specific educational issues in relation to supporting children and young people. However, leaders within relevant service areas are not well sighted on these, nor do they have a good enough grasp of the role of the education officer.

Performance management arrangements are appropriate. There is a range of processes in place through the year that ensure that education services, in the main, are monitored closely. For example, issues with the performance of traded services, especially in relation to budget positions, were tabled at an education management team assurance meeting mid-way through the current financial year and actions to

address these issues was discussed. The local authority manages risks well that affect education services, with appropriate escalation and de-escalation to the corporate risk register.

The local authority engages well with stakeholders to inform the evaluation and planning of education services. In particular, the local authority has strengthened the influence of children and young people, especially through its work towards becoming a 'child friendly city'. For example, there are three grand councils every year that bring children and young people together, including those who are vulnerable, from across the city to explore a specific theme. The local authority has trained officers and elected members to understand the rights of children and to take their views into account in decision-making processes. The local authority has adjusted its impact assessments to include a children's rights impact assessment. The education directorate also works effectively with school leaders, governors, other authority services and external partners, and takes good account of their views.

The quality of evaluation at service or team level is too variable. Responsible officers do not always consider the full range of information relevant to their services or are not sharp enough in their evaluations. As a result, officers sometimes do not identify areas for improvement. For example, officers have not evaluated partnership work with the regional consortium with sufficient rigour to ensure it meets the precise requirements of the local authority well enough, or challenged robustly the impact of this work over time. Another example is that, although outcomes from the school-based counselling service have been weak for several years, this is not picked up in self-evaluation or highlighted as an area for improvement.

The local authority has well-established performance management arrangements for staff. These focus appropriately on corporate, directorate and team priorities. In addition, they duly consider the professional learning objectives of officers. The council has mandated that all officers undertake e-learning in topical and important issues such as domestic abuse and sexual violence, children's rights and Welsh language awareness. Cardiff Council's academy provides a range of useful opportunities for staff from across the organisation to develop their skills in, for example British sign language, mentoring young people and accredited courses in leadership. In addition, and where appropriate, bespoke professional learning is commissioned, for example on specific aspects of additional learning needs. Drop-in sessions, facilitated by senior leaders, have been used to good effect to keep all staff appraised of strategic and operational developments over the period of the pandemic.

Despite a rich professional learning offer being available for staff the systematic tracking and reporting on the impact of these opportunities is under-developed. As a result, senior leaders do not have a good enough understanding of the impact of professional learning on individuals or service areas.

The safeguarding of children and young people is a high priority across all education departments. There is a strong corporate understanding that safeguarding is everybody's concern, and this is reflected in the local authority's policies and practices. The local authority has a robust quality assurance process for corporate safeguarding. All departments undertake an annual safeguarding self-evaluation and from this create their action plans for improvement.

Safeguarding officers provide schools and other providers with a high level of support including training for designated safeguarding persons and governors, and regular written updates. They respond quickly to address concerns from practitioners. In addition, the work of the Cardiff multi-agency safeguarding hub (MASH) is effective in providing schools with support and in dealing with concerns. The work of the Prevent team is particularly valuable in providing schools with training and ongoing support to help recognise if children and young people are being drawn into extremism or radicalisation.

The recently introduced local authority funded online package to record safeguarding concerns is now used in all schools, the youth service and providers of education other than at school (EOTAS) within the local authority. This system is beginning to deliver a more consistent approach to the recording and sharing of safeguarding information.

Currently the local authority does not collect data from all schools on important issues such as allegations of bullying and positive handling and as a result, officers are not able to analyse or address trends.

The Council's allocation of resources reflects the priority afforded to education services. The local authority spends above the indicator based assessment for education services and has increased and protected schools' budgets against a backdrop of financial pressures across the council. The local authority also has a significant capital programme in relation to schools both in terms of new school builds and investment in its existing schools' estate. The local authority delegates the highest proportion of its education budget to schools of any council in Wales and has a comprehensive range of service level agreements in place with a large uptake of the services provided by schools.

Overall, the education budget is projected to overspend at the end of 2021-2022 by £1m and the local authority recognises that there has been a growing reliance in some schools and some Education Directorate teams on external grant funding, surplus balances or Covid Hardship Funding to maintain spending and staffing levels.

Schools' balances overall significantly increased over the 2020-2021 financial year, although this was largely due to additional funding being received from Welsh Government. Despite this additional funding, two schools remained in a deficit position at the end of the 2020-2021 financial year and four schools have set a deficit budget for 2021-2022.

The local authority has arrangements in place to work with the schools in deficit and has intervened appropriately. This action included removing the delegated budget from a secondary school and the subsequent re-introduction of the delegated budget following support from the council.

The local authority works well with the school budget forum in a transparent manner. The local authority has established task and finish groups involving schools' representatives to consider the schools funding formula and how medium term financial planning of schools can be strengthened. The task groups are due to discuss their findings and recommendations with the school budget forum.

The local authority recognises a number of key financial challenges due in part to the COVID-19 pandemic and is taking appropriate action. These include the need to strengthen the sustainability of traded services and review the business models for specialist additional learning needs services, educational psychology services, school meals and music tuition.

Evidence base of the report

Before the inspection, inspectors:

- consult the local authority on the local inspection questions to be used during the inspection, based on the authority's self-evaluation, strategic plans and relevant data held by Estyn
- analyse the outcomes from open questionnaires, including the views of learners, parents, school staff and governors, local authority staff, regional consortium staff, elected members and general public
- carry out a preliminary visit to the local authority to meet with a range of relevant partners to education services, such as learner representatives, headteachers and governors, and leaders from statutory and third sector agencies working with children and young people

During the inspection, inspectors normally:

- meet with the leader of the council, elected members responsible for education services, elected members responsible for the scrutiny of education services, the chief executive, the director of education, other leaders and managers in education services, other relevant staff in the local authority, the managing director of the regional consortium for school improvement and other relevant staff from the regional consortium
- look closely at the local authority's self-evaluation processes
- consider the local authority's strategic and operational plans for improvement
- scrutinise a variety of documents, including information on learner outcomes, information on the performance of schools and other education settings, including information from the regional consortium for school improvement, minutes from a range of meetings, reports presented to council or scrutiny, information relating to the safeguarding of learners and any other information relevant to the local authority's education services held by Estyn

After the on-site inspection and before the publication of the report, Estyn:

- review the findings of the inspection alongside the supporting evidence from the inspection team in order to validate, moderate and ensure the quality of the inspection
- provide a draft copy of the report for the local authority to note any concerns with factual accuracy, and made amendments where necessary

Copies of the report

Copies of this report are available from the local authority and from the Estyn website (www.estyn.gov.wales)

The report was produced in accordance with Section 38 of the Education Act 1997, the Children Act 2004 and the Learning and Skills Act 2000.

Every possible care has been taken to ensure that the information in this document is accurate at the time of going to press. Any enquiries or comments regarding this document/publication should be addressed to:

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Publication date: 09/02/2022

**CARDIFF COUNCIL
CYNGOR CAERDYDD**



CABINET MEETING: 24 FEBRUARY 2022

BUDGET MONITORING - MONTH 9 REPORT 2021/22

**FINANCE, MODERNISATION & PERFORMANCE (COUNCILLOR
CHRIS WEAVER)**

AGENDA ITEM: 7

Reason for this Report

1. To provide the Cabinet with details of the financial monitoring position for the Council as projected at the end of December 2021 (Month 9), adjusted for any significant movements since that date, compared with the budget approved on the 4th March 2021. This report includes an assessment of the ongoing financial impact arising from the response to the COVID-19 crisis and the level of financial support provided by Welsh Government.

Background

2. Uncertainty remains regarding the future operation of services as this Council responds to the pandemic. This monitoring report will continue to set out the pressures arising from responding to the crisis separately from those relating to operational service delivery. As such, the first part of the report addresses the financial impact of the crisis, both in terms of additional expenditure and reduced income generation, as well as the Welsh Government (WG) funding response to this. The report then provides details of the overall revenue position, including any unfunded impacts of COVID-19 and any emerging operational issues that have arisen for reasons other than the pandemic. An outline of the actions taken by the Council in response to the emerging financial position is then provided, followed by an update on the position in relation to the Capital Programme.

Issues

COVID-19 Financial Impact

3. The ongoing COVID-19 pandemic continues to have a significant financial impact on the Council. This is evidenced through both additional expenditure pressures and reduced income generation across services as the incidence of Covid cases fluctuates and any interventions determined by the Welsh Government (WG) are adopted. The additional expenditure pressures have varied in nature but have included both the need to change the way services are delivered and the requirement to react to additional and different demand pressures being faced. In relation to income, losses have been experienced in

several directorates and are being continually tracked in terms of delivering against the income levels budgeted for in year.

4. In response to these financial pressures, WG has continued to support COVID-19 impacts this year and has committed to continue funding arrangements across Wales for the remainder of 2021/22 in areas where the pandemic continues to demand additional expenditure or result in lost income. This funding commitment is intended to cover the remainder of this financial year but with an understanding that some services will be presumed to require less financial support as the impact reduces. However, at the end of Month 9, the reintroduction of some interventions will have an impact on some services particularly those related to income generation. To reflect the changing levels of Covid, local authorities have been required to submit monthly expenditure claims and quarterly income claims.
5. This financial year to date, the Council has submitted expenditure claims to WG totalling £21.252 million, with the table below providing an overview of claims made to December.

Expenditure claimed by Month	Apr - Sept - £'000	Oct - £'000	Nov - £'000	Dec - £'000	Total - £'000
Adult Services	6,581	741	671	435	8,428
Childrens Services	1,145	234	233	199	1,811
Infection Control	336	68	71	101	576
Free School Meals	2,525	294	22	626	3,467
Homelessness	412	51	476	39	978
Self-Isolation Payments	1,057	526	835	759	3,177
Delegated Schools	1,153	310	419	277	2,159
Other	573	-10	43	50	656
Total	13,782	2,214	2,770	2,486	21,252

6. The table below provides an overview of the status of claims to December 2021, showing the amounts reimbursed by WG to date.

Expense Claims	Claimed - £'000	Reimbursed - £'000	Held - £'000	Disallowed - £'000
Adult Services	8,428	8,090	338	0
Childrens Services	1,811	1,811	0	0
Infection Control	576	576	0	0
Free School Meals	3,467	3,467	0	0
Homelessness	978	867	111	0
Self-Isolation Payments	3,177	3,177	0	0
Delegated Schools	2,159	2,159	0	0
Other Spend	656	587	52	17
Total	21,252	20,734	501	17

7. Adult Services continues to be a significant recipient of Hardship Support with the majority of COVID-19 related expenditure within this service taking the form

of financial support to Providers. WG have recently issued guidance which sets out revised arrangements for Provider support until the end of this financial year. As previously reported last year, there are delays in approval on free school meals provision but there are no concerns that the payments will not be agreed. As in previous months, it should be noted that some items have been retrospectively withdrawn from the Council's claim, because alternative funding sources have become available.

8. In addition to the expenditure claims submitted between April and December, the Council has submitted three claims for lost income, net of any expenditure savings made. Currently £10.918 million has been reimbursed from claims of £12.955 million for the first three quarters up to December 2021. All claims contained information on any income that may have been delayed in its receipt, but not permanently lost.
9. The table below provides an overview of the status of the Q1 and Q2 income claim, alongside the claims for Q3 including details of the most significant income losses experienced. As reported previously, the majority of the Q1 claim was agreed. Those areas that are identified as held require additional supporting information and / or will be considered later in the year.

	Claimed £000	Reimbursed £000	Held £000
Parking	-1,144	-1,144	0
Property	-756	-756	0
Schools Income	-261	-261	0
Schools Catering	-2,112	-968	-1,144
Sport & Leisure	-3,165	-2,326	-839
Venues	-3,662	-3,662	0
Other	-1,855	-1,801	-54
Total	-12,955	-10,918	-2,037

10. As reported previously, any additional expenditure or income losses that the WG has decided not to fund will need to be met from existing Council resources and the relevant amounts reflected within the projected directorate outturn positions that are outlined later in the report. As the year progresses and the amount of reimbursement is known there is an opportunity to reduce the level of risk that significant amounts of Hardship claims will not be successfully reimbursed.

Revenue Position

11. The overall revenue position reported in the paragraphs that follow comprises projected variances that have arisen irrespective of the pandemic, combined with COVID-19 related items of additional expenditure or lost income that WG have indicated will not be funded through the COVID-19 Hardship Fund. In addition, these variances include shortfalls against 2021/22 budget savings proposals and any savings or efficiencies that have been identified during the year.

12. The overall monitoring position, as at Month 9, reflects a total projected net annual Council overspend of £101,000. This position is detailed in Appendix 1 and includes a total directorate net overspend of £2.701 million and a projected overspend of £400,000 in relation to Capital Financing, partially offset by the £3 million general contingency budget.
13. The table below provides a summary of the overall position and outlines the component parts of each directorate's total variance.

Directorate	(£000)
Corporate Management	0
Economic Development:	
Economic Development	680
Recycling & Neighbourhood	0
Education & Lifelong Learning	948
People & Communities:	
Housing, & Communities	(528)
Performance & Partnerships	0
Adult Services	(100)
Children's Services	950
Planning, Transport & Environment	165
Resources:	
Governance & Legal Services	586
Resources	0
Total Directorate Position	2,701
Capital Financing	400
General Contingency	(3,000)
Summary Revenue Account	0
Total Council Position	101

14. From the table above, it is clear that there continues to be pressure evident in Children's Services, Economic Development and Education & Lifelong Learning.
15. The specific overspends and underspends within each directorate's position are outlined in more detail within Appendix 2. However, the main pressures continue to relate to the additional cost and number of residential and internal fostering placements within Children's Services. In addition, Education is experiencing pressures in relation to both Out of County Placements, in terms of cost of individual placements and the overall number of pupils requiring specialist provision; and underlying pressures evident within School Transport due to the number of pupils with additional learning needs requiring transport. The Economic Development position highlights primarily the level of uncertainty facing income generating services and the level of risk if WG are not able to support fully the impact on services.
16. As well as these specific pressures, there are pressures in directorates arising from not being able to fully deliver the savings proposals agreed as part of the 2021/22 budget. As outlined in Appendix 3, there is an overall projected shortfall of £673,000 (12%) against the target of £5.554 million. For those 2020/21 savings proposals, the position is that 65% of the savings have been achieved

against the £2.147 million carried forward with the remaining proposals being predominantly income related and have faced uncertainty in this current year.

17. The Capital Financing outturn is forecast to be £400,000 over budget which is an increase on the position reported in Month 6. This budget supports the Council's Capital Programme and treasury management activities, including external interest payable, prudent provision for the repayment of any debt in line with Council policy, as well as interest earned on temporary investments. The position against the budget is impacted on by a number of variables which may change during the course of the year such as interest rates, the level of investment balances, share of interest chargeable to the Housing Revenue Account (HRA), the need for and timing of external borrowing, as well as performance in achieving capital expenditure projections. Whilst there are delays in some capital projects resulting in a lower borrowing requirement during the year, factors combining in determining the current projection include the HRA picking up a lower share of overall external interest costs, lower levels of interest recoverable from directorates in relation to invest to save schemes expected to be completed during 2021/22 and a higher provision for prudent repayment of historic capital expenditure than assumed for 2021/22
18. A balanced position is being reported in relation to Council Tax Collection. Performance to date suggests that collection rates are at least comparable to 2020/21, although they are down against the in year target, offset by a positive tax base position. A prudent view has been adopted in respect of the amount yet to be collected.
19. In addition to the general fund directorate positions, ring-fenced and grant funded accounts are outlined in more detail as part of Appendix 2. In summary, the position on the Housing Revenue Account (HRA) is projecting a balanced position with any capital financing cost savings being used to improve the ability to deal with future budget pressures including capital works postponed to future years and to provide more flexibility for any unavoidable commitments in the new financial year. The Civil Parking Enforcement position reflects an in-year surplus of £2.758 million compared to the budgeted surplus of £3.741million. The Harbour Authority is projecting a balanced position.

Response to the Emerging Financial Position

20. As outlined earlier in this report, the financial and economic impact of the pandemic will remain with local authorities for the foreseeable future. There remains a continued need to ensure mitigations are put in place where service demand pressures are identified and do not return to anticipated levels, particularly with respect to income generating services. This combined with the changing nature of support from WG, and the cessation of the Job Retention Scheme highlights the continuing need to ensure that budgets remain tightly managed.

Capital

21. The Council in March 2021 approved a new Capital Programme of £244.353 million for 2021/22 and an indicative programme to 2025/26. The budget for the General Fund and Public Housing has since been adjusted to £287.482 million

to include actual slippage reported at outturn, incorporation of new grant approvals and confirmation of actual grant awards.

22. The sections below indicate a forecast position for 2021/22 for the General Fund and Public Housing.

General Fund

23. The projected outturn for the year is currently £174.340 million against a total programme of £200.742 million with a variance of £26.402 million, which is predominantly slippage. Expenditure at the end of Month 9 was £100.294 million which represents 58% of the projected outturn spent during the first three quarters of the financial year, however there are several large expenditure items which are subject to progress during the latter part of the year.

Capital Schemes Update

24. Delivery of capital projects is complex, may span several years and is influenced by external and internal factors such as weather, statutory and non-statutory approval processes. Directorates continue to be reminded of the need to set achievable profiles of expenditure and to identify slippage at an early stage.
25. The impact of COVID-19 on the programme has been dependent on the nature of the works being undertaken. In addition, inflation and supply chain challenges represent a significant delivery challenge to projects.
26. Utilising grants bid for and awarded in approved timescales is a risk to be managed by directorates in the remainder of the year. Consideration of switching of Council resources and early discussion with grant funding bodies should be undertaken to ensure that approved grants can be utilised in full.
27. Further detail on progress against significant capital schemes included in the programme is included in Appendices 4 and 5 to this report.

Capital Receipts

28. The Capital Programme approved by Council in February 2018 set a target for non-earmarked General Fund Capital receipts of £40 million, with a subsequent increase of £1 million to this target in 2019/20, after making a deduction for eligible revenue costs of disposal. Up to 31 March 2021, a total of £7.861 million has been received against the overall receipts target.
29. The corporate property strategy considered by Cabinet in December 2021 provided an update on the receipts target. External receipts and land appropriations towards the target to date total £688,000, with disposal of land at St Mellons, to Linc Cymru Housing Association to take place in the last quarter along with remaining land appropriations to support the development of affordable housing.
30. Other land appropriations during 2021/22 to the Housing Revenue Account (HRA) include the former Michaelston school site, which was originally anticipated to be appropriated in 2019/20 and land at James Street. Where sites

are to be appropriated to the HRA, this needs to be within the approved budget framework for the HRA and based on an agreed independent valuation and housing viability assessment.

31. The Capital investment programme for 2021/22 also includes several major development projects which assume that capital receipts are earmarked to pay towards expenditure incurred on those projects. Examples include the land acquisition at the International Sports Village and commitments agreed as part of proposals in respect to Llanrumney Development. Expenditure incurred in advance of realisation of receipts represents a risk of both abortive costs and to the level of borrowing and should only be incurred as part of an approved business case and with Cabinet approval.

Public Housing (Housing Revenue Account)

32. The initial programme for 2021/22 was £86.740 million, with a projected variance of £26.800 million identified.
33. The estate regeneration budget of £3.150 million tackles issues of community safety, defensible space, waste storage and courtyard improvements to blocks of flats. Expenditure for the year includes projects at the Roundwood Estate, Arnold Avenue/Bronte Crescent, Pennsylvania Avenue and Trowbridge Green in addition to the Column Road refurbishment as well as improvements to various garage sites.
34. In respect of planned investment on Council dwellings, the initial budget assumption was £19.250 million. Expenditure is projected to be £16.160 million, with £10.010 million of this spent to date allowing the Major Repairs Allowance grant allocation for 2021/22 of £9.557 to be claimed in full by the third quarter. Areas of expenditure forecast during the year include replacement boilers (£1 million), door and window replacements (£1.200 million) and roof works to both houses and flats (£2.500 million). Slippage of £3.090 million is currently anticipated primarily in relation to flat and house roofs, works to BISF houses and front door upgrades to flats. The delays in relation to COVID-19 and restricted access into houses has also meant slippage on planned kitchen and bathroom works. Furthermore, new legislation released in December 2020 regarding cladding testing, changes in scope, duration, and market conditions for a scheme at Lydstep high-rise blocks has meant that the major work scheme has been delayed by circa six months. Subject to finalisation of contract terms, mobilisation is however likely to take place this financial year.
35. The budget for disabled adaptations for public housing is £3.350 million but expenditure during the year is forecast to be £2.500 million. During 2020/21, COVID-19 caused delays as access was not permitted into homes for work to be carried out. Work is now continuing to catch up with demand but the expected underspend during the year is largely due to reduced staff capacity and materials.
36. Expenditure on the development of new housing over several sites during the year is estimated to cost £38.630 million in total. This includes the completion of the phase one Cardiff Living sites and the commencement on Cardiff Living phase two and three sites. Following completion of works at Llandudno Road,

only one scheme remains in progress for Phase 1 of Cardiff Living: The PassivHaus scheme at Highfields which is expected to complete in the autumn of 2022. Public consultation will begin towards the end of this summer on the Caldicot Road/Narberth Road site through Cardiff Living which will deliver in the region of 75 mixed tenure homes for local people. The early-stage master-planning is well underway on the proposed older person/wellbeing village on the former Michaelston College site which will deliver in the region of 250 new homes and a wide range of public buildings providing a range of facilities for the local community with a focus on older people and health and well-being. Work is well underway for the low-carbon scheme on the Former Rumney High school site and on the former Howardian school site in Penylan, with all private houses released for sale on Howardian phase 1 having sold off-plan.

37. Progress on other development projects outside of Cardiff Living include the conclusion of the tender exercise and award of JCT contracts for the St. Mellon's and Maelfa older person community living buildings which will deliver over 100 older person flats and a range of communal facilities, both of which will commence on-site before the end of the year. The tender process to appoint a developer for 16 new two, three and four bed homes on the former Local Training Enterprise Centre building in St. Mellons has now been completed and the contract has been awarded. Planning permission has been granted for the Channel View masterplan, Riverside/Canton Community Centre and the proposed development of Waungron Road, Llandaff. Phase one of the new older person community living building at Bute Street is due to go to planning committee in February 2022. Work on site commenced in August for the development of 28 one and two bed flats on the former Paddle Steamer pub site in Butetown and the scheme to deliver 16 new council homes at Caldicot Road in Caerau was completed and handed over in September.
38. The Council's housing delivery programme has sought within the challenges of the pandemic to continue to deliver schemes to offer long-term and sustainable housing options for homeless families and single people, several projects were agreed, and external grant funding sought. Two sites were identified to deliver such new-build accommodation, one of which is Hayes Place which completed in February 2021 and provides 19 new modular homes using the Beattie Passive 'Haus4studio' pods. There is also a meanwhile use on part of the Gasworks site, Grangetown which will provide 50 flats as temporary accommodation for homeless families. This is well underway with all the modular units being delivered and craned onto site by the middle of August 2021 and the scheme is projected to handover by April 2022. The Council has purchased the YHA Hostel in Butetown for £6.400 million during the year to continue the provision of further accommodation to tackle homelessness within the city.
39. Further to this, specialist supported accommodation for homelessness at Adams Court is being developed via partners to create an integrated facility of approximately 103 self-contained units with intensive support and an additional 49 flats for longer term more settled accommodation.
40. A shortage of materials and labour supply is being recognised nationally and is a source of concern for the development industry. As a result, the implementation of some schemes has been delayed until early 2022, with

slippage of £22.360 million forecast. The Council continues to seek grants to support the affordability of its development programme, with a range of schemes being successfully approved for Social Housing Grant during the year of £25.540 million up to March 2026.

Reasons for Recommendations

41. To consider the report and the actions therein that form part of the financial monitoring process for 2021/22.

Legal Implications

42. The report is submitted for information as part of the Authority's financial monitoring process. The Council's constitution provides that it is a Council responsibility to set the budget and policy framework and to approve any changes thereto or departures there from. It is a Cabinet responsibility to receive financial forecasts including the medium-term financial strategy and the monitoring of financial information and indicators.

HR Implications

43. There are no HR implications arising from this report.

Property Implications

44. There are no further specific property implications in respect of the Budget Monitoring Month 9 Report. As noted, the Corporate Property Strategy approved at Cabinet in December 2021 set out in detail in year progress against Capital Programme receipts targets and certain anticipated disposals and capital investments. The Covid Pandemic has had an impact on property income and certain transactions and the Strategic Estates team will continue to work closely with Finance to mitigate the impact of these effects on the Budget position as we emerge from the Pandemic restrictions.
45. During the final quarter, the Strategic Estates Department will continue to assist where necessary in supporting delivery in relevant areas such as the Capital Strategy, the Capital Investment Programme and Major Development Projects. Where there are property transactions or valuations required to deliver any proposals, they should be done so in accordance with the Council's Asset Management process and in consultation with Strategic Estates and relevant service areas.

Financial Implications

46. In summary, this report outlines a projected Council overspend of £0.101 million at Month 9 of the 2021/22 financial year. This overspend reflects a net directorate overspend of £2.701 million, coupled with a Capital Financing overspend of £400,000. These overspends are partly offset by the general contingency of £3 million. If an overspend of this level exists at the end of the financial year, it would be offset against the Council Fund Balance.

47. Whilst, to date, the Council has been able to recover the majority of COVID-19 expenditure and income losses from Welsh Government, there has been a level of risk associated with the WG approach to focus on specific areas of hardship only. Whilst it is recognised that there is increased level of clarity of support to the end of the financial year, there has been and will continue to be increased financial stringent challenge from WG in respect to the losses being as a result of the pandemic. This level of risk is evidenced by the scenarios presented in the report, which outline the fact that, based on current estimates, the Council could be exposed to additional expenditure and income impacts. Because of this risk and to ensure that the Council is in a robust position to face the challenges of 2022/23 and the medium term, it is important that directorates continue to focus on their financial positions and ensure that tight financial control is in place over the remainder of this financial year. This will require a continual review of Council-wide issues and regular monitoring of the Council's balance sheet, including the debtors' position and earmarked reserve levels.
48. In relation to the 2021/22 Capital Programme, a variance of £26.402 million is currently projected against the General Fund element which represents a change from the position reported in Month 6 position and is predominantly in relation to slippage against schemes. Whilst maintaining a level similar to that reported in Month 6 position, the Public Housing element of the programme is reporting slippage totalling £26.800 million.
49. The slippage is predominantly due to the challenges of the prevailing economic climate in potentially causing both delays and increased costs. As these issues arise, then consideration is required to ensure that the overall affordability of the capital programme is maintained and assessed for any actions required to be taken. Such risks also need to be monitored in relation to the generation of capital receipts which underpin the overall affordability of the programme.
50. There are large expenditure items planned up to the end of the financial year and it remains critical that directorates ensure that the necessary progress is made against schemes, to ensure that slippage is minimised as much as possible. Due diligence needs to be maintained to ensure that the delay of schemes that rely on external funding does not result in the lost opportunity of accessing those funds due to tight terms and conditions dictating any timelines that must be met.

RECOMMENDATIONS

The Cabinet is recommended to:

1. Note the projected revenue financial outturn based on the projected position at Month 9 of the financial year.
2. Note the capital spend and projected position at Month 9 of the financial year.

SENIOR RESPONSIBLE OFFICER	CHRISTOPHER LEE Corporate Director Resources
	18 February 2022

The following Appendices are attached:

- Appendix 1 – Revenue Position
- Appendix 2 – Directorate Commentaries
- Appendix 3 – 2021/22 Budget Savings Position
- Appendix 4 – Capital Programme
- Appendix 5 – Capital Schemes Update

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Appendix 1

REVENUE MONITORING POSITION 2021/2022 - MONTH 9

Directorate	CASH LIMIT BUDGETS			PROJECTED OUTTURN			VARIANCES		
	Expenditure	Income	Net	Expenditure	Income	Net	Expenditure	Income	Net
	£000	£000	£000	£000	£000	£000	£000	£000	£000
Corporate Management	27,057	(101)	26,956	28,250	(1,294)	26,956	1,193	(1,193)	0
Economic Development	50,213	(42,257)	7,956	50,691	(42,055)	8,636	478	202	680
- Recycling & Neighbourhood Services	41,554	(11,781)	29,773	44,953	(15,180)	29,773	3,399	(3,399)	0
Education & Lifelong Learning	353,276	(58,444)	294,832	357,812	(62,032)	295,780	4,536	(3,588)	948
People & Communities									
- Communities & Housing	266,184	(216,821)	49,363	266,632	(217,797)	48,835	448	(976)	(528)
- Performance & Partnerships	8,738	(5,790)	2,948	8,800	(5,852)	2,948	62	(62)	0
- Social Services - Children's Services	79,013	(8,735)	70,278	84,866	(13,638)	71,228	5,853	(4,903)	950
- Social Services - Adult Services	143,458	(24,202)	119,256	143,959	(24,803)	119,156	501	(601)	(100)
Planning, Transport & Environment	54,401	(48,473)	5,928	55,916	(49,823)	6,093	1,515	(1,350)	165
Resources									
- Governance & Legal Services	7,241	(1,231)	6,010	8,705	(2,109)	6,596	1,464	(878)	586
- Resources	30,864	(16,039)	14,825	31,278	(16,453)	14,825	414	(414)	0
Capital Financing etc.	37,889	(5,453)	32,436	37,779	(4,943)	32,836	(110)	510	400
General Contingency	3,000	0	3,000			0	(3,000)	0	(3,000)
Summary Revenue Account	18,291	0	18,291	18,291	0	18,291	0	0	0
Discretionary Rate Relief	400	0	400	400		400	0	0	0
Sub-Total	1,121,579	(439,327)	682,252	1,138,332	(455,979)	682,353	16,753	(16,652)	101
Council Tax Collection	0	0	0	0	0	0	0	0	0
Total	1,121,579	(439,327)	682,252	1,138,332	(455,979)	682,353	16,753	(16,652)	101

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Appendix 2 – Directorate Commentaries

Corporate Management Balanced

1. The overall position for Corporate Management is a balanced position and the 2021/22 savings target of £63,000, in relation to past service pension contributions, is currently projected to be achieved in full.

Economic Development +£680,000

2. The Economic Development Directorate is forecasting a £680,000 overspend against the net controllable budget of £7.956 million; an improvement of £148,000 compared to the month 6 report. Changes in assumptions regarding the potential loss of income recovery as part of the claims to WG are partly offset by other increased spends above budget.
3. In previous forecasts, it had been assumed income losses and additional spend directly linked to Covid 19 would be fully reimbursed from the WG Hardship Fund for quarters 1 and 2, whilst only 75% of income losses would be reclaimable in quarters 3 and 4. Current forecasts are based on the more optimistic assumption that claims may be fully reimbursed for October to March. This is still subject to review and agreement by WG and any change will significantly impact on the position.
4. Culture Venues and Events are reporting a potential underspend of £128,000 predicated on full recovery of increased net income losses across the venues and functions estimated at £5.46 million. The surplus relates to part year vacancy savings, underspends within Commercial Activities and cost savings within the Events function.
5. The Sport, Leisure and Development function is now projecting a potential overspend of £222,000. There are outstanding approvals for income loss reimbursement in relation to supplier relief and capital charges. This position takes the cautious approach that these may not be approved. The rest of the division reports a balanced position on the assumption that net income losses and unfunded supplier relief payments in the region of £3.816 million will be fully reimbursed.
6. A £24,000 underspend on supplies and services is reported for Service Management and Support. The Parks division is reporting a potential £51,000 surplus with staff vacancies partly offset by increased vehicle charges.
7. Facilities Management is reporting an improved potential underspend of £87,000 due to reduced expenditure on cleaning and utilities and an improved income forecast for Building Services. These are partly offset by a deficit within Pest Control. Health & Safety are reporting an overspend of £33,000 with an unachieved vacancy provision and income below target (relating to asbestos training not possible due to COVID restrictions).

8. The Project Design and Development service forecasts a trading deficit of £210,000 in line with a detailed review of existing schemes and projects to financial year end and an analysis of projects on hold and at risk. In addition, an increased £284,000 overspend is forecast for the Major Projects division for unbudgeted spend above budget in respect to various projects.
9. Property Services are reporting an increased overspend of £442,000. As previously reported, the position includes delays in a number of property transactions that were previously assumed to be completed by the end of the financial year. The change in the forecast reflects the inclusion of a prudent 10% bad debt provision for rental income assumed to be deferred but considered high risk due to the ongoing impact of Covid on tenants and related businesses. This forecast also includes vacancy savings offset by overspends in relation to disposals and shortfalls against related income targets for the Old Library.
10. The Business and Investment functions are reporting a potential surplus of £126,000 due to an improved position on advertising income.
11. The 2021-22 savings target for Economic Development is £916,000. Savings of £686,000 have been identified as achievable, leaving a balance of £230,000 considered unachievable by financial year end. This potential shortfall relates to savings in respect to St David's Hall and cost reductions across all expenditure headings – £200,000 and cost efficiencies at the Cardiff Castle Café (£30,000). Enforced closure of both venues as a result of the pandemic and related restrictions has impacted throughout the year and has resulted in these targets being considered unachievable.

Education & Lifelong Learning +£948,000

12. The Month nine position for the Education & Lifelong Learning directorate reflects an overspend of £948,000. The main pressures within the position include: Achievement, £537,000 overspent due to income targets yet to be achieved in Client Services and an overspend on Youth Services due to employee costs no longer covered by grant funding. Education Other than At School, £283,000 overspent as a result of non-recoupable teacher costs due to pupils with Statements of SEN being placed on the community teaching program instead of special school provision. In addition, Schools Transport £504,000 overspend due to the cost of additional routes since the start of the school year and projected uplift requests in relation to price increases as a result of staff retention and inflationary cost rises.
13. Partially offsetting this overspend are savings within Out of County Placements (£137,000) due to a balance of additional funding and the managing of placements and an underspend in Non-delegated Schools (£402,000) in relation to budget held for redundancies unlikely to be utilised this financial year.

14. Traded Services is projected to be a balanced position on the assumption that 100% of the WG lost income funding will be awarded in respect of Catering Services. A balanced position is being projected for the Music Service due to covid loss of income funding, alongside additional Welsh Government grant received for this year only.
15. The 2021-22 savings target for Education is £288,000. Savings of £228,000 have been identified as achievable, leaving a balance of £60,000 considered unachievable by financial year-end. This potential shortfall relates to a saving proposal on business support changes with other mitigations being explored.

Housing & Communities (£528,000)

16. The Housing & Communities directorate is reporting an overall underspend of £528,000 at Month 9. This comprises overspends totalling £32,000 across Housing Strategy (+£17,000) and Neighbourhood Regeneration (+£15,000), offset by underspends totalling £560,000 across all other areas of the service.
17. The £17,000 Housing Strategy and Service Development overspend is due to ongoing delays in a planned restructure, with a partial offset from vacancy savings. Neighbourhood Regeneration overspend of £15,000 is linked to legislative changes.
18. In Advice and Benefits, a £86,000 underspend is projected overall after assuming a £477,000 draw down from earmarked reserves. Within Advice and Benefits, a balanced outturn is anticipated in relation to the Housing Benefit (HB) Systems and Subsidy budgets. Many factors can change the level of Housing Benefit payments and subsidies receivable by the financial year-end. Any surplus or deficit will be managed through the Welfare Reform earmarked reserve set aside for this purpose.
19. In Homelessness and Hostels, a £141,000 underspend is projected after assuming a drawdown of £168,000 from earmarked reserves and utilisation of £100,000 from Empty Homes premiums to support homelessness pressures. The underspend is due to the ongoing recruitment to vacant posts at the Housing Options Centre partly offset by security costs at Shirenewton. With continued Welsh Government support, new Hostel units are now operational and it is expected that all associated costs will be fully recovered.
20. Within Independent Living Service, an underspend of £224,000 relates to employee savings across its divisions. The shortfall in Disabled Facility grant fee income of £110,000 to 30th of September has been recovered in full from the Welsh Government. The £5,000 underspend in relation to Housing Projects is a result of employee savings within the Rehousing Solutions Division.
21. Early Help underspend of £12,000 is due to in year vacancies. The division incorporates the Family Gateway service funded by a combination of base budget and grant income. Parenting, Flying Start and Childcare are also within this division and are all currently projecting balanced positions.

22. Hubs and Community Services which now include Day centres are reporting an underspend of £78,000 overall due to employee savings across the divisions. Lost income of £165,000 within Learning for Life has been recovered from Welsh Government.

Performance & Partnerships - Balanced Position

23. Performance & Partnerships is reporting a balanced position having considered all staffing matters within the directorate. The two budget savings proposals in this directorate for 2021/22 totalling £142,000, are projected to be fully achieved.

Recycling and Neighbourhood Services – Balanced Position

24. The Month 9 position shows a balanced position, after assumed partial use of the contingency provision for fluctuations in volumes and material type. It also reflects the recovery of lost income and additional expenditure from the Local Government Hardship Fund. This is in line with the position reported at Month 6. The service is also projected to achieve the full £350,000 budget savings. The position highlights significant pressures within Collections with further overspends in Waste Disposal, Environmental Enforcement and Waste Strategy but, there is a substantial underspend in Recycling Treatment and savings in Management & Support., with Street Cleansing projecting a balanced position.
25. The Collections overspend is £1,477,000 and reflects the decision to employ an additional five crews to address operational staff resource issues, the uptake of the extra annual leave carried forward from the previous year and higher than budgeted sickness rates along with increased vehicle costs.
26. Waste Disposal costs are forecast to exceed the budget by £226,000 reflecting an increase in the volume of residual waste and a shortfall in landfill gas income. The overspend in Environmental Enforcement is £169,000 caused by a short-term extension to temporary staff contracts and a reduction of financial penalty notice income.
27. The underspend of £1.542 million in Recycling Treatment reflects an increase in the price received from the sale of recyclable material following operational improvements made at the HWRC's and market prices. The market is very open to price volatility and this projection is based on existing income levels and likely scenarios for the remaining four months.

Adult Services (£100,000)

28. Adult Services is projected to underspend by £100,000 at Month 9. This is a slight improvement reported on the Month 6 position. The £100,000 comprises of a £22,000 overspend on commissioned care, which is offset by a £122,000 underspend on Internal Services.

29. The position on commissioned care varies by division of service. Overspends are projected in relation to Physical Disabilities (+£502,000) and Substance Misuse (+£8,000). However, these are largely offset by underspends in relation to Older People (-£268,000) and Mental Health (-£161,000) and Learning Disabilities (-£59,000). The overspend in Physical Disabilities reflects additional domiciliary care costs linked to an increase in the number and average cost of packages. Other contributory factors include increased supported living costs, together with a new college placement. The underspend in Learning Disabilities reflects additional contributions towards care packages from Health together with lower than anticipated college placement costs from September 2021. The underspend in Mental Health commissioned care reflects a small reduction in residential placements during the year together with further cost savings resulting from 2020/21 proposals.
30. The underspend on Older People commissioned care is largely attributable to an underspend on direct payments. The Older People's position reflects the assumption that additional costs will be incurred during the year following the financial assessment of a number of self-funded placements with likelihood of financial responsibility will falling to the Local Authority. Whilst general turnover in placements may assist in accommodating some of these costs, there is likely to be a net financial impact, and estimates will be kept under review as assessments are completed. The position also assumes that the impact of the Discharge to Assess arrangements in year will be fully funded by grant. The point at which permanent care placements are made following assessment will be carefully tracked, as ongoing placement costs will fall to the Council. Given the advanced stage that we are already at in the current financial year, this is not expected to have a material impact in 2021/22 but is an important factor in budgetary planning for 2022/23.
31. The £122,000 net underspend on internal services is a combination of a £152,000 overspend on Internal Support Living offset by underspends in assessment & care management, business support and reablement. The overspend on Internal Supported Living is linked to the delayed achievement of savings in the current financial year whilst areas of underspend reflect a combination of grant funding and vacant posts.
32. The directorate is currently projected to achieve £413,000 of the £667,000 savings proposed in 2021/22. The main saving that is not anticipated to be fully achieved in 2021/22 relates to the Internal Support Living Service, where £160,000 of the £300,000 saving is anticipated to be unachieved due to the delay in closure of one of the schemes. Other areas of under-achievement relate to use of technology in care provision (£94,000).

Children's Services +£950,000

33. Children's Services is currently projecting an overspend of £950,000. An overspend of £225,000 is anticipated in relation to court assessments and undertaken due to capacity issues within the localities teams. Additional pressure on CHAD budgets as a result of increased placements has contributed to the overspend position (£650,000) in relation to domiciliary care. Projected agency expenditure above base budget includes £443,000 in Intake and Assessment, £280,000 in localities and £172,000 in Child Protection and Safeguarding. In addition a vacancy provision of £423,000 is unachieved. This position is partially offset by additional Covid Recovery Fund from WG . The outturn projection also includes use £230,000 of additional St David's Day Funds and £200,000 of Families First Grant for supported lodgings for care leavers and staff agency costs respectively.
34. The number of external residential placements has fluctuated during the year with a total of 92 places at the end of month nine, with an average full year cost of new placements at £221,000. The fostering agency carers division is projected to be overspent by £608,000, due to difficulties in sourcing fostering placements (both internal and external). The overall substitute family care position is balanced prior to the use of the corporate contingency reserve fund of £2.175 million which if not used will be able to taken to next financial year.
35. Savings targets in relation to additional Step Down provision (£319,000) and Young Persons Gateway places (£410,000) have been assumed in the budget position. Two units have opened creating an additional eight step down places for the Gateway, with cost avoidance savings in the region of £875,000. With two further units (eight beds) are planned to open before year end.

Planning, Transport & Environment +£165,000

36. The Month 9 position for Planning, Transport & Environment forecasts an overspend of £165,000. This is an improvement of £124,000 compared to the position reported at Month 6 reflecting a re-profiling of the loan repayment following the delay to the completion of the Private Wire connection at the Lamby Way Solar Farm.
37. The revised Energy Management overspend comes to £227,000 and is primarily due to shortfalls in renewable income sources. Essential repairs at the Radyr Weir Hydro Plant have reduced the optimum capacity for some periods of the year. Contractual delays to the Private Wire connection at the Lamby Way Solar Farm have had an adverse impact. In addition, there is a further shortfall against a generic renewable income target.

38. The Bereavement, Registration & Dogs Home continue to forecast a balanced position. Planning & Building Control also anticipate a balanced position, although this is dependent upon future applications remaining upwards over the next few months and approval of lost income claims from the Hardship Fund. Highways Infrastructure is anticipating an underspend of £49,000 following the award of a specific grant for highway maintenance which has provided an opportunity to reprofile spend. There are some pressures particularly on tunnel maintenance, but this can be largely funded using commuted sums. Management and Support have reviewed their support functions, enabling a further recovery of £61,000 in staff costs. Transport Strategy is projecting an overspend of £48,000 reflecting reduced income from Street Works and Asset Licensing not claimable from the Hardship Fund.

Resources

Governance & Legal Services +£586,000

39. At Month 9, the year-end projected position for Governance and Legal Services is a £586,000 overspend. This comprises primarily of a £555,000 overspend in relation to Legal Services which is based on a projection that the level of legal costs incurred in the last few months will continue at that same rate to the end of the financial year.
40. The Legal Services position is a combination of overspending on external legal fees of £350,000, core costs as such as Law Library, Case Management and Subscription services of £145,000 and employees of £60,000 due to increased agency spend Locum Solicitors.

Resources Balanced Position

41. Overall, the Resources directorate is projecting a balanced position with overspends in 24/7 services, costs for telephony and software and Finance being offset by vacant posts throughout the directorate. Central Transport Services currently continues to report an overall balanced position.

Cardiff Harbour Authority

42. For the current year, the Council worked with the Welsh Government to identify achievable efficiencies, service reductions and savings against the approved Fixed Costs budget to the same level as 2020/21 of £4.961 million. The Asset Renewal funding requirement for non-critical assets in 2021/22 is £460,000 with no requirement identified within the ten-year asset management programme to replace any critical assets. This gives an overall budget for the Cardiff Harbour Authority (CHA) of £5.421 million, which was an increase of 3.8% on the total for the 2020/21 financial year. In October 2021 an additional allocation of £100,000 was awarded to cover increased costs on the wheeled loader and boardwalk decking asset renewal schemes.

43. The forecast at the end of quarter two indicates a funding requirement of £5.521 million, representing a full spend of budget.

Heading	Budget £'000	Projected Out-turn £'000	Variance £'000
Expenditure	5,991	5,843	(148)
Income	(1,030)	(882)	148
Fixed Costs	4,961	4,961	0
Asset Renewal	560	560	0
TOTAL	5,521	5,521	0

44. Income shortfalls against target are forecast in all areas, including car parking, the water activity centre and harbour dues. The shortfall in income is anticipated to be mitigated by a number of managed underspends across a range of areas, including Facilities Management and Overheads. Increased costs on Barrage Maintenance and Waste Management are offset by underspends on other Environmental areas. This forecast will be updated as more information becomes available over the coming months.
45. The Asset Renewal budget is now indicating a full spend to budget, since the award of additional allocation to cover price increases on the two specific schemes mentioned above. Upon agreement with Welsh Government, the first £25,000 will be funded from the Project & Contingency Fund thus maintaining the £100,000 balance in the fund as stated in Clause 16.16 (g) of the Deed of Variation of 18 March 2021.
46. The CHA maintains a Project and Contingency Fund, which is used to support projects and provides a contingency for situations where the approved budget is exceeded. The Fund receives contributions from a combination of receipts from the sale and disposal of land and a share of past year underspends on the Fixed Cost budget. The balance at 31 March 2021 was £125,000 and this is in line with the amendments to the Deed of Variation as agreed in March 2021

Civil Parking Enforcement

47. Civil Parking Enforcement (CPE) manages parking, parking enforcement and moving traffic offences throughout the city. The income from these activities is used to support the operational costs with the surplus being transferred to the Parking and Enforcement Reserve.

48. The pandemic has had a profound impact on all parking income streams with significant reductions in the use of on street and off-street parking and subsequent penalty charges notices. In addition, lower traffic volumes, particularly in the city centre, has meant lower penalties from MTO's.
49. The budget was reset using various assumptions and scenarios. The table below provides a summary of the budget and projected outturn position.

	Budget £000	Projected Outturn £000	Variance £000	M6>M9 Change £000
Income				
On street car parking fees	3,957	3,101	856	60
Off street car parking fees	922	727	195	(28)
Resident's parking permits	412	425	(13)	(11)
Penalty charge notices	1,422	1,880	(458)	(80)
Moving Traffic Offences (MTO's)	3,539	3,386	153	(100)
Other Income	46	33	13	6
Total Income	10,298	9,552	746	(152)
Expenditure				
Operational costs, parking & permits	611	733	122	(66)
Enforcement service including TRO	5,946	6,061	115	49
Total Expenditure	6,557	6,794	237	(17)
Annual Surplus / (Deficit)	3,741	2,758	983	(135)
Hardship Fund Reimbursement	0	983	983	101
Revised Annual Surplus / (Deficit)	3,741	3,741	0	(34)

50. The current projection indicates an annual trading surplus of £2.758 million. This is a reduction of £983,000 against the budget but an improvement of £135,000 compared to month 6 reflecting higher traffic volumes resulting in increased penalty charge notices and parking fees.
51. The restrictions that were still in place during April and May have contributed to lower income from car parking fees and MTO's of £746,000. The increased costs of £237,000 include additional vehicles needed to maintain social distancing, digitalisation of the traffic regulation order process and reduced recharging opportunities
52. Claims from the Local Government Hardship Fund for lost income are forecast to total £983,000 and this has already been approved. This will produce a revised annual surplus of £3.741 million.

53. The surplus is transferred to the Parking and Enforcement Reserve and available to support highway, transport and environmental improvements.
54. The table below illustrates the forecast position in the reserve:

Parking & Enforcement Reserve	£000
Balance 1st April 2021	4,536
Contribution from CPE	3,741
Total Available	8,277
Contribution to support revenue budget	(5,935)
Project support and initiatives	(694)
Balance 31st March 2022	1,648

55. The brought forward balance in the reserve is £4.536 million. The CPE position indicates a surplus of £3.741 million. The contribution to the revenue budget to fund infrastructure maintenance and improvements is £5.935 million. A further £694,000 will support various initiatives such as Active Travel, LDP transport monitoring, the Bus Incentive Scheme that operated in December 2021 and match-funding towards the bollard removal scheme in St. Mary Street. The year-end balance is forecast at £1.648 million.

Housing Revenue Account – Balanced

56. The Housing Revenue Account (HRA) is projecting an overall balanced position.
57. The major variance is an anticipated £1.6 million underspend on capital financing costs due to delays to the programme. Other variances include vacancy and other employee savings across the functions, estimated at £1.8 million. Difficulties are being experienced in the recruitment to vacant posts with limited applications, compounded by unavoidable recruitment delays as a result of the ongoing restrictions due the pandemic.
58. The Housing Repairs Account is currently forecasting an underspend of £763,000. This position includes underspends on the external painting programme estimated at £450,000, electrical testing of £186,000, void property repairs of £75,000 and Disabled Facilities Grant of £48,000. In addition, a £345,000 underspend against the management and administration budgets. These are partly offset by a responsive repairs overspend of £341,000.
59. Based on week 40 statistics, standard rent and service charge income are estimated at £735,000 above target. This includes a significant underspend in relation to bad debt provision based on assumed year end arrears and write off levels and reflecting various rent rescue and support schemes which have assisted tenants during the year with rent arrears.

60. Insurance forecasts are largely based on the 2020/21 outturn and are currently forecasting an overspend of £155,000. Actual costs will depend on the number and value of claims which will not be clear until later in the financial year.
61. The balance of the variance is due to underspends on general premises and transport costs offset by overspends on supplies and services and support costs.
62. Any underspends on capital financing costs and other savings (currently estimated to be in the region of £4.433 million) are anticipated to transfer to the Housing Repairs and Building Maintenance Reserve to fund future costs of the high-rise over-cladding scheme, hence the balanced position reported. This will be subject to review and agreement with the Corporate Director for People and Communities and will improve the ability to deal with future budget pressures including capital works postponed to future years and provide more flexibility for any unavoidable commitments in the new financial year.

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DIRECTORATE BUDGET SAVINGS PROPOSAL SUMMARY 2021/22

Dir.	Ref	Proposal	Savings Proposal				Savings Progress			
			Employee Costs	Other Spend	Income	Total	Achieved	Projected	Unachieved	Comments
			£000	£000	£000	£000	£000	£000	£000	
Efficiency Savings										
CMT	E1	Reduce Budget for Past Service Contributions A review of past service contributions to pension funds in respect of ex-employees has identified savings of £63,000.	63	0	0	63	25	63	0	Based on expenditure to date, it is assumed that this saving will be partly achieved
Corporate Management - Efficiency Total			63	0	0	63	25	63	0	
Economic Development	E2	Ground Maintenance Efficiencies Reduction in sub contracting costs, equipment & materials and green waste disposal.		30		30	22	30	0	This saving relates to reduced budgets for sub-contractors, equipment & materials and green waste and is anticipated to be achieved in full.
	E3	Increase Income at Channel View Increase Gym memberships.			25	25	15	25	0	This saving is anticipated to be achieved in full and will be assessed as year progresses
	E4	Bute Park Management - Education & Training Centre / Maintenance Activities Reductions in overtime budget / vehicle recharges / advertising & marketing and the purchase of trees and shrubs.	3	11		14	10	14	0	This saving relates to various reduced budget headings in Bute Park and is projected to be achieved in full throughout the year
	E5	Review of staffing resources in Parks, Sport and Leisure Undertake a review of business administration and Management within Outdoor sport, Parks and Leisure to seek efficiencies through staff structures (2 FTE).	50			50	50	50	0	Vacant posts and reduced working hours already in place prior to year start
	E6	Increase Income from Cardiff Motocross Site Additional enrolments on the vocational education programme for 11 to 16 year olds.			16	16	12	16	0	This saving is anticipated to be achieved in full
	E7	Increase Income from Cardiff Business Technology Centre (CBTC) and Workshop Estate Increase in rental income.			20	20	15	20	0	It is anticipated that this saving will be achieved through increased rental income.
	E8	Review of staffing resources in Management and Support Services Delete part-time post in Economic Development (0.2 FTE).	12			12	12	12	0	This saving has been achieved and the post has been deleted.
	E9	City Centre Management Fund Ambassador post from earmarked reserves for one year.			28	28	28	28	0	It is anticipated that these savings will be achieved in full.
	E10	Review of staffing resources in Security Service Deletion of vacant Security Officer post within Security Service.	26			26	26	26	0	This saving has been achieved in full.
	E11	St David's Hall - Building Management System Saving Installation of the upgraded Building Management System allows the service to reduce the requirement for on site technical support resulting in reduction in overtime.		45		45	34	45	0	This saving is anticipated to be achieved in full.
	E12	St David's Hall - Cost reductions across all Expenditure headings		200		200	0	0	200	Due to enforced closure of the venue as a result of the pandemic this saving has not been achieved.
	E13	Review of staffing resources at St David's Hall Delete vacant Grade 4 post.	27			27	27	27	0	This saving has been achieved in full and the post has been deleted.
	E14	Review of staffing resources in Tourism Delete post in Tourism with part of resultant saving being used to write out an unachievable income target. Revised operating model and consideration of regional working will mitigate impact on the Business Events development team.	10			10	10	10	0	This saving has been achieved in full.
	E15	Remove Office Rationalisation budget as no longer required		92		92	92	92	0	This saving has been achieved as payments to Global Link are no longer required.
	E16	Review of staffing resources in Strategic Estates Small Restructure in Strategic Estates which will result in deletion of vacant Grade 7 post.	30			30	30	30	0	This saving has been achieved in full.

Dir.	Ref	Proposal	Savings Proposal				Savings Progress			
			Employee Costs	Other Spend	Income	Total	Achieved	Projected	Unachieved	Comments
			£000	£000	£000	£000	£000	£000	£000	
Economic Development	E17	Increase Income from Property Estate Through the letting of vacant units and rent review uplifts.			35	35	35	35	0	This saving has been achieved in full.
	E18	Alternative Provision of Cardiff Castle Cafe Reduce the cost of delivering Cardiff Castle Café.	30			30	0	0	30	This saving is not anticipated to be achieved this year.
	E19	Introduction of flexible/agile opening hours at Cardiff Castle based on business demand and market forces Reduction of hours of agency staff.	20			20	15	20	0	It is anticipated that these savings will be achieved in full.
	E20	Shared Regulatory Service Business Plan Reduction in Base Budget contribution.		79		79	79	79	0	This saving relates to a contribution to SRS that has reduced and has been achieved in full.
	E21	Building Maintenance Better Control of expenditure resulting in targeted savings.		30		30	22	30	0	It is anticipated that these savings will be achieved in full.
	E22	Review of staffing resources in Facilities Management Deletion of one post.	25			25	25	25	0	This saving has been achieved in full.
	E23	Economic Development function Fund equivalent of one post from earmarked reserves for one year.			39	39	39	39	0	This saving has been actioned.
	E24	Parks, Sport and Leisure Efficiencies Budget reduced to match spending.	10		8	18	13	18	0	This saving relates to various reduced budget headings across Parks Sport & Leisure and is forecasted to be achieved in full.
	E25	Increase Income from Property Estate			15	15	15	15	0	This saving has been achieved in full
Economic Development - Efficiency Total			243	487	186	916	626	686	230	
Education	E16	Review of staffing resources in Business Support Deletion of two vacant posts.	60			60	0	0	60	The saving has not been achieved and is delayed.
	E17	Reduction in meeting costs Reduction in the costs associated with external meetings by using online forums.		5		5	5	5	0	This saving has been achieved in full
	E18	Reduction in contribution to Central South Consortium Further reduction to annual contribution towards Central South Consortium.		13		13	13	13	0	This saving has been achieved in full
	E19	Directorate Vacancy Management Target Continue weekly management of vacancies via the Education Management Team meetings with an annual target of achieving £50k of savings.	50			50	30	50	0	It is anticipated that these savings will be achieved in full.
	E20	Reduction in budget for Early Years Placements A continued reduction in pupil numbers in the early years age groups has resulted in a reduced demand and spend on placements in external nurseries.		60		60	45	60	0	It is anticipated that these savings will be achieved in full.

Dir.	Ref	Proposal	Savings Proposal				Savings Progress			
			Employee Costs	Other Spend	Income	Total	Achieved	Projected	Unachieved	Comments
			£000	£000	£000	£000	£000	£000	£000	
	E21	Reduction in centrally retained Business Continuity Budget Improvements in the management of school buildings and clarity regarding the split of responsibility between schools and the local authority resulted in an underspend on this budget in 2019/20. The level of saving proposed reflects the anticipated level of underspend in 2020/21 and into future years.		100		100	80	100	0	It is anticipated that these savings will be achieved in full.
Education - Efficiency Total			110	178	0	288	173	228	60	
Housing and Communities	E22	Printing and Stationery The level of saving proposed reflects the anticipated level spending.		40		40	20	40	0	Budgets were reduced and this saving is expected to be achieved
	E23	Reduced Library purchasing This represents a 7% saving on the book fund budget. Due to the impact of the Coronavirus Pandemic and restrictions in the number of visitors to Hubs/Libraries, coupled with health and safety limitations around access to printed materials, it is proposed to suspend the availability of printed local newspapers during 2021/22. Cardiff Hubs & Library customers are provided with free access to the Press Reader E-resource which provides digital access to 7,500 newspapers and magazines, both local and worldwide. Customers will be supported to use the digital resources during 2021/22 and a continuation of a more digital approach to library services will continue in future years.		40		40	40	40	0	This saving has been achieved
	E24	Citizen Advice Bureau (CAB) Contract - Agreed Reduction This saving reflects the final year of a five year phased reduction in the cost of the Advice Services Contract. The contractual agreement reduced funding by £30k a year for four years and then by £20k in year five.		20		20	20	20	0	Saving achieved in full
	E25	Review of staffing resources in Benefits Assessment Delete the surplus staff hours on the establishment since staff have gone part time.	24			24	24	24	0	This saving has been achieved
	E26	Review of staffing resources in Benefit and Assessment Support Functions Reduction in staff numbers required to deliver support functions in respect of Housing Benefit.	26			26	26	26	0	This saving has been achieved
	E27	Realignment of budgets for the CareFirst trainer Realignment of budgets for the CareFirst trainer to reflect the work that is being undertaken.	38			38	38	38	0	This saving has been achieved
	E28	Review of directorate wide business functions Efficiencies in the directorate wide business support functions following the People & Communities Senior management changes.	40			40	40	40	0	This saving has been achieved
	E29	Review of staffing resources in Tenant Participation Delete 2 Tenant Participation Officers and integrate the Tenant Participation Team within the Hubs' Community Inclusion Team.	65			65	65	65	0	This saving has been achieved
Housing & Communities - Efficiency Total			193	100	0	293	273	293	0	
P&P	E30	Review of staffing resources in Policy and Partnerships and Performance Management Restructure of Policy, Partnerships and Performance Management teams to create new Performance and Insight Service. Net FTE impact 2.8	138			138	138	138	0	This saving has been achieved
	E31	Efficiency Savings in Media and Communications	4			4	3	4	0	The saving is fully expected to be achieved.
Performance & Partnerships - Efficiency Total			142	0	0	142	141	142	0	

Dir.	Ref	Proposal	Savings Proposal				Savings Progress			
			Employee Costs	Other Spend	Income	Total	Achieved	Projected	Unachieved	Comments
			£000	£000	£000	£000	£000	£000	£000	
Recycling & Neighbourhood Services	E32	Continuation of Procurement Review Continue to review contracts/ordering to ensure best value.		30		30	23	30	0	This saving is anticipated to be achieved
	E33	Review of Spot Hires Reduce reliance on spot hires through continued review of fleet.		60		60	45	60	0	This saving is anticipated to be achieved
	E34	Change in bag delivery distribution Element of household bag deliveries to be delivered to HUBs and distributed by volunteers rather than council staff.	25	5		30	23	30	0	This saving is anticipated to be achieved
	E35	Increased Income from Fees & Charges Increase in fees and charges (mainly through additional activity at Bessemer Commercial - charging businesses for waste disposal). Also reflects the increase in activity due to improved controls (introduction of the HWRC booking system June 2020). Includes Environmental Enforcement and review of activity levels.			130	130	100	130	0	Income projecting to achieve this savings target.
	E36	New Landfill Gas contract One year saving from development of contract with new supplier.			100	100	100	100	0	Income received - savings target full met.
Recycling & Neighbourhood Services - Efficiency Total			25	95	230	350	291	350	0	
Social Services	E37	Internal Supported Living Review of the internal supported living service including closure of one scheme following move-on of service users, and the potential transfer of another internally provided scheme to the external contract.		300		300	70	140	160	One scheme closed, delay in closure of second scheme.
	E38	Reduction in Placements Review potential to reduce number of placements through reablement opportunities.		150		150	150	150	0	Projected to be achieved based on current placement numbers.
	E39	Increase in use of technology in the provision of care and support packages Further opportunities for the use of technology to support care provision where appropriate, reducing reliance on commissioned care.		94		94	0	0	94	This saving is not anticipated to be achieved
	E40	Delivering Transformation Grant The saving represents an anticipated reduction in contribution to the Vale of Glamorgan to reflect current levels of activity. This has been agreed and the proposed level is consistent with the in-year underspend in this area.		70		70	70	70	0	This saving has been achieved
	E41	Additional Step Down Provision Additional step down provision has been sourced through several providers at a lower cost than current placements.		319		319	80	195	124	Only one additional property identified to date, containing three places. Current savings estimate for final half of the year anticipated to be £195,000.
	E42	Assessment Centre Multi-agency assessment of Young People allowing increased understanding of needs to reduce escalation to higher cost placements and provide increased stability / permanency through the appropriate placement and support provision.		50		50	0	50	0	Falconwood Assessment Centre is not yet operational but projected savings should be achieved through avoidance of residential placements.
	E43	Young Person's Gateway Expand Young Person's Gateway to incorporate an additional 25 places based on the current model. This will have a significant impact on residential placements and allow reduced placement costs and provide service users a faster step down route.		410		410	390	500	(90)	Two Placements have already been delivered totalling £190,000 saving with another two identified. Four further placements will be available in August. Some offsetting costs in relation to staffing.
E44	Review of Business Support Arrangements Building on the future integration of teams across People & Communities. This saving will be achieved through a combination of a review of the training team and grant funding arrangements, and a wider review of business support arrangements to ensure they are appropriate and maximise digital opportunities.	119		110	229	110	169	60	There are proposals to achieve this saving in full. Implementation timescales mean that it will not be fully delivered in 2021/22.	
Social Services - Efficiency Total			119	1,393	110	1,622	870	1,274	348	
& Environment	E45	Increased Income from Statutory Planning Fees Saving reflects the increase in statutory Planning fees agreed by Welsh Government from Sept 2020.			120	120	68	120	0	Current pipeline indicates an optimistic position that target will be achieved supplemented by £184k recovery from LG Hardship Fund.
	E46	Increased Income from Registration Generate additional income through inflationary increases to all fees & charges in respect of ceremonies and certificates.			30	30	22	30	0	This saving is anticipated to be achieved
	E47	Increased Income from Bereavement Generate additional income through an increase to fees & charges in Bereavement services - (3rd year of agreed 3 year plan).			120	120	66	120	0	This saving is anticipated to be achieved
	E48	Increased Income from Temporary Traffic Regulation Orders Generate additional income through an increase for Temporary Traffic Regulation Orders fees to ensure full recovery of costs from developers & capital grants.			45	45	22	45	0	This saving is anticipated to be achieved
	E49	Increased Income from Lamby Way Solar Farm Lamby Way Solar Farm will provide a substantial amount of clean, renewable energy to supply the local electricity grid & connect Council buildings. Continuation of the income generation from electricity at Lamby Way Solar Farm. This is Year 2 of this project. The reduced amount reflects the delay in commencing the Private Wire connection.			20	20	0	0	20	Contractual delays to the private wire connection will result in this saving not being achieved.

Dir.	Ref	Proposal	Savings Proposal				Savings Progress			
			Employee Costs	Other Spend	Income	Total	Achieved	Projected	Unachieved	Comments
			£000	£000	£000	£000	£000	£000	£000	
Planning, Transport	E50	Increased Income from Design & Delivery Generate additional income through a combination of: • review of SLA fees (% & chargeable activities) • increased programme of major schemes			162	162	98	162	0	Assumed to be fully achieved but dependent on volume of transport projects.
	E51	Transport Policy - review basis of recharges Improve recharging to ensure full cost recovery from grant-funded schemes.			50	50	31	50	0	This saving is anticipated to be achieved
	E52	Drainage - review basis of recharges Improve recharging to ensure full cost recovery from grant-funded schemes & developers.			40	40	17	40	0	This saving is anticipated to be achieved
	E53	Reduction in Energy Costs from Residential LED Lighting Rollout Continued roll out of LED street lighting in residential areas across entire network - planned 18-24 months delivery.		90		90	68	90	0	Contract set to commence. Assuming no delivery issues saving should be fully realised.
	E54	Increased Income from Section 278 Fees Increase percentage charge for engineering fees to developers to ensure full recovery of staffing costs.			45	45	30	45	0	This saving is anticipated to be achieved
	E55	Increased Income from Fees & Charges Generate additional income through increases to a number of fees & charges in respect of highways and transportation.			15	15	11	15	0	This saving is anticipated to be achieved
	E56	Review of staffing resources Saving will be achieved through deletion of posts across the directorate (6 FTE) and a planned restructure within Bereavement & Registration.	195			195	157	180	15	A delay to a proposed VS in Highways will delay all of the planned saving.
Planning, Transport & Environment - Efficiency Total			195	90	647	932	590	897	35	
Resources	E57	Resetting of Insurance Offer Insurance Team to be funded from the insurance budget with the performance of the team being more linked with the overall cost of insurance - premia and claims.			217	217	217	217	0	This saving has been achieved
	E58	Review of staffing resources in Information Governance Review of work streams to match reduced capacity. Hold vacant posts.	25			25	19	25	0	This saving is anticipated to be fully achieved
	E59	Review of staffing resources in Revenue Services Management restructure to ensure better alignment with debt recovery work.	35			35	26	35	0	This saving is anticipated to be achieved
	E60	Increase Income from Health & Safety Through a combination of increased prices and widening the training offer (in particular First Aid Courses) to both internal and external clients.			66	66	40	66	0	This saving is anticipated to be achieved
	E61	Realign and Charge to Capital Projects Ensure work done by Finance team is funded by Capital Projects being delivered.			100	100	61	100	0	This saving is anticipated to be achieved.
	E62	Occupational Health Nurse NHS -Partner 45% of the post released for savings, equivalent of 16.5 hrs.	17			17	17	17	0	This saving has been achieved
	E63	Review of staffing resources in Enterprise Architecture Delete vacant Grade 8 Enterprise Architect post.	50			50	50	50	0	This saving has been achieved
	E64	Review of staffing resources in ICT Reduction of one Full Time Equivalent through the holding of any part time / vacant posts.	25			25	25	25	0	This saving has been achieved
	E65	Tech Fund Contribution to Budget Commitment to budget of £50k from current EE contract tech fund.		50		50	50	50	0	This saving has been achieved
	E66	Increased Income from Procurement Generate additional income by Extending Partnership Authority Working			120	120	120	120	0	This saving is anticipated to be fully achieved via MCC contract
	E67	Increase Vacancy Provision across Resources Directorate	91			91	68	91	0	This saving is anticipated to be fully achieved
	E68	Review of staffing resources in the Business Support / Administration Function Not full year with efficiencies achievable from 1 October 2021. Hold Vacant posts.	40			40	10	40	0	This saving is anticipated to be achieved
	E69	Increased Income from Information Governance Further increase income targets by £20,000.			20	20	10	20	0	This saving is anticipated to be achieved
E70	Review of staffing resources in Accountancy Saving will be achieved through a review of work streams and potential restructure. Currently vacant posts will be held vacant prior to decisions.	60			60	60	60	0	Achieved	

Dir.	Ref	Proposal	Savings Proposal				Savings Progress			
			Employee Costs	Other Spend	Income	Total	Achieved	Projected	Unachieved	Comments
			£000	£000	£000	£000	£000	£000		
	E71	Increased Income from HR Increase income from customers such as Schools to reflect cost incurred in delivering the service.			15	15	15	15	0	Achieved
Resources - Efficiency Total			343	50	538	931	788	931	0	
G L S	E72	Cease use of DX (Document Exchange Service)		2		2	2	2	0	Achieved
	E73	Increased Income from Legal Services			1	1	1	1	0	Achieved
Governance and Legal Services - Efficiency Total			0	2	1	3	3	3	0	
GRAND TOTAL EFFICIENCY			1,433	2,395	1,712	5,540	3,780	4,867	673	

CARDIFF COUNCIL CAPITAL PROGRAMME 2021-2022

<u>DIRECTORATE & SCHEME</u>		2021-2022 Programme	2020-21 Slippage	Budget revision	Virements	Changes & New Approvals	Total Programme 2021-22	Projected Outturn	Slippage	(Underspend / Overspend	Total Variance
		£000	£000	£000	£000	£000	£000	£000	£000	£000	£000
<u>ECONOMIC DEVELOPMENT</u>											
<u>Business & Investment</u>											
1	Town Centre Loan Scheme	0	0	0	0	1,170	1,170	1,170	0	0	0
2	S106 Schemes	59	113	(113)	0	0	59	59	0	0	0
Total Business & Investment		59	113	(113)	0	1,170	1,229	1,229	0	0	0
<u>City Development & Major Projects</u>											
3	Black Tower Tales	0	30	0	0	0	30	30	0	0	0
4	Merchant Place / Cory's Building Acquisition	0	0	0	0	21	21	21	0	0	0
5	Economic Stimulus Support James Street	0	668	0	0	(618)	50	50	0	0	0
6	International Sports Village Phase 1 - Land Acq.	1,000	1,000	0	0	0	2,000	12,105	10,105	0	10,105
7	International Sports Village Phase 2 - Development	0	0	0	0	0	0	750	750	0	750
8	Central Square Public Realm	(342)	340	2	0	0	0	0	0	0	0
9	Red Dragon Centre Acquisition	0	5,724	0	0	0	5,724	5,724	0	0	0
10	Indoor Arena	12,000	0	0	0	0	12,000	5,280	(6,720)	0	(6,720)
11	Llanrumney Development	250	0	0	0	0	250	250	0	0	0
Total City Development & Major Projects		12,908	7,762	2	0	(597)	20,075	24,210	4,135	0	4,135
<u>Parks & Green Spaces</u>											
12	Asset Renewal Buildings	150	0	0	0	0	150	150	0	0	0
13	Asset Renewal Parks Infrastructure	140	108	0	(22)	0	226	226	0	0	0
14	Play Equipment	390	340	0	22	0	752	752	0	0	0
15	Teen/Adult Informal Sport and Fitness Facilities	200	0	0	0	0	200	50	(150)	0	(150)
16	Green Flag Park Infrastructure Renewal	100	0	0	0	0	100	100	0	0	0
17	Combatting Motorcycle Nuisance	150	0	0	0	0	150	150	0	0	0
18	Roath Park House	0	0	0	0	102	102	102	0	0	0
19	Roath Park Dam	0	50	0	0	0	50	400	350	0	350
20	Hawthorn Woodland Acquisition	0	0	0	26	0	26	26	0	0	0
21	Completion of Parc Cefn Onn	0	49	0	0	0	49	40	(9)	0	(9)
22	Flatholm Island - HLF Project	25	0	0	0	15	40	15	(25)	0	(25)
23	(WG) All Wales Play Opportunities	0	0	0	0	548	548	548	0	0	0
24	(WCVA) Local Nature Partnerships	0	0	0	0	190	190	190	0	0	0
25	S106 Funded Schemes	2,073	1,241	(1,241)	0	0	2,073	1,500	(573)	0	(573)
Total Parks & Green Spaces		3,228	1,788	(1,241)	26	855	4,656	4,249	(407)	0	(407)
<u>Leisure</u>											
26	Asset Renewal Buildings	515	0	0	0	0	515	515	0	0	0
27	Pentwyn Leisure Centre Redevelopment	1,500	0	0	0	0	1,500	250	(1,250)	0	(1,250)
28	Leisure Centres ADM (GLL)	0	465	0	0	(313)	152	152	0	0	0
29	Cardiff Riding School - Outdoor Arena	50	77	0	0	0	127	127	0	0	0
Total Leisure		2,065	542	0	0	(313)	2,294	1,044	(1,250)	0	(1,250)
<u>Venues & Cultural Facilities</u>											
30	Asset Renewal Buildings St Davids's Hall	490	0	0	0	0	490	490	0	0	0
31	Asset Renewal Buildings New Theatre	100	0	0	0	0	100	100	0	0	0
Total Venues & Cultural Facilities		590	0	0	0	0	590	590	0	0	0
<u>Property & Asset Management</u>											

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<u>DIRECTORATE & SCHEME</u>		2021-2022 Programme	2020-21 Slippage	Budget revision	Virements	Changes & New Approvals	Total Programme 2021-22	Projected Outturn	Slippage	(Underspend)/ Overspend	Total Variance
		£000	£000	£000	£000	£000	£000	£000	£000	£000	£000
32	Asset Renewal - Buildings	1,050	1,391	0	0	0	2,441	1,347	(1,094)	0	(1,094)
33	Community Asset Transfer	0	98	0	0	0	98	0	(98)	0	(98)
34	Cardiff Market Roof & HLF Grant bid	50	19	0	0	0	69	50	(19)	0	(19)
Total Property and Asset Management		1,100	1,508	0	0	0	2,608	1,397	(1,211)	0	(1,211)
<u>Harbour Authority</u>											
35	Harbour Asset Renewal	460	0	0	0	125	585	585	0	0	0
Total Harbour Authority		460	0	0	0	125	585	585	0	0	0
<u>Recycling Waste Management Services</u>											
36	New HWRC North Cardiff	(200)	200	0	0	0	0	0	0	0	0
37	Waste Recycling and Collection Review	815	0	0	0	0	815	0	(815)	0	(815)
38	Waste Recycling and Depot Site Infrastructure	610	25	0	0	0	635	635	0	0	0
39	Material Recycling Facility	45	19	0	0	0	64	64	0	0	0
40	Lamby Way Control Room & Offices & Fleet Car Park	0	0	0	120	0	120	120	0	0	0
41	MRF Metal Separator	0	0	0	0	5	5	5	0	0	0
42	Waste Grants Match funding	100	0	0	0	0	100	0	(100)	0	(100)
43	Rapid Charging Infrastructure	0	0	0	0	325	325	325	0	0	0
44	Circular Economy Fund Grant 2021/22	0	0	0	0	239	239	239	0	0	0
45	Caru Cymru (Keep Wales Tidy)	0	0	0	0	15	15	15	0	0	0
46	Re-Use Shop (The Cabin) - Wastesavers	0	0	0	0	48	48	48	0	0	0
Total Recycling Waste Management Services		1,370	244	0	120	632	2,366	1,451	(915)	0	(915)
TOTAL ECONOMIC DEVELOPMENT		21,780	11,957	(1,352)	146	1,872	34,403	34,755	352	0	352
<u>EDUCATION & LIFELONG LEARNING</u>											
<u>Schools - General</u>											
<u>Planning & Development</u>											
47	Asset Renewal	2,302	4,406	0	0	469	7,177	7,177	0	0	0
48	Suitability / Sufficiency	1,040	(5,250)	0	0	5,250	1,040	1,040	0	0	0
49	Asset Renewal Invest to Save	12,000	0	0	0	0	12,000	8,500	(3,500)	0	(3,500)
50	Whitchurch High	0	703	0	0	0	703	703	0	0	0
51	Reducing Infant Class Sizes	1,860	2,091	0	0	(2,380)	1,571	2,001	(350)	780	430
52	Schools ICT (Hwb) Capital Grant	0	0	0	0	3,500	3,500	3,500	0	0	0
53	Capital Receipts/S106 Funded Schemes	2,334	465	(465)	0	0	2,334	638	(1,696)	0	(1,696)
Total Planning & Development		19,536	2,415	(465)	0	6,839	28,325	23,559	(5,546)	780	(4,766)
<u>Schools Organisation Planning</u>											
54	21st Century Schools - Band A	0	0	0	0	0	0	681	0	681	681
55	21st Century Schools - Band B	23,894	7,054	0	0	8,000	38,948	36,543	(3,005)	600	(2,405)
Total Schools Organisation Planning		23,894	7,054	0	0	8,000	38,948	37,224	(3,005)	1,281	(1,724)
TOTAL EDUCATION & LIFELONG LEARNING		43,430	9,469	(465)	0	14,839	67,273	60,783	(8,551)	2,061	(6,490)
<u>PEOPLE & COMMUNITIES</u>											
<u>COMMUNITIES & HOUSING</u>											
<u>Neighbourhood Regeneration</u>											

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<u>DIRECTORATE & SCHEME</u>		2021-2022 Programme	2020-21 Slippage	Budget revision	Virements	Changes & New Approvals	Total Programme 2021-22	Projected Outturn	Slippage	(Underspend / Overspend	Total Variance
		£000	£000	£000	£000	£000	£000	£000	£000	£000	£000
56	Neighbourhood Renewal schemes	300	254	0	0	325	879	600	(279)	0	(279)
57	District Local Centres	250	0	0	0	0	250	0	(250)	0	(250)
58	Alleygating	100	41	0	0	0	141	80	(61)	0	(61)
59	Targeted Regeneration Investment Programme Matchfunding	1,000	430	0	(1,222)	0	208	0	(208)	0	(208)
60	Tudor Street Commercial Business Improvement Scheme	119	270	0	542	209	1,140	1,040	(100)	0	(100)
61	Tudor Street Business Environment Improvements	1,330	0	0	590	1,070	2,990	2,400	(590)	0	(590)
62	Tudor Lane Property Enhancement Grant	0	0	0	90	268	358	268	(90)	0	(90)
63	Rhiwbina Community Hub	0	288	0	0	120	408	120	(288)	0	(288)
64	City Centre Youth Hub	0	706	0	0	80	786	0	(786)	0	(786)
65	Youth Zone - Cowbridge Road East Regeneration	0	0	0	0	0	0	850	850	0	850
66	S106 Funded Projects	609	1,009	(1,009)	0	0	609	1,110	501	0	501
Total Neighbourhood Regeneration		3,708	2,998	(1,009)	0	2,072	7,769	6,468	(1,301)	0	(1,301)
<u>Housing (General Fund)</u>											
67	Disabled Facilities Service	4,550	809	0	0	0	5,359	4,000	(1,359)	0	(1,359)
68	Enable Grant	436	0	0	0	109	545	545	0	0	0
69	Private Rental Sector Lease Scheme	300	0	0	0	(300)	0	0	0	0	0
70	Rapid Response Adaptation	0	0	0	0	200	200	200	0	0	0
71	Assistive Living	0	0	0	0	150	150	150	0	0	0
72	Compulsory Purchase Orders- Romilly / Cyril	0	0	0	0	125	125	125	0	0	0
73	Estate Environmental Improvements	0	452	0	0	0	452	202	(250)	0	(250)
Total Housing		5,286	1,261	0	0	284	6,831	5,222	(1,609)	0	(1,609)
<u>Flying Start</u>											
74	Flying Start	0	130	0	0	141	271	150	(121)	0	(121)
75	Moorland Primary	0	0	0	0	500	500	0	(500)	0	(500)
76	Childcare	480	202	0	0	(86)	596	596	0	0	0
Total Flying Start		480	332	0	0	555	1,367	746	(621)	0	(621)
Total Communities & Housing		9,474	4,591	(1,009)	0	2,911	15,967	12,436	(3,531)	0	(3,531)
<u>SOCIAL SERVICES</u>											
<u>Adult Services</u>											
77	Tremorfa Day Services	0	49	0	0	0	49	49	0	0	0
Total Adult Services		0	49	0	0	0	49	49	0	0	0
<u>Children's Services</u>											
78	Accommodation Strategy	(229)	228	1	0	0	0	0	0	0	0
79	Young Persons Gateway Accommodation	250	0	0	0	0	250	2	(248)	0	(248)
80	Residential Provision for Children Looked After	500	111	0	0	0	611	111	(500)	0	(500)
Children's Services		521	339	1	0	0	861	113	(748)	0	(748)
Total Social Care		521	388	1	0	0	910	162	(748)	0	(748)
TOTAL PEOPLE & COMMUNITIES		9,995	4,979	(1,008)	0	2,911	16,877	12,598	(4,279)	0	(4,279)
<u>PLANNING, TRANSPORT & ENVIRONMENT</u>											
<u>Energy Projects & Sustainability</u>											

CARDIFF COUNCIL CAPITAL PROGRAMME 2021-2022

<u>DIRECTORATE & SCHEME</u>		2021-2022 Programme	2020-21 Slippage	Budget revision	Virements	Changes & New Approvals	Total Programme 2021-22	Projected Outturn	Slippage	(Underspend /) Overspend	Total Variance
		£000	£000	£000	£000	£000	£000	£000	£000	£000	£000
81	Cardiff Heat Network	4,000	0	0	0	0	4,000	2,450	(1,550)	0	(1,550)
82	Energy Retrofit of Buildings (REFIT - Invest to Save)	550	750	0	0	170	1,470	1,470	0	0	0
83	Salix SEELS	500	0	0	0	(500)	0	0	0	0	0
84	Lamby Way Solar Farm	1,069	609	0	0	0	1,678	1,678	0	0	0
85	One Planet Strategy small schemes & matchfunding	700	0	0	0	0	700	700	0	0	0
Total Energy Projects & Sustainability		6,819	1,359	0	0	(330)	7,848	6,298	(1,550)	0	(1,550)
<u>Bereavement & Registration Services</u>											
86	New Cemetery Site (Invest To Save)	0	149	0	0	200	349	349	0	0	0
87	Bereavement Asset Renewal	95	90	0	0	0	185	177	(8)	0	(8)
Total Bereavement & Registration Services		95	239	0	0	200	534	526	(8)	0	(8)
<u>Highway Infrastructure</u>											
88	Highway Carriageway - Reconstruction	400	108	0	0	175	683	683	0	0	0
89	Highway Resurfacing	3,900	1,128	0	0	1,540	6,568	4,868	(1,700)	0	(1,700)
90	Footpaths	760	0	0	0	0	760	760	0	0	0
91	Footway Improvements around Highway Trees	125	44	0	0	0	169	169	0	0	0
92	Millennium Walkway	1,500	122	0	471	0	2,093	2,493	400	0	400
93	Bridges & Structural Work	0	1,508	0	(238)	0	1,270	770	(500)	0	(500)
94	Street Lighting Renewals	0	731	0	(233)	0	498	218	(280)	0	(280)
95	LED Lighting Residential (Invest to Save)	0	3,000	0	0	0	3,000	1,500	(1,500)	0	(1,500)
96	Coastal Erosion Scheme Rover Way to Lamby Way	382	196	0	0	87	665	469	(196)	0	(196)
97	Flood Prevention Schemes	250	0	0	0	639	889	664	(225)	0	(225)
Total Highway Maintenance		7,317	6,837	0	0	2,441	16,595	12,594	(4,001)	0	(4,001)
<u>Traffic & Transportation</u>											
98	Asset Renewal Telematics / Butetown Tunnel	300	346	0	0	0	646	646	0	0	0
99	Cycling Development	1,400	2,392	0	(209)	0	3,583	2,583	(1,000)	0	(1,000)
100	Road Safety Schemes	335	30	0	0	0	365	365	0	0	0
101	WG Grant Matchfunding	375	502	0	0	0	877	877	0	0	0
102	WG (Local Transport Fund)	2,500	0	0	0	1,498	3,998	3,998	0	0	0
103	WG (Road Safety Casualty Reduction)	175	0	0	0	0	175	175	0	0	0
104	WG (Safe Routes in Communities)	750	0	0	0	951	1,701	1,701	0	0	0
105	WG (Active Travel Fund)	3,500	0	0	0	5,315	8,815	8,815	0	0	0
106	WG(Local Sustainable Transport Covid Response)	0	0	0	0	1,030	1,030	1,030	0	0	0
107	WG (Burns Active Travel Fund)	0	0	0	0	225	225	225	0	0	0
108	WG Air Quality	9,608	0	0	0	(3,608)	6,000	6,000	0	0	0
109	City Centre Eastside and Canal Phase 1	1,225	0	0	0	15	1,240	490	(750)	0	(750)
110	City Centre Transport Schemes Matchfunding	300	(383)	0	0	0	(83)	0	83	0	83
111	City Centre Transport Impact - enabling works	1,500	0	0	0	0	1,500	500	(1,000)	0	(1,000)
112	Electric Vehicle Charging Points Car Parks	150	0	0	0	18	168	168	0	0	0
113	Bus Corridor Improvements	250	39	0	0	0	289	59	(230)	0	(230)
114	Cardiff West Interchange	50	208	0	0	0	258	50	(208)	0	(208)
115	S106 Funded Schemes	706	186	(186)	0	0	706	492	(214)	0	(214)
Total Traffic & Transportation		23,124	3,320	(186)	(209)	5,444	31,493	28,174	(3,319)	0	(3,319)
<u>Strategic Planning & Regulatory</u>											
116	S106 Projects	181	77	(77)	0	0	181	35	(146)	0	(146)

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<u>DIRECTORATE & SCHEME</u>	2021-2022 Programme	2020-21 Slippage	Budget revision	Virements	Changes & New Approvals	Total Programme 2021-22	Projected Outturn	Slippage	(Underspend)/ Overspend	Total Variance
	£000	£000	£000	£000	£000	£000	£000	£000	£000	£000
Total Strategic Planning & Regulatory	181	77	(77)	0	0	181	35	(146)	0	(146)
TOTAL PLANNING, TRANSPORT & ENVIRONMENT	37,536	11,832	(263)	(209)	7,755	56,651	47,627	(9,024)	0	(9,024)
RESOURCES										
Technology										
117 Modernising ICT to improve Business Processes	225	202	0	209	0	636	550	(86)	0	(86)
118 ICT Refresh	500	468	0	0	0	968	768	(200)	0	(200)
Total Technology	725	670	0	209	0	1,604	1,318	(286)	0	(286)
Central Transport Services										
119 Vehicle Replacement - Lease or Buy Phase 1	0	2,240	0	0	0	2,240	2,240	0	0	0
120 Vehicle Replacement - Lease or Buy Phase 2	0	0	0	0	0	0	2,976	2,976	0	2,976
121 Vehicle Replacement - Lease or Buy Phase 3	0	0	0	0	0	0	1,370	1,370	0	1,370
122 5 x New Electric Powered RCV - WG Funding Phase 2	0	0	0	0	1,025	1,025	1,025	0	0	0
123 6 x New Electric Powered RCV - WG Funding Phase 3	0	0	0	0	1,200	1,200	1,200	0	0	0
124 CTS - Minor Repair Workshop	0	48	0	0	(17)	31	31	0	0	0
Total Central Transport Services	0	2,288	0	0	2,208	4,496	8,842	4,346	0	4,346
Corporate										
125 Contingency	200	0	0	(26)	(174)	0	0	0	0	0
126 Invest to Save - Bid Allocation for small schemes	500	0	0	(120)	(380)	0	0	0	0	0
127 City Deal - Cardiff Share	3,594	3,198	0	0	0	6,792	0	(6,792)	0	(6,792)
128 Core Office Strategy - Digital Infrastructure	4,800	879	0	0	0	5,679	1,500	(4,179)	0	(4,179)
129 Web casting and Infrastructure	0	260	0	0	0	260	210	(50)	0	(50)
130 Onsite Construction Skills Hub (Construction Industry Training Board)	110	0	0	0	(3)	107	107	0	0	0
131 Cardiff City Transport Services Ltd	6,600	0	0	0	0	6,600	6,600	0	0	0
Total Corporate	15,804	4,337	0	(146)	(557)	19,438	8,417	(11,021)	0	(11,021)
TOTAL RESOURCES	16,529	7,295	0	63	1,651	25,538	18,577	(6,961)	0	(6,961)
TOTAL GENERAL FUND	129,270	45,532	(3,088)	0	29,028	200,742	174,340	(28,463)	2,061	(26,402)
PUBLIC HOUSING (HRA)										
132 Estate Regeneration and Stock Remodelling	3,150	(337)	337	0	0	3,150	2,650	(500)	0	(500)
133 External and Internal improvements to buildings	19,250	3,081	(3,081)	0	0	19,250	16,160	(3,090)	0	(3,090)
134 Disabled Facilities Service	3,350	1,304	(1,304)	0	0	3,350	2,500	(850)	0	(850)
135 Housing New Builds & Acquisitions	60,990	(905)	905	0	0	60,990	38,630	(22,360)	0	(22,360)
TOTAL PUBLIC HOUSING	86,740	3,143	(3,143)	0	0	86,740	59,940	(26,800)	0	(26,800)
TOTAL	216,010	48,675	(6,231)	0	29,028	287,482	234,280	(55,263)	2,061	(53,202)

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Appendix 5 - Capital Schemes Update

Economic Development

1. Directorate Programme 2021/22 £34.403 million. Initial variance of £352,000 identified.

Business and Investment

2. The Council has requested and drawn down repayable loan funding of £6.060 million from Welsh Government for the implementation of town centre regeneration schemes to bring back vacant, underutilised or redundant buildings into beneficial use. Loans currently outstanding total £2.230 million, with loans provided to date in 2021/22 supporting development in the city centre particularly in the leisure and hospitality sector. It should be noted that all risk in respect to repayable loans remains with the Local Authority so robust security for loans is sought.
3. A sum of £2.366 million was originally allocated in the 2019/20 capital programme for economic development initiatives, primarily in relation to heritage buildings and a sum of £366,000 was ringfenced for the Black Tower Tales visitor experience at Cardiff Castle. The attraction opened in May 2021, with the remaining budget of £30,000 held for final snagging works to be undertaken by the end of the year.
4. Following a marketing exercise for the development of Merchant Place/Cory's Buildings, in October 2021 Cabinet approved a recommendation to dispose of the site, subject to planning, in order to recoup the initial investment. Expenditure incurred in the year of £21,000 on professional fees is anticipated to be recouped from capital receipts.
5. A sum of £1.929 million arising from a 2019/20 Welsh Government grant to support economic stimulus in local authorities was used for the acquisition of land situated on the corner of James Street and Adelaide Street in Cardiff Bay that has remained derelict for over 30 years. Following a Cabinet decision in October 2021, this site was appropriated to the HRA for the development of social housing. Any future costs related to the site, including clearance, conservation issues and land acquisition will be borne by the HRA.
6. In September 2021, Cabinet agreed to progress the development strategy for the International Sports Village (ISV) by formally terminating an old Development Agreement with Greenbank Partnership Ltd on the waterfront site and acquiring all the land and assets owned by Greenbank Partnership Ltd at the ISV. Land acquisition and associated costs are expected to be £12.105 million during this financial year with the balance of acquisition costs in accordance with the Heads of Terms agreement, to be incurred in 2022/23. The expenditure in land acquisition is assumed to be recovered from sales of land and income receivable. Close monitoring and reporting of the timescale and value of receipts will need to be undertaken and reported as part of the

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Annual Property Plan and future reports to Cabinet in order to ensure that there is no sustained impact on the Council's borrowing requirement and on the costs of holding the sites.

7. Further expenditure on design works and professional fees of circa £750,000 is also anticipated to be incurred in 2022/23 relating to the relocation of the Velodrome from Maindy to a new facility within the ISV. This investment remains subject to the approval of a full business case, with a final Cabinet decision on this expected before the end of the financial year. To facilitate the Cabinet approved amendments to the development strategy, budgets have been brought forward from future years and realigned across the International Sports Village projects to enable delivery of the wider ISV masterplan.
8. The primary phase of Central Square Public Realm was completed in November 2018 with costs of £8.700 million in 2018/19 and prior. Completion of the public realm works will not take place until the bus station work is completed by Welsh Government and this is not expected until the latter part of 2022/23.
9. Cabinet approved the acquisition of the Red Dragon Centre site in December 2019, triggering the approval of the affordability envelope in respect of delivery of a new indoor arena as part of the 2019/20 budget proposals. Completion of the site took place in January 2020 and Cabinet approved the final business case of the arena in September 2021. The final sum of £5.724m has been paid alongside submission of a planning application for the arena.
10. In November 2020 Cabinet approved the appointment of a 'Preferred Bidder' developer/operator consortium for the new Indoor Arena as well as approving the land acquisition strategy to enable the Council to gain full control of the land required for the arena. A final business case was approved by Cabinet in September 2021 with a view to signing of the Development and Funding Agreement (DFA) later this year. The current expenditure projection for 2021/22 is circa £5.28 million for acquisition of the remaining land parcels and professional fees, with the costs of these covered by the Arena affordability envelope. The DFA will remain conditional on a number of future milestones being met, including planning permission, with pre-contract service agreement costs not due to be paid to the developer until Financial Close (once DFA contract becomes unconditional). Financial Close is currently anticipated to be in the 2022/23 financial year and this is when the Council's capital contributions will begin being drawn upon.
11. The Llanrumney Development has an approved budget in year of £250,000. Spend to date includes undertaking a feasibility study as well as surveys, design costs and the valuation fee. This has been paid for from revenue budgets to date but will be capitalised and recovered from capital receipts generated once the disposal of sites materialises.

Parks & Green Spaces

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12. Proposed property asset renewal works (£150,000) will include demolition of Lisvane changing rooms, roof upgrades at Llandaff Pavilion and Llanishen Park changing rooms, upgrade of the intruder alarm and external lighting units at Mill Road Bowling Green and the renewal of the alarm control panels at the park's depot at Eastern Leisure Centre.
13. The Parks Asset Renewal Infrastructure budget for 2021/22 including slippage is £226,000 and is to be used for footpath reconstruction at Hailey Park, Rhydypennau Park, Whitchurch Common, and Grange Gardens. It will also be used for retaining structural works, including bridge replacement at Waterhall Park, Cobb Woods, Hendre Lake and the replacement of a collapsed wall at Fairwater Park.
14. Including the significant level of slippage from the previous year, the play equipment capital allocation is £752,000 including slippage. It is essential that a robust process for the planning and delivery of these schemes is in place with resurfacing and replacement of playground equipment at sites including Lascelles, Parc Caedelyn, Crawford Drive, Garth Newydd, Glenmont Way, Grange Gardens, Drovers Way, Catherine Gardens, Victoria Park, Peppermint Drive and Heol LLanishen Fach. Whilst this is subject to contractor availability and capacity, the projection is that the works can be completed by the end of the financial year.
15. A budget of £200,000 has been allocated to improve the condition of multi-use games areas, fitness equipment, BMX tracks and skate parks across the city. A destination skate park in Llanrumney is currently the subject of detailed design and an acceptable tender exercise. The modular nature of the equipment may require this to be paid for in advance, however the current assumption is slippage of £150,000 into 2022/23.
16. The Green Flag Infrastructure Renewal budget is £100,000 and will be used to support the replacement of signage and infrastructure in existing Green Flag parks which include Roath Park, Victoria Park and Rumney Hill Gardens.
17. A budget of £150,000 which aims to combat motorcycle nuisance and protect park users will be prioritised at locations based on recommendations and issues reported to the Council and South Wales Police. Works at Splott Park have commenced, with works at Trelai Park scheduled to commence in January 2022.
18. External works at Roath Park House, for change of use, landscaping and improved visual impact are nearing completion. The overall project has been paid for from £726,000 of capital receipts from the disposal of the former youth hostel at Wedal Road agreed by Cabinet to be re-invested in the Roath Park District Area.
19. Expenditure of £400,000 is forecast during 2021/22 on professional fees and site surveys in relation to Roath Park Dam in order to determine an options report for works deemed required as part of the Reservoir Act 1975 and in

response to a Natural Resources Wales inspection report. Future costs are subject to this appraisal, consultation as well as consideration of the impact on other features of this Grade1 listed Historic Park as part of a future Cabinet Report.

20. During the year the council acquired Hawthorn Woodland in Pentwyn at a total cost of £26,000.
21. Following on from the development phase, the Council and partners have been successful in securing Heritage Lottery Funding of up to £645,200 towards the restoration of built and natural heritage on Flat Holm Island. This is for the Walk-through Time project, in partnership with RSPB Cymru and the Flat Holm Society, which aims to preserve its heritage, protect its rich wildlife and attract more visitors to the site. Expenditure of £15,000 is projected to be spent on professional fees and contractor preliminary costs.
22. A number of further grant allocations have been awarded during 2021/22 to be spent by 31 March 2022 including:
 - £548,000 to enable the Council to meet some of the actions within the 2021/22 Play Sufficiency Assessment Action Plan and to complement play work provision.
 - £190,000 Local places for nature funding for the acquisition of equipment to support green spaces and biodiversity in the city.

Leisure

23. A property asset renewal budget of £515,000 has been allocated to replace further sections of the sports hall roof at Western Leisure Centre in order to urgently address water ingress.
24. The budget in 2021/22 for the redevelopment of Pentwyn Leisure Centre is £1.5 million which, subject to approval of a business case, will be funded on an invest to save basis. A professional team has now been appointed and £55,000 of professional fees has been incurred to date. Design and submission of a planning application is to be submitted before the end of the financial year with an aim for approval in early 2022/23. Contractor procurement is expected to be completed by October 2022, with construction to commence for a period of 12 months, subject to due diligence. Expenditure in this year is projected to be £250,000 with slippage of £1.250 million into 2022/23.
25. As part of the contract for the transfer of leisure sites to GLL, the balance remaining of the £3.5 million for investment in the transferred leisure sites is £465,000. Expenditure of £152,000 is forecast during the year on the air handling unit as well as gym and studio refurbishment at Western Leisure Centre. It also includes an upgrade to LED lighting at both Western and Fairwater Leisure Centres. With any expenditure to be repaid on an invest to save basis, the balance of the remaining allocation is removed pending confirmation of future proposals.

26. The resurfacing of the outdoor arena at Pontcanna Riding School started in October 2021 and is now complete. Together with other works such as fencing, new gates, refurbishment of lighting columns and cables, expenditure totals £127,000. Funding sources include the Council's property asset renewal budget and a contribution from the Friends of Pontcanna Riding School.

Venues and Cultural Facilities

27. Property Asset Renewal works (£490,000) for St David's Hall include upgrades to the fire detection system, Building Management System and design for the renewal passenger lift. As part of initial necessary works to be undertaken at the New Theatre prior to an agreed handover to HQ Theatres, work to roof and building management system is planned at a cost estimated to be £100,000.

Property & Asset Management

28. Property Asset Renewal works for non-school buildings include roofing works to Western Leisure Centre, St David's Hall fire detection and BMS systems, an upgrade to the exterior roller shutter doors to County Hall underground car park and health and safety works at both CTS workshops and Cardiff Castle. Slippage of £1,094,000 is currently forecast primarily due to the asset renewal work on the school estate being prioritised.

29. The Community Asset Transfer budget provides up to £25,000 for improvement works to buildings being taken on by third party organisations. The total budget available for 2021/22 is £98,000 which is the result of slippage from 2020/21 and this is projected to slip again into next year pending a review of existing commitments.

30. In respect of Central Market, subject to successful grant funding, the Council has allocated circa £700,000 over the next four years to invest in the fabric of the building; improving the appearance, tackling structural issues and enhancing the commercial attractiveness. Expenditure of £50,000 is forecast and with the phase one application submitted and approved by the National Lottery Heritage Fund, the Council continues to review costings and seek additional external funding opportunities to preserve its heritage.

Harbour Authority

31. The Harbour Asset Renewal budget approved and paid for by Welsh Government grant for 2021/22 has increased from £460,000 to £585,000 due to an increase in component costs for the wheeled materials handler and increased costs for the installation of boardwalk decking. Expenditure also includes the purchase of a new patrol boat to undertake statutory duties relating to the management of the Harbour.

Recycling Waste Management Services

32. The five-year capital programme includes £3.325 million to explore options for a new household waste recycling/reuse centre. There is no expenditure forecast to be incurred during the year until a suitable site is identified, resulting in the budget of £200,000 being re-profiled to future years.
33. The Capital programme for 2020/21 included an allocation of £815,000 to roll out a separate glass collection scheme. The Council's recycling strategy 2021- 2025 was the subject of a Cabinet report in September 2021. Subject to the implementation costs of the strategy over the period and availability of grant funding, the Council budget required will be reviewed as part of the budget setting process.
34. The Waste Recycling and Depot Site Infrastructure budget of £635,000 is to be used for a range of infrastructure improvements at depot and recycling sites. This includes CCTV, weighbridge software and barriers as an audit requirement, and improvements to the recycling centres.
35. In order to implement enhanced team operational requirements and facilities that support revised working practices, a number of changes were made at the Lamby Way waste depot at a cost of £703,000 during 2020/21. An additional £120,000 expenditure is forecast this year to complete the transformation, including technical equipment, lighting and security fencing. This cost is to be repaid over a three-year period from directorate revenue budgets.
36. A sum of £100,000 Council match funding is included in the Capital Programme to help secure a range of Welsh Government grants such as from the Circular Economy Fund to be bid for during the year where match funding is required. Due to the success of grant applications.
37. A Welsh Government grant of £325,000 has been awarded from the Ultra-Low Emissions Vehicle Transformation Fund to install rapid charging infrastructure at Lamby Way Depot for the electric refuse collection fleet.
38. A Circular Economy Fund grant of £239,000 will be used to purchase glass recycling caddies and for enhancements to recycling centres, including new signage and digital display.
39. The Keep Wales Tidy allocation of £15,000 will be spent on litter bin sensors providing additional intelligence to direct resources appropriately as well as portable ticket issuing devices compatible with the enforcement software to effectively issue on the spot fixed penalty notices. The Re-Use shop and associated works funded by Waste-savers grant are now operational.

Education and Lifelong Learning

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40. Directorate Programme 2021/22 £67.273 million, with a variance of £6.490 million identified.

Schools - General

Asset Renewal - Buildings

41. The Council asset renewal allocation of £6.958 million in 2021/22 includes a £5.719 million WG grant for schools' capital maintenance, in line with grants received in the prior three financial years. Full expenditure is anticipated this financial year based on the current programme of roof and boiler replacements, fire precaution works, safeguarding of lobbies and kitchen upgrades. An additional £25 million of invest to save funding to address condition, health and safety and additional learning needs within the schools' estate was approved in 2018/19. £12 million of this additional funding was allocated for use this year. Current projections indicate slippage of £3.5 million against this budget.

Asset Renewal – Suitability and Sufficiency

42. The Suitability and Sufficiency budget of £1.040 million includes the realignment of a £5.250 million brought forward to fund projects earlier than planned. This budget is expected to be fully utilised in 2021/22 on a range of works including security and safeguarding works on boundaries and receptions across the schools' estate, as well as priority Disability Discrimination Act (DDA) adaptations.

Whitchurch High

43. A £703,000 separate allocation exists for works at Whitchurch High with future works on the Art and Science blocks. The total cost of construction is anticipated to be £2 million with the remaining balance utilising Asset Renewal Budget.

Reducing Infant Class Sizes Grant

44. As part of an ongoing programme to reduce infant class sizes, Welsh Government agreed a £3.322 million grant funding package until 2021 for St Fagan's Primary, St Francis Primary and Oakfield Primary. Oakfield was completed in 2020/21, with works on the St Fagan's and St Francis projects due to be completed this calendar year.

Hwb ICT Infrastructure Grant

45. A Welsh Government funding allocation of £5.097 million was awarded in 2019/20 to support Cardiff schools in developing sustainable EdTech Digital Services and this was fully utilised by the end of 2020/21. A further £3.5 million has been awarded for use in 2021/22 and full spend is once again projected.

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Schools Organisation Plan – 21st Century Schools

46. The 21st Century Schools Band A programme has fully utilised Welsh Government grant funding of circa £66 million with final expenditure in 2021/22 expected to be £531,000 including demolition at the Michaelston site as part of the Cardiff High School in the West project. This is significantly higher than first planned due to the amount of asbestos and other site contaminants. Additional works relating to Ysgol Glan Morfa have also been identified with expenditure of £150,000 anticipated this year. Outstanding Band A grant retentions will be utilised to fund these projects in the first instance with the Band A invest to save model absorbing the balance of expenditure.
47. Band B of the 21st Century Schools Programme is underway with an original funding envelope of circa £284 million. This is to be funded by a Welsh Government grant award with match funding from Cardiff Council at a rate determined by the type of school. A further request has been made to return Willows to the Band B programme due to progress of the project. Costs in relation to Willows are now included in the Band B totals.
48. Works at Fitzalan High have a Welsh Government approved budget of £64.3 million. Significant slippage last year was caused by Covid-19 restrictions and adverse weather conditions. Expenditure this year is anticipated to be £26.753 million, to be funded from grant.
49. St Mary the Virgin is currently at design stage with the full business case currently being drafted. Minimal expenditure is anticipated this year in line with cash flows projected in the business case whilst land issues are resolved.
50. The Fairwater Campus scheme (previously Doyle Avenue) aims to house three schools (Cantonian, Riverbank and Woodlands) on one shared campus. An outline business case has been approved by Welsh Government with expenditure on planning, surveys and professional fees underway. Post tenders a contract has now been awarded.
51. Two land acquisitions took place in 2020/21 costing £15.926 million in preparation for the Willows project. This was funded by Welsh Government in addition to the original Band B envelope but will attract the same level of Cardiff Council match funding as other secondary schools (35%). An additional £250,000 is anticipated in relation to the scheme this year in relation to pre-tender works including surveys, planning and demolition.
52. An additional £8 million WG grant has been received in relation to the strategic purchase of a site on Ty Glas. Use of this land will be prioritised for education purposes due to the terms and conditions of the grant. Additional capital costs in relation to the site will be funded through Band B invest to save funding and allocated against relevant Education schemes budgets when development proposals are finalised.

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People & Communities

53. Directorate Programme 2021/22 £16.877 million. Initial variance of £4.279 million identified.

Communities & Housing

Neighbourhood Regeneration

54. The Neighbourhood Renewal Schemes budget of £879,000 is made up of an in-year allocation of £300,000, slippage from 2020/21 of £254,000 and a grant of £325,000 to support Covid-19 recovery. Schemes proposed include environmental improvements in Old St Mellons Village, a multi-use games area in Llanrumney and wellbeing improvements in Llanishen Park. The Covid-19 recovery grant was utilised towards works undertaken at Cowbridge Road East. Expenditure is subject to the outcome of designs and tenders and slippage of £279,000 is assumed.

55. An initial budget allocation of £250,000 was approved in 2021/22 towards District and Local Centres. The whole project profile has been moved on by a year, so the entire allocation for this year will slip into 2022/23. The budget will be used to develop comprehensive recovery strategies for the centres, with initial expenditure on design work to support an approved longer-term programme of investment and bids for grant match funding. Grant funding has been awarded by Welsh Government to resource the development of projects.

56. Including slippage from the prior year of £41,000, the alleygating budget is £141,000 for priority schemes throughout the city. Subject to completion of consultation and legal procedures, projected expenditure is likely to be £80,000 with schemes including Cyril Crescent, Mill Road, Fairwater Grove East and Pen-y-Wain Place.

57. In March 2018, Cabinet agreed priorities for submission under the Welsh Government Targeted Regeneration Investment (TRI) Programme. From the remaining match funding of £1.430 million set aside by the Council in accordance with the terms and conditions of the funding, the Council has initially allocated £1.222 million towards the commercial business and environment improvement schemes as well as the Tudor Lane property enhancement scheme. The balance remains held as a contingency for increased costs.

58. The Tudor Street Business Improvement Scheme delivers external improvements to commercial premises in Tudor Street, Riverside. Having started in 2020/21, the scheme is due to complete by May 2022 at an estimated total cost of £1.850 million. The project has been delayed slightly due to material shortages and mandatory Covid-19 isolations. The expenditure of £1.040 million projected to be spent this year assumes

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£442,000 of match funding with the balance of £598,000 being grant funding to be claimed.

59. The Environmental and Green Infrastructure scheme has an estimated total cost of £3.361 million with projected expenditure of £2.400 million during 2021/22. This will be funded by £1.609 million of grant funding and £791,000 from the city centre wider transport impact enabling works budget, with council match funding of £590,000 shown as slippage into 2022/23 to complete the scheme by July 2022.
60. The Tudor Lane Property Enhancement Scheme is the result of a placemaking grant distributed by Welsh Government which will assist applicants to physically improve their properties by offering funding for commercial property frontages and associated works. The Council has been awarded £250,000, with Council match funding of £90,000 and applicant contributions estimated at £18,000 providing an overall programme total of £358,000 for eligible schemes. Circa 20 applications for use of the grant have now been received and are under review. Full spend of the grant is currently projected in year in line with the grant terms and conditions, however, is dependent on the take up of grant. The Council's match funding element will slip into 2022/23 to prioritise spending of grant funds.
61. Funding available for a scheme at Rhiwbina Hub totals £408,000 and includes a £120,000 approval of Welsh Government Museums, Archives and Libraries Division (MALD) grant. Finalising the scope of the project has resulted in a delay in undertaking a tender exercise, now expected to be complete by the end of the financial year, with any contract award, subject to identification of funding sources to meet any additional cost requirements. Expenditure of £120,000 in year is forecast to ensure use of the MALD funding, with slippage of £288,000 assumed.
62. The Council budget remaining to develop a Multi-Agency City Centre Youth Hub total £2.036 million with an assumed allocation of £786,000 in 2021/22. Pending a review of alternative options to deliver a viable project, external grant bids as well as subsequent cabinet approval, no expenditure is currently forecast, and full slippage is shown.
63. A vacant site on Cowbridge Road West, enjoys a prominent road frontage and is considered an important gateway site into the city and two neighbouring wards. The Council aims to secure land to determine regeneration opportunities via a youth community-based facility. This is subject to a business case, working with external partners and a future business case to Cabinet.

Housing (General Fund)

64. The Disabled Facilities Service budget for mandatory and discretionary grants to housing owner-occupiers as well as for administration costs for the grants is £5.359 million and this includes slippage of £809,000 from 2020/21 due to delays as a result of Covid-19. Expenditure for the year is projected to

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be £4 million and will allow housing owner-occupiers to continue living in their own home. Slippage of £1.359 million is projected due to a number of reasons including a shortage of labour resources and materials impacting on delivery times. Whilst demand remains high and budget is in place, the focus is on the most urgent cases which have built up over the pandemic.

65. In addition to the above Council budget, an Enable grant totalling £545,000 has been awarded by Welsh Government to deliver additional adaptations, with full expenditure projected for the year.
66. Following feedback from initial pilot exercises, Welsh Government are reviewing the Private Rental Sector Leasing scheme and its targets, with a rollout of an all-Wales scheme under consideration. The pilot offered loan and grant support to potential landlords; however, the review of the terms will consider offering grants only, with little appetite identified for loans. The Council received a repayable loan of £533,000 for which details of repayment are being determined with Welsh Government.
67. Integrated Care Funding (ICF) of £200,000 has been awarded for 2021/22 for Rapid Response adaptations. This funding allows adaptations to be made to private homes to both enable the discharge of patients back into their own homes and to help prevent them from having to go into hospital in the first place. ICF funding of £150,000 has also been awarded for Assistive Living Technologies, enabling the purchase packages of assistive technology for people living with dementia, to help prevent falls and ultimately enable citizens to live in their own homes for longer. There are a number of other schemes in the pipeline including social services respite accommodation, assessment centres and supported living (Pearl House) which are under development. Any spend will need to be made according to grant terms and conditions.
68. Two residential properties were subject to a Compulsory Order Process in 2020/21, on Romily Road and Cyril Crescent. The balance of expenditure is estimated to be £125,000 but is subject to finalisation with owners in respect to any compensation payable.
69. To facilitate comprehensive regeneration schemes, the estate environmental improvement allocation supports the costs of works to owner-occupier properties as part of the Public Housing programme. Schemes during the year include Roundwood Estate, Arnold Avenue and Bronte Crescent. There is a budget of £452,000 and projected expenditure in year is £202,000 with £250,000 slippage assumed into 2022/23.

Flying Start

70. The budget for Flying Start Capital schemes for the year totals £771,000. This comprises of slippage of £130,000 in relation to allocations for furniture and ICT at five nursery sites across Cardiff, alongside an additional grant award of £140,000 for canopies, replacement boilers and refurbishment at three further sites in 2021/22. A further grant award of £500,000 has been made

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by WG to support Moorland Primary. It is anticipated that slippage of £621,000 across schemes due to progress made on site to date.

Childcare Capital Grant

71. Works were completed on Ysgol Y Wern in 2020/21, with additional plans for three Cylch Meithrin provisions planned for the Welsh Medium programme this year. Anticipated expenditure of £596,000 includes an additional award of £556,000 in relation to Pwll Coch which is anticipated to be fully spent in year.

Social Services

Adult Services

72. There is a total programme budget of £49,000 due to slippage of ICF grant and Council funding from 2020/21. Full spend is projected in year towards the development of a scheme for the Tremorfa Day Centre. An external multi-disciplinary design team has been appointed to take this forward and the funding will be used towards feasibility work on the new build scheme for that site.

Children's Services

73. Proposals being considered from the remaining John Kane Fund include an extension and refurbishment of the Crossland's home. With projected costs in excess of the budget available and the need to mitigate the impact of the works on service delivery, no expenditure is currently assumed during the year.

74. The Young Persons Gateway Accommodation scheme has converted four large properties to include an office / sleep in accommodation on site, to provide supported accommodation for young people (16-24 years) to help them live independently whilst still providing intensive 24-hour support. This has primarily been undertaken with RSL's and seeking grant funding. Accordingly, £2,000 of expenditure for the budget held by the Council is forecast this year, and the balance of budget carried forward to allow flexibility to support further accommodation where needs arise.

75. As part of the Right Home, Right Support Children Looked After Commissioning Strategy (2019-2022), £1.5 million was also made available in the programme over a two-year period to develop an emergency pop-up unit, assessment units, and additional residential places in the city. £500,000 is available during this year to secure additional properties, with any expenditure on both the above schemes to be repaid on an invest to save basis.

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76. In parallel with the above the Council submitted bids to the Welsh Government Intermediate Care Fund to support the development and acquisition of additional properties resulting in the Council's own allocations not being required in full at this stage. This includes grant applications towards:

- Two new young person's assessment centres which will be high quality, fully accessible, fit for purpose and able to accommodate a wide range of programmes, activities, and resources specifically to meet a wide range of health and well-being needs of young people to enable independent living in the future.
- Two residential properties linked to the new young person's assessment centres to facilitate service delivery specifically tailored to young people (10-17yrs) and able to accommodate up to 3 young people each.
- A 10 bed young persons supported living unit, with a specific focus on supporting existing placements and helping young people to progress to live independent lives in permanent accommodation.

Search for suitable properties is in progress with a further update on sites and maximisation of grant opportunities to be provided in the 2021/22 outturn report.

Planning, Transport & Environment

77. Directorate Programme 2021/22 £56.651 million. Initial variance of £9.024 million identified.

Energy Projects & Sustainability

78. In May 2019 the Council entered into an agreement to obtain grant funding of £6.628 million for Phase one of the Cardiff Heat Network project from the Department of Business, Energy and Industrial Strategy (BEIS) and this was awarded in March 2021. A further £8.600m interest free loan has also been agreed between the Council and Welsh Government and this will be passed on to Cardiff Heat Network (CHN) Limited, a special purpose vehicle created with the Council as sole shareholder. The estimated expenditure to be reimbursed to CHN for the year is £2.450 million.

79. A second phase of £1.470 million investment under the REFIT programme will invest in energy conservation measures into the education estate including solar panels, sensors and lighting upgrades. £1.293m of this has been spent to date. Sites have been selected following detailed assessment with the contractor including feedback from phase one and validation of the outcomes by SALIX who are also providing loan funding to implement the works which must be repaid over an 8-year period from the savings generated from the measures.

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80. There is an invest to save budget of £500,000 in place for the roll out of further Salix SEELS projects across the Council. There are currently no applications in the pipeline and so the budget line has been removed but will be adjusted subject to confirmed schemes demonstrated by a robust business case.
81. In May 2019, Cabinet approved the final business case to deliver a solar farm at Lamby Way. The Solar Farm is a long term invest to save project, undertaken on the basis of being self-financing over its operational life. Installation of the solar panels and the first electricity was generated following connection to the grid in December 2020. Due to conservation and timing issues, there had been a delay with the installation of the private wire, but this is now substantially complete and the subject of testing. After all costs including unforeseen costs arising from the pandemic, the current estimated cost of the scheme since inception is projected to be circa £8.975 million.
82. It should be noted that the costs of all projects identified above together with ongoing maintenance must be paid back from savings or future income generation.
83. The One Planet Cardiff Strategy is a strategic response to the climate emergency and includes a range of actions which together, form the basis of a delivery plan to achieve carbon neutrality across the city. As well as strategic projects mentioned above, the Council has allocated £3.9 million over the next 5 years towards capital investment and match funding for smaller schemes to support the strategy. The allocation for 2021/22 is £700,000 which is expected to be spent in full but subject to grant awards, may result in slippage for use on other projects. Projects approved include enhanced food composting facilities in schools, electric vehicles and charging points and installation of carbon sensors within County Hall.

Bereavement & Registration Services

84. Work to create new burial space in the North of the city is now complete, with the Council and contractor in negotiations in respect of finalising the overall cost of the scheme. Expenditure on the overall project is to be repaid from future income receivable as part of the bereavement reserve.
85. As part of the budget proposals in 2020/21, a segregated Capital property asset renewal allocation for bereavement services was created to allow more of the bereavement reserve to be used to support the revenue costs of the service and Directorate. Due to slippage from the previous year, the total allocation for 2021/22 is £185,000 to support site infrastructure improvements, new vehicles and plant and improvements to facilities. Expenditure for the year is expected to be £177,000. This figure includes the purchase of two new excavators and two trailers as well as grounds maintenance equipment (£85,000) to replace older machines. There will also be expenditure of £75,000 on road resurfacing at Thornhill Crematorium and £17,000 on the design of lighting works planned to be undertaken in 2022/23.

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Highway Maintenance

86. Expenditure on the reconstruction of structurally deteriorated roads which are deemed to be a priority is forecast to be £683,000. Schemes to be completed in year are Grand Avenue, Hadfield Road, Rover Way, Heol Llanishen Fach, Willowbrook Drive, Heol Penyfai and Nant Fawr Crescent.
87. Other budgets for carriageway and footpath work total £7.497 million including slippage from 2020/21 and a specific Welsh Government grant. To date contracts awarded and completed are high speed routes carriageway resurfacing, Phase 2 footway improvements at Heol Carnau, Phase 1 of the carriageway slurry seal (micro asphalt) programme, smaller value footway reconstruction and improvement schemes and a number of localised highway initiative improvement schemes. Further such works are planned in the last quarter including a carbon neutral resurfacing trial on A470 Northern Avenue. A sum of £1.700 million of the budget is to be carried forward to future years for use towards the cost of City Centre highway improvement schemes.
88. The five-year capital programme included a sum of £2.240 million to replace the timber surface of the Millennium Walkway. Works entailed the replacement of the timber decking and supporting bearers using reinforced plastic components along the length of the walkway from Wood Street to Cowbridge Road East/Castle Street along the River Taff. Following a trialling of materials, construction started in February after the dismantling of the Dragons Heart hospital from the stadium. The contract was completed in October 2021, with additional costs to upgrade lighting, cabling and decayed timber as part of unforeseen issues identified following the removal of the old walkway. These additional costs have been met by a virement from the highway structures and street lighting budgets.
89. The bridges and structures budget of £1.270 million will support Fairwater Road, Heathwood Road and Capel Llanilern culvert works as well to replace expansion joints at various locations around the city, upgrade viaduct doors and install CCTV. Slippage of this budget assumed to 2022/23 is £500,000.
90. The street lighting renewals budget is to be utilised for subway lighting, column replacement and to start the design process for electrical works on Eastern Avenue. Implementation of the latter continues to be delayed resulting in overall slippage of £280,000 into 2022/23.
91. Following a successful trial of LED lighting in the Radyr Ward, with the conversion of 1,250 columns, Cabinet approved in May 2019, an invest to save business case for all remaining residential columns to be converted to LED. Following a tender exercise, the total cost is estimated at £5.200 million with £1.500 million of expenditure forecast during this year. This is lower than planned due to a restricted supply of lanterns resulting from shortages of semi-conductor components.
92. As part of a coastal risk management scheme to implement improvements from Rover Way to Lamby Way, a revised Welsh Government grant of £1.129 million was awarded for the development of the full business case to deliver

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the detailed design and cost estimates to construct the coastal defence improvements. Ground investigations were completed in May 2020 and results have been utilised in order to determine the most appropriate detailed design. Cabinet considered a progress report on the scheme in June 2021 including the reasons for cost estimate increases, timescales and to approve a tender exercise. Projected expenditure during 2021/22 is £469,000, on professional fees, with a tender process underway to inform costs. Any contract award will be the subject of funding confirmation and Cabinet approval, prior to a potential start in the first quarter of 2022/23.

93. A sum of £250,000 Council match funding has been allocated towards the implementation of flood prevention measures together with Welsh Government funding of £639,000. This is for small scale schemes and post storm repairs. With only £25,000 match funding likely to be required this year, slippage of £225,000 is carried forward into 2022/23.

Traffic & Transportation

94. The enhanced asset renewal telematics budget of £646,000 is to be used for replacement of obsolete analogue CCTV cameras at various locations with HD digital CCTV cameras, replacement of the electronic signage/control system for the North Road tidal flow lane control system and Bute Tunnel entrance electronic signage.

95. The total budget for cycling development in 2021/22, including slippage from the prior year, is £3.583 million, which will be used to match fund WG grant funded schemes for primary cycleways and completion of schemes such as North Road Phase II which will deliver improvements to Cathays Terrace, Whitchurch Road, Allensbank Road and King George V Drive East. Slippage of £1.000 million is currently forecast as a result of the award of additional Local Sustainable Transport Covid Response funding for pop-up cycling improvements.

96. The Council Road Safety Schemes budget of £365,000 will be used to match fund safety related schemes being delivered as part of Welsh Government grants. This is together with a sum of £877,000 Council match funding to help secure a range of grants where match funding is required towards schemes for Local Transport, Safe Routes in Communities and Road Safety as described below.

97. The Welsh Government revised allocation to Cardiff for the Local Transport Fund is £3.998 million. The fund supports development of integrated, effective, accessible, affordable and sustainable transport systems. Schemes bid for and approved include £1.617 million towards improving sustainable transport and active travel measures in the City Centre, £1.270 million towards bus priority and active travel improvement schemes (A4119 Corridor Phase 2D and A470 Caedelyn Road to Tyn y Parc Road Phase 2). It also includes £1.111 million towards bus stop infrastructure and real time information improvements.

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98. The Welsh Government Road Safety Casualty Reduction grant approval is £175,000, to support projects that reduce road casualties including traffic calming and pedestrian improvements on Penarth Road, Clive Street Junction and Thornhill Road.
99. The Welsh Government revised allocation to Cardiff for Safe Routes in Communities Grant of £1.701 million aims to improve accessibility and safety and encourage walking and cycling in communities. There is particular emphasis on improving routes to and from schools within the Canton and Trowbridge area. The allocation includes the School Streets scheme which is part of a wider programme working with schools to increase the use of active modes for school journeys, through targeted interventions and behaviour change support.
100. The Welsh Government revised allocation to Cardiff for Active Travel is £8.815 million. The purpose of the fund is to increase levels of active travel, improve health and well-being, improve air quality, reduce carbon emissions and connect communities. Funding will support Cardiff Cycle Superhighways stage 1 (£5.179 million), Taff Trail upgrade at Hailey Park (£300,000), Active Travel to Schools (£1.179 million) and various active travel and improvements to the Integrated Cycle Network (£2.112 million).
101. A Local Sustainable Transport Covid Response Grant of £1.030 million has been approved by Welsh Government for 2021/22 to fund pop-up measures. This will include temporary low-cost solutions to reallocate road space in favour of sustainable forms of transport.
102. A new Welsh Government grant allocation to Cardiff to support Burns Commission recommendation for Active Travel is £225,000. This will support the provision of a secure indoor cycle hub in Cardiff City Centre (£85,000) and the purchase of vehicle fleet specifically for cycle maintenance (£140,000).
103. In order to comply with the requirement of the Environment Act 1995 – Air Quality Direction 2019, Welsh Government provided a grant for a range of agreed measures. Planned expenditure during 2021/22 includes Bus retrofit (£562,000); taxi vehicle emissions incentives (£0.698m); city centre transport and active travel (£4.684m); implementation management and monitoring (£9,000). As part of the City Centre Transport projects, works on improvements at Central Square as part of a £6.0 million scheme are expected to be completed in April 2022.
104. At its meeting in June 2021, the Cabinet approved to commence a procurement exercise on the City Centre East and Phase one of the Canal. This included permanent bus priority measures on Station Terrace and Churchill Way, a permanent cycleway a revised car park routing system and the first phase of the canal at the north end of Churchill Way. Following a tender exercise, the initial phase costing c £6.5 million has started on site, with works expected to be complete by the end of 2022/23. The project is funded by a combination of City Deal Metro Plus grant, Air Quality grant, Council match funding and a sum of £3 million Council funding included in

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the overall programme towards the canal. It is assumed grant funding would be used first, so the Council allocation of £750,000 towards the Canal, profiled for use in 2021/22, will be carried forward as slippage into 2022/23.

105. To mitigate against the impact of the City Centre works in neighbouring areas, the Council has allocated a sum of £4 million, with £1.500 million assumed in 2021/22. A sum of £500,000 is forecast for 2021/22 in respect to development work at a number of sites in Grangetown and towards transport and green infrastructure improvements at Tudor Road. The balance shown as slippage at this stage.
106. A Welsh Government grant of £168,000 has been awarded from the Ultra-Low Emissions Vehicle Transformation Fund to install electric vehicle charging infrastructure in car parks. The proposal includes 22kW charge points at 11 of the Council's car parks, including district and local car parks and those in the city centre and Bay areas.
107. The Council Bus Corridor enhancements budget of £289,000 is to be used to complete the A470 Phase 1 and will also be utilised for match funding towards Welsh Government Local Transport improvement schemes (A4119 Corridor Phase 2D and A470 Caedelyn Road to Tyn -y Parc Road Phase 2). A delay to the A4119 scheme and grant funding for the A470 has resulted in slippage of £230,000.
108. A budget of £258,000 including slippage is shown in relation to development of the transport interchange on the site of the former recycling site at Waungron Road. Design works in respect to a retaining wall inform costs as part of a tender process in parallel with new council homes, office and commercial spaces as well as a new access road designed to integrate the proposed transport hub with the residential development. Slippage of £208,000 is currently projected.

Resources

109. Directorate Programme 2021/22 £25.538 million. Initial variance of £6.961 million identified.

Technology

110. The Modernising ICT budget aims to support projects in the Cardiff Capital Ambition programme and the digitisation of business services utilising modern technology. The total programme budget for the year is £636,000 and this includes slippage from 2020/21 of £202,000. The budget includes a virement of £209,000 from the budget allocated for Cycling Development within Transportation, for the upgrade of Building Control IDOX software system. Expenditure planned during the year is currently forecast as £600,000 and includes phase two of the Corporate Landlord Scheme (£65,000), project costs of the digitalisation team for implementation

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(£131,000), SAP Information Lifecycle Management including GDPR and archiving (£150,000) and Digital telephony (£45,000).

111. Slippage of £200,000 is currently shown in respect to the ICT Refresh budget of £968,000 primarily because of timing of receipt and implementation of hardware due to lead in times. This budget covers a range of projects to support resilience, capacity and capability including direct access and Wi-Fi replacement, server replacement and firewall licenses.

Central Transport Services

112. As a result of slippage from 2020/21, the amount carried forward to complete phase 1 of the vehicle replacement programme in 2021/22 is £2.240 million and full expenditure is projected during the year. Orders have also been placed for the second and third phases of vehicle replacement at a cost of £4.001 million and £2.570 million respectively. This expenditure will be funded from Council repayable budget brought forward from 2022/23 as well the award of Welsh Government Grant to ensure that 11 of the vehicles are electric powered refuse collection vehicles. The CTS Minor Repair Workshop has a total programme this year of £48,000 due to slippage from 2020/21. Total expenditure for the year is £31,000 with no further spend anticipated, resulting in an underspend of £17,000 which will reduce the Invest to Save repayments over the life of the scheme.

Corporate

113. Of the £200,000 contingency budget, during the year £26,000 has been vired to Parks & Green Spaces to fund the acquisition of Hawthorn Woodland. The remaining £174,000 is assumed to not be required during the year but will be adjusted at outturn if schemes are approved during the year.
114. A sum of £120,000 has been vired to support Lamby Waste depot enhancements, with the balance of the £500,000 invest to save budget assumed to have no further drawdown.
115. Including slippage of £3.198 million from 2020/21, based on projections initially assumed in the Cardiff Capital Region City Deal (CCRCD) business plan, a total programme budget of £6.792 million was assumed for 2021/22 as part of the Council's agreed £28.4 million contribution to the region. The timing and value of any drawdown is subject to proposed projects being considered and approved by the CCRCD joint committee, the delivery and expenditure on those projects, but also the different funding streams available to CCRCD to manage expenditure obligations. With expenditure estimated to be lower than planned and assumptions that expenditure during the year will be managed within external grant resources held by City Deal, slippage of £6.492 million is to be reprofiled into future years.

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116. The Core Office Strategy had an overall allocation of £9.750 million included in the programme over a three-year period with £5.679 million of this allocated for 2021/22. This was towards smarter working, digital infrastructure and building adaptations to allow consolidation into alternative council buildings. Drawdown of this allocation is subject to any expenditure being repaid on an invest to save basis. Projected expenditure for the year is £1.500m, predominantly to be spent on adaptations and fit out of Oak House following its acquisition and the purchase of specialist equipment for the Alarm Receiving Centre (ARC), with a full transfer due to take place in October 2022.
117. A total of £260,000 allocated in 2020/21 was carried forward to this year towards a webcasting and conferencing system. A contract for the acquisition of equipment and cabling at City Hall and County Hall is in place, and to be completed by May 2022. Subject to progress and testing, £50,000 is currently assumed to be carried forward into 2022/23.
118. The CITB Onsite Construction Academy is hosted on the Wates Residential Aspen Grove development at the old Eastern High site in Rumney. Expenditure of £110,000 relates to purpose-designed demountables hosting a large classroom area, kitchen and toilet facilities, a reception point and office space, which will become active following easing of Covid-19 restrictions. The Academy commenced taking referrals for support in late May for a five-day intensive programme allowing learners to gain various industry-recognised certificates.
119. The second and final tranche of viability support (£6.600 million) to be given to Cardiff Bus was referred to in the report to Council in October 2020 headed "Securing the Future Sustainability and Viability of Cardiff City Transport Services Limited". Following completion of equity subscription agreements, additional equity was injected into the company in September 2021, to allow it to implement that part of its Turnaround Strategy relating to fleet investment and strengthening the balance sheet.

Section 106 Schemes and Other Contributions

120. The table below shows the Section 106 and other contributions forecast to be spent at the time of setting the budget. This has been reviewed by Directorates and is reflected in the new projection at Month 9:

	Budget	Projection at Month 9	Variance
	£000	£000	£000
Parks & Green Spaces	2,073	1,500	(573)
Traffic & Transportation	706	492	(214)
Strategic Planning & Regulatory	181	35	(146)
Neighbourhood Regeneration	609	1,110	501

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Economic Development	59	59	0
Education & Lifelong Learning	2,334	638	(1,696)
Public Housing (HRA)	3,701	3,701	0
Total	9,663	7,535	(2,128)

121. Some of the schemes included in the profile above are:

- Parks and Green Spaces – Schemes are proposed to be undertaken in a number of areas and include Adamsdown Open Space, Maindy Park, Camaes Park, Llandaff Fields, Kitchener Gardens, Llanishen Park and cycle improvements along the Roath Park Corridor. Capacity to deliver schemes continues to be reviewed.
- Traffic & Transportation – Public transport improvements, junction improvements, bus stops and bus borders; installation of CCTV and real time information, telematics and transportation schemes including the provision of bus routes in the city and strategic transport initiatives.
- Strategic Planning & Regulatory – Air Quality Monitoring around the city.
- Neighborhood Regeneration – Provision of a Library Service within the Cardiff Royal Infirmary, improvement of community facilities at Penylan Library and Community Centre and Lisvane Old School Rooms.
- Economic Development – Support for small to medium enterprises in Adamsdown and Llanishen.
- Education & Lifelong Learning – Asset renewal schemes relating to schools in the Canton Ward, Cathays High School 21st Century Schools work and planned extension of Pentyrch Nursery.
- Public Housing – Development of new Council housing.

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**CARDIFF COUNCIL
CYNGOR CAERDYDD**



CABINET MEETING: 24 FEBRUARY 2022

BUDGET REPORT 2022/23

**FINANCE, MODERNISATION AND PERFORMANCE
(COUNCILLOR CHRIS WEAVER)**

AGENDA ITEM: 8

Appendix 3 (c) is exempt from publication because it contains information of the kind described in paragraphs 14 and 21 of parts 4 and 5 of Schedule 12A to the Local Government Act 1972.

Reason for this Report

To enable the Cabinet to:

1. Recommend to Council their proposal for the estimates of expenditure and income in order to set the Council Tax in accordance with the Local Government Finance Act 1992, having considered and reflected on the responses to all aspects of the budget consultation.
2. Recommend to Council the strategy and plan for the control of the Authority's borrowing and investments for the year 2022/23 (the Annual Treasury Management Strategy.)
3. Recommend to Council the Capital Strategy for 2022/23 including the Council's Minimum Revenue Provision Policy for 2022/23.
4. Recommend to Council the Prudential Code, capital expenditure and treasury indicators for 2022/23 – 2026/27.
5. Recognise the financial challenges facing the Council, as set out in the Medium Term Financial Plan and note the opportunities for savings.
6. Recognise the work undertaken to raise awareness of, and to ensure the financial resilience of the Council.
7. Set the rent levels for Housing Revenue Account properties, service charges and management fees for leaseholders for 2022/23.
8. Agree the rates of fees and charges for Council services for 2022/23.

Background

9. The Council's Budget Report must provide assurance that a balanced budget and affordable Capital Programme have been set and that due consideration has been given to the Council's financial standing.
10. Cabinet received an initial report on the Budget Strategy 2022/23 and the Medium Term Financial Plan (MTFP) in July 2021. The report identified the budget reduction requirement for the period 2022/23 – 2025/26 and set a framework for addressing the projected funding gap. It also summarised the financial challenges the Council has continued to experience during 2021/22 due to the Coronavirus pandemic.
11. Since July 2021, the forecast position has been updated to take account of more recent information, including the Provisional Local Government Finance Settlement and the results of the public consultation. All updates are reflected in the Council's Revenue Budget for 2022/23, as set out later in this report.
12. The 2022/23 Budget Strategy Report also set the approach for the development of the Council's Capital Programme. The proposed Capital Programme 2022/23 – 2026/27 reflects existing commitments made in previous years as well as new schemes proposed for approval. Further detail is set out in this report.

Issues

13. The information contained in this report addresses the statutory requirements summarised in the following paragraphs.
14. The Local Government Finance Act 1992 requires the Council to produce a balanced budget. In line with this duty, this report sets the Revenue Budget and associated Council Tax for 2022/23. The likely position over the medium term is set out in the MTFP at Annex 1.
15. In setting the budget, the Local Government Act 2003 requires the Council to have regard to the Section 151 Officer's advice on the robustness of estimates and the adequacy of reserves. This report includes commentary on financial risk and resilience, and the Section 151 Officer's assessment is set out in the financial implications to this report.
16. The Local Government and Housing Act 1989 places a statutory duty on local authorities to maintain a separate Housing Revenue Account (HRA) for the costs associated with the management and maintenance of Council dwellings. HRA rents must comply with the Welsh Government (WG) Policy for Social Housing Rents. The HRA revenue budget and associated rent levels for 2022/23 are contained in Annex 2, along with details of the HRA Capital Programme.
17. The CIPFA Prudential and Treasury Management Codes of Practice, require the Council to approve the 2022/23 Capital Strategy and

Treasury Management Strategy prior to the beginning of the financial year. These strategies are outlined in Annex 3 and Annex 4 respectively. Future changes to the Prudential and Treasury Management Codes of Practice are explained later in the report and should be noted.

Context

18. The Council's key financial strategy documents, (as encapsulated in this report and its annexes), are framed by Capital Ambition and the Council's Corporate Plan. This ensures that resources are spent in a way that maximises support for the Council's priorities. Given the Corporate Plan's alignment with wider local and national goals aimed at creating a more sustainable Wales, it also helps to ensure that financial strategy supports long-term sustainability, in line with the Council's duties under the Well-being of Future Generations (Wales) Act 2015.



19. Appendix 1 sets out how the Revenue Budget and Capital Programme are consistent with the Council's priorities, invest in the future of the city and support the five ways of working at the heart of the Well-being of Future Generations (Wales) Act 2015.

COVID-19 Pandemic

20. The COVID-19 pandemic and associated public health measures have had significant financial implications for the Council, both in terms of additional costs and loss of income. During 2020/21, the Welsh Government put in place a COVID-19 Hardship Fund to support Local Authorities in managing additional costs and income loss directly resulting from the pandemic. The Fund has been extended until the end of the 2021/22 financial year but will not be in place during 2022/23. This represents a significant financial risk to the Council as illustrated in the table below, which summarises the level of support the Council has required from the Fund to date.

	Additional Expenditure £000	Income Loss £000	Total £000
2020/21	47,704	38,155	85,859
2021/22 (M1-9)*	21,235	12,955	34,190
TOTAL	68,939	51,110	120,049

* Including sums pending approval

21. Additional costs and income loss supported from the fund include, but are not limited to:
- The procurement of protective equipment.
 - Operational changes to ensure the safe delivery of services.
 - The provision of emergency accommodation for homeless people.
 - Provision of food / financial assistance to those eligible for free school meals whilst schools were closed, and to pupils self-isolating.
 - Financial support to care providers, and other schemes run on behalf of WG, including self-isolation payments, care-home testing and statutory sick pay enhancement.
 - Income loss directly associated with the closure or reduced operation of the Council's cultural and sporting venues, including Arts Venues, Cardiff Castle and Cardiff International White Water.
 - Income loss associated with a reduction in activity in other areas including parking, moving traffic offences, trade waste and school catering.
22. The scope and scale of the financial support received to date illustrates the financial risk associated with the ending of the Hardship Fund. Many of the issues outlined above are likely to continue next financial year and are expected to be accompanied by longer tail challenges, including the significant demand increases now being seen in some areas such as Social Care. The 2022/23 Budget will need to be sufficiently robust to ensure that the Council can continue to cope with COVID-19 related financial pressures without recourse to external support.

Local Government Financial Settlement

23. The Local Government Financial Settlement is a key factor in drafting the budget. Due to the timing of the UK Budget, which took place in late October, the Provisional Settlement was not received until the 21st December 2021, with the Final Local Government Settlement due for publication on 2nd March 2022. This means that the Revenue Budget set out in this report reflects Provisional Settlement Funding (as reported to Cabinet on 13th January 2022.)
24. The Final Settlement will be received one day prior to Council's consideration of the 2022/23 Budget. In recognition of this timing, the recommendations to this report set out a contingent arrangement whereby the Council will either add to or draw down from reserves should Final Settlement funding allocations differ from the Provisional Settlement. To exemplify, if the Final Settlement is £20,000 less than the

Provisional Settlement, the Council will increase its drawdown from reserves by £20,000. Conversely, if the Final Settlement is £20,000 more than the Provisional Settlement, the Council would transfer a sum of £20,000 to reserves. The recommendations to this report authorise the Section 151 Officer to prepare an addendum to the 2022/23 Budget making the requisite changes, for consideration by Council on 3rd March 2022.

25. The headlines of the settlement are included below:
- On average, Welsh Local Authorities will receive a 9.4% increase in general revenue funding next financial year.
 - Individual Authority Settlements range from +8.4% to +11.2%.
 - Grants totalling £18.6 million at an All-Wales level will transfer into Revenue Support Grant (RSG) in 2022/23. The most significant of these are Gate Fees and an element of the Social Care Workforce Grant.
 - There will be no 'floor' protection in 2022/23.
 - Individual Local Authority allocations are for one year only. However, indicative All Wales allocations of 3.5% and 2.4% are set out for the years 2023/24 and 2024/25 respectively and are reflected in the Medium Term Financial Plan.
26. Cardiff will receive a 10.7% increase in Aggregate External Finance (AEF) in 2022/23 (£52.6 million in cash terms after adjusting for transfers). Included within the settlement is funding for additional pressures. These include agreed support for the payment of the Real Living Wage in the care sector as announced by the Deputy Minister for Social Services on 21st December 2021. ([Statement linked here](#)) It also includes allowances for increased pay and national insurance contributions from April 2022. From a financial risk and resilience perspective, as set out earlier in the report, in the absence of any Local Authority Hardship Fund next year, the Council will need to ensure it can cover any ongoing COVID-19 related pressures (both expenditure and income) from within this allocation.
27. In addition to AEF, the Provisional Settlement provides some details on specific revenue grant streams, with the majority continuing at existing levels, although information on specific individual local authority allocations is still awaited. Notable changes (at an all-Wales level) include:
- A new £40 million grant associated with Welsh Government's recently announced plan to extend Free School Meal provision.
 - A £22.8 million increase to the Childcare grant, also associated with recent Welsh Government announcements.
 - A £12.0 million increase to Pupil Development Grant.
 - A £14.6 million decrease to the Regional Consortia Improvement Grant.

- A £31.3 million decrease to the Recruit Recover Raise Standards Grant.
28. As indicated above, specific grant announcements include significant new allocations linked to recent WG policy announcements, including Free School Meals and Childcare. It is difficult to comment on the quantum of these sums at present. As further detail emerges on the implementation of these policies in 2022/23, the associated cost implications will need to be carefully worked through in the context of these funding allocations. The budget is predicated upon grant allocations being sufficient to cover the associated policy changes.
29. Cardiff's Capital Settlement is a £0.480 million increase in General Capital Funding (GCF) for 2022/23 (2.7%), with indicative increases of £3.9 million in each of 2023/24 and 2024/25. Whilst the additional GCF allocations are welcome, at present it is unclear whether those increases will be sustained in baseline allocations beyond 2024/25. It is also of note that there are currently significant pressures resulting from supply chain cost increases, demand for investment to maintain condition, and capital receipt assumptions.
30. There is little detail in terms of specific capital grant awards for Cardiff. As in previous years, these would need to be on a bid basis which can make long term financial planning difficult. This applies to the £20 million decarbonisation sum announced at an All-Wales level.

Revenue Budget 2022/23

31. A summary of the 2022/23 Revenue Budget is set out below. Each component of the budget build-up is detailed further in subsequent paragraphs.

Resources Required	£000
Base Budget B/F (adjusted for transfers)	686,734
Pay Award and NI changes	6,034
Price Inflation	10,664
Financial Pressures	4,413
COVID Recovery	10,000
Commitments, Realignments & Capital Financing	10,471
Policy Growth	5,500
Demographic Pressures	8,318
Schools Pressures	9,309
Savings	(7,708)
Resources Required	743,735

Resources Available	£000
Aggregate External Finance - per Provisional Settlement	544,715
Council Tax: 2022/23 tax base & 1.9% rate increase	199,020
Resources Available	743,735

Resources Required

32. Further information on resource requirements is set out below:

- Pay Award and NI Changes (£6.034 million)
 There is currently no agreed award for 2022/23. For non-teaching staff, Local Government pay is a matter for collective bargaining between the national employers and trade unions through the National Joint Council. As it is not possible to pre-empt this process, figures budget for an award of up to 3%. Figures also reflect the impact of the Health and Social Care Levy on Employers' National Insurance Contributions from 1 April 2022.
- Price Inflation (£10.664 million)
 This sum includes key specific inflationary increases, predominantly in relation to commissioned Social Care. This year price uplifts reflect an estimate to support the payment of Real Living Wage in the care sector as referenced in paragraph 26. Provision is also included in respect of out of county education, energy and ICT licencing costs.
- Financial Pressures (£4.413 million)
 This includes £3.3 million staffing requirements linked to significant pressure in Social Services together with £1 million support for organisational change and £150,000 for committee services and elections. The full cost of elections is covered within the 2022/23 budget.
- COVID-19 Recovery (£10.000 million)
 This reflects the ongoing financial risk associated with COVID-19 Recovery in 2022/23. As outlined in an earlier section of the Report, the Council has received significant financial assistance from the WG COVID-19 Hardship Fund to help manage additional costs and income loss directly resulting from the pandemic. Support from the fund totalled £85.8 million in 2020/21, £34.2 million in 2021/22 to date, with the likelihood that this will exceed £40 million by year end.

It is expected that COVID-19 will continue to have a significant impact financially in 2022/23 including in relation to PPE, sickness cover, and most significantly, income recovery. In the absence of COVID-19 Hardship Fund support in 2022/23 this must be factored into the Council's Budget plans. It is anticipated that the £10 million COVID-19 Recovery budget will need to be supplemented by use of Earmarked Reserves. This hybrid approach is considered to provide an adequate level of resilience in 2022/23 and will be reviewed for 2023/24. In order to ensure the adequacy of this provision in 2022/23, there will be a responsibility on all directorates to proactively manage the key areas of

COVID-19 related financial risk in their areas from the outset of the financial year. This will be particularly important in income-funded areas where affected directorates will need to play a proactive role in managing any income losses by quickly reacting to changing events to manage costs or take any other action.

- Policy Growth (£5.500 million)

This represents a £5.500 million investment in key policy areas, and takes account of consultation feedback. Further detail on this investment is set out in Appendix 2 and is summarised in the table below.

Theme	£000
Young People	1,225
Community Improvement & Safety	861
Cleaner Streets	1,202
One Planet Cardiff	519
City Recovery and Infrastructure	1,693
TOTAL	5,500

- Commitments, Realignments & Capital Financing (£10.471 million)

This sum includes budgetary realignments of £4.942 million. This figure is the net effect of upward pressure on expenditure in some areas, including Children’s Services and Legal Fees, coupled with reductions in expenditure and additional income in others. Reduction in budgeted expenditure include the removal of additional CTRS provision made in 2021/22 associated with the ending of the Job Retention Scheme, after taking account of current claim levels. The £10.471 million also includes £1.545 million in additional commitments, including the Fire Service Levy at £0.403 million and the full year costs of operating the Children’s Services Review Hub at £0.513 million. It includes £3.338 million of Capital Financing Commitments, as well as the impact of the proposed Council Tax increase on the Council Tax Reduction Scheme budget (£0.646 million).

- Demographic Pressures (£8.318 million)

This sum includes £5.600 million for Adult Social Services and £1.843 million for Children’s Social Services. It includes £0.150 million for Out of County Education Provision, £0.400 million for School Transport ALN Routes and £0.325 million to support a switch in waste streams linked to the pandemic.

- Schools’ Pressures (£9.309 million)

Schools’ pressures in the main reflect employee costs for teaching and support staff. These include an assumed 3% pay award for NJC staff, the full year impact of the September 2021 Teacher’s pay award, an assumed 3% award for teaching staff from September 2022, a provision for incremental progression and the impact of the Health and Social Care Levy on Employers’ National Insurance Contributions. The effect of changes in pupil numbers is also reflected. The growth is net of a £1.090 million Schools contribution to the Band B programme.

Revenue Budget Savings

33. The 2022/23 Budget is predicated on the delivery of £7.708 million in efficiency savings. Efficiency savings are defined as achieving the same output (or more) for less resource, with no significant impact on the resident / customer.
34. Savings have been reviewed to ensure they have minimal impact on service delivery, and that they are deliverable and appropriate in the context of the Council's financial resilience, both next year and over the medium term. Equality Impact Assessment (EIA) screening has also been undertaken for all proposals. All have been screened and the outcome is that they are all classified as either 'Green' or 'Amber-Green' and as such no material or significant concerns have been identified. As per paragraph 33 above, these efficiency savings therefore have no significant impact on residents or customers and no concerns were identified
35. The £7.708 million savings reflect savings in all directorates, except for Schools, which following consideration post consultation by Cabinet, have been protected for 2022/23.

Nature of Saving	£000
Review of staffing arrangements	1,063
Reductions in premises costs	340
Reductions in external spend	3,980
Increase in Income	1,325
Reduction in General Contingency	1,000
TOTAL	7,708

36. In line with the Council's July 2021 Budget Strategy Report, in order to improve the deliverability of savings and maximise the chances of securing full year savings in 2022/23, proposals are being implemented in the current financial year where possible. This approach means that of the £7.708 million non-school savings required next year, £2.785 million have already been achieved.

Employee Implications of the Budget

37. The posts deleted or created as part of the budget are set out in the table below. For deleted posts, the table identifies the anticipated method of release.

Employee Implications of Budget	FTE
Voluntary Redundancy	(7.4)
Vacant Posts	(6.9)
TBC / Redeployment	(4.0)
Total FTE posts deleted	(18.3)
Total FTE posts created	76.6
Net FTE Creation	58.3

38. The net increase of 58.3 full time equivalent (FTE) posts in 2022/23 is the first year in a number of years in which there has been a net increase, made possible by the opportunities to invest in policy growth areas in 2022/23. Created posts includes those previously funded on a temporary basis (via the Council's Financial Resilience Mechanism), which will now be funded permanently. Between 2012/12 and 2021/22, budget proposals resulted in the reduction of over 1,600 FTE posts in services other than schools, including the deletion of vacant posts and posts that have transferred out of the Council's direct control, as well as posts deleted through redeployment or redundancy.

Fees and Charges

39. The Budget does not include a blanket uplift to fees and charges. Appendix 3 sets out the detailed list of proposed fees and charges for 2022/23. In determining fees and charges, directors were advised to consider the particular circumstances in which they charge for services, including:
- Any applicable statutory frameworks
 - Whether existing income budgets are being met
 - Any specific inflationary cost pressures that will need to be met
 - Adequacy of charges relative to cost of provision
 - Any potential impact on demand for services.
40. It is important that the Council is able to react to changing events, both in terms of income opportunities and shortfalls. This will be particularly important during 2022/23, when there will be a need to monitor fees and charges in the context of post-pandemic financial recovery, and to flex where required. It is proposed that the Council continues to delegate to the appropriate officer, where necessary in consultation with the Cabinet Member, the ability to amend fees and charges during the financial year as and when required. These arrangements also apply where discounts are introduced for a particular time-period, or for a particular client group. Decisions will be taken in consultation with the Section 151 Officer and the Cabinet Member for Finance, Modernisation and Performance. Where appropriate, Cabinet will need to consider a report within a reasonable timescale of the decision.

Financial Resilience Mechanism

41. The Council has a £3.8 million budget called the Financial Resilience Mechanism (FRM) that was set up to help the Council deal with funding uncertainty. It is used to invest in priority areas, but investment is one-off and determined each year. This means that the budget is used proactively, but could be deleted in future if required, without affecting day-to day services.
42. In the context of the better than anticipated funding position, the FRM will not be required to address the funding position and is therefore available for one-off investment. The table below provides a summary of how it will be used and further information is included in Appendix 4.

FRM – One-off use for 2022/23	
Category	£000
Young People	1,210
Community Improvement and Safety	1,648
Cleaner and Greener Cardiff	670
City Infrastructure	272
TOTAL	3,800

Consultation and Engagement

43. As well as supporting organisational priorities, budget preparation has regard for the views of key stakeholders. In addition to public consultation, engagement on the 2022/23 Budget took place with the following stakeholder groups.

Consultee Group	Nature of Consultation / Engagement
Scrutiny Committees	Budget briefings took place during February 2022. Responses received from Scrutiny Committees will be tabled and considered as part of the Cabinet meeting. (Appendix 5c)
Trade Unions	Consultation has taken place with the Trade Union Partnership with comments considered in advance of the Cabinet meeting.
Employees	Consultation has taken place both generally through staff meetings, and particularly with employees affected by budget proposals.
School Budget Forum	Following a number of briefings over the budget formulation period, the Forum have provided a response to the Council's Budget consultation, which will be tabled and considered as part of the Cabinet meeting (Appendix 5b)
Audit Committee	At its meeting on 25 th January 2022 the Governance and Audit Committee considered the Treasury Management Strategy as part of their oversight function.

44. Consultation on the 2022/23 budget commenced with the 'Ask Cardiff' survey which asked citizens to indicate their budgetary priorities both in the short and long term. 'Ask Cardiff' generated 2,704 responses across the city. Building on the findings of 'Ask Cardiff', (which were set out in the January 2022 Budget Update Report), citywide public consultation on the Budget took place between 14th January 2022 and 6th February 2022. Due to the Coronavirus Pandemic, face-to-face engagement was not possible, and consultation was conducted electronically. The consultation received 1,547 responses. Further detail on the responses received is set out in Appendix 5a.
45. The consultation gave citizens the opportunity to prioritise different areas of service delivery. The table below summarises their top three priorities

and indicates how the 2022/23 Revenue Budget and Capital Programme 2022/23-2026/27 support these areas.

Priority	Features of Budget & Capital Programme
Vulnerable Children & Families	<ul style="list-style-type: none"> • £8.354m (11.8%) net budget increase in 2022/23 • £3.3 - capital investment in Right Homes Right Support Strategy for children plus investment in children's respite provision and gateway accommodation for young people.
Vulnerable Adults & Older People	<ul style="list-style-type: none"> • £15.832m (13.2%) net budget increase in 2022/23 • £28.2m disabled adaptations to enable people to remain in their own home • £5m included in the capital programme for Independent Living Wellbeing Centre
Schools (Teaching)	<ul style="list-style-type: none"> • £9.309m (3.6%) net budget increase in 2022/23 • Schools protection from efficiency savings • In addition to the above, the 2022/23 Budget also includes £2.4m investment for young people beyond the classroom including: <ul style="list-style-type: none"> • £0.750m for Youth Services • £0.500m to deliver a Summer of Smile Programme in 2022/23 • £0.250m for edible playgrounds • £0.200 m to support the new curriculum • £0.200m to support youth sport and physical activity • £0.100m to further invest in Child Friendly Cities

46. Despite a tailored budget survey aimed at younger people, distributed to all schools and the Youth Council, there was a low response from this children and young people. This reflects historical trends, with younger people having proven to be a hard group to reach through the use of traditional corporate engagement approaches, particularly on the Council's budget consultation. Restrictions associated with the pandemic have limited the use of face-to-face methodologies, making engagement with this group even more difficult. Over recent years, a variety of methodologies have been used to encourage participation amongst children and young people in both the budget consultation and Ask Cardiff survey, including incentives such as concert tickets or high street vouchers, with limited success.
47. While participation in the budget consultation was low, Cardiff's Child Friendly City work has enabled children and young people to express their voice and have this voice heard on priorities for the city. The Child Friendly City survey run by the Council with all schools in the city (conducted in 2019) gathered the views of over 6,000 pupils across Cardiff on their life in the city and their priorities for action, and the Children Commissioner for Wales's research reports (including a series of 'Coronavirus and Me' surveys run during 2020 and 2021, with local data shared with the Council), have provided valuable evidence on the

experience of young people in Cardiff during the pandemic. A new Child Friendly City survey will also be undertaken in spring 2022. Despite the low response to the budget consultation, the priorities identified through this more tailored – and more successful – approach to engaging children and young people has ensured that the voice of young people has been, and will continue to be, heard in priority setting for the Council.

Council Tax and Precepts

48. As indicated at paragraph 31 above, the proposed Council Tax increase to support delivery of the 2022/23 Revenue Budget Strategy is 1.9%. This is a reduction on the MTFP funding assumptions set out in July 2021 and in the Budget Update Report of January 2022, which both modelled a 4% increase. The increase generates net additional income of £3.065 million. Combined with efficiency savings of £7.708 million this will help deliver the 2022/23 Budget, including the investment in services outlined earlier in the Report. The proposed increase represents an additional £0.48 a week on a Band D property. Those eligible, will receive support through the Council Tax Reduction Scheme. The detail of the Council Tax resolutions, including information on Community Council and Police and Crime Commissioner precepts is set out for approval within the recommendations at 2.0 to 2.7.

Council Tax Reduction Scheme

49. It is proposed that the approach to the CTRS should remain unchanged for 2022/23. The scheme will continue to comply with the relevant WG regulations. In addition, the scheme will continue to provide additional help for war pensioners by disregarding the income from war pensions including War Widows' Pensions, War Disablement Pensions and income from the Armed Forces and Reserve Compensation Scheme. This is in line with the Council's commitment to support veterans and their families. The budget provides for the impact on the CTRS of the proposed 2022/23 Council Tax increase.

Directorate Implications of the Budget

50. The information detailed in previous sections outlines the Council-wide position in respect of the 2022/23 Revenue Budget. Appendix 6 sets out the resultant changes to individual directorate budgets between 2021/22 and 2022/23, and Appendix 7 shows the same information on a Cabinet Member portfolio basis. The two largest areas of the Council's budget (Education and Social Services) will receive significant additional resources next year. This addresses financial pressures in these areas and invests in areas of policy growth, consistent with the findings of the public consultation outlined later in this report.
51. Delegated schools' budgets will increase by £9.309 million (3.6%) in 2022/23. This increase includes provision for the pay costs of both teaching and support staff. It also reflects projected changes in pupil numbers. The £9.309 million is a net figure, which is *after* a £1.090 million contribution to the costs of the 21st Century Band B Programme

and schools' asset renewal. Schools are not being required to contribute an efficiency saving in 2022/23. Retained Education budgets will also increase by £1.817 million (4.7%) in 2022/23. This sum includes £0.943 million investment in the youth service, Cardiff Commitment, Schools Active Travel and Child Friendly Cities.

52. After contributing savings of £3.479 million, the budget for Social Services (including contingency allocations) will increase by a total of £23.928 million (12.5%) in 2022/23. This comprises £15.574 million (13.0%) for Adult Services and £8.354 million (11.8%) for Children's Services. As referenced earlier in the report, increases include the cost of supporting payment of the Real Living Wage within the care sector, as well as longer tail demand challenges associated with the pandemic resulting in additional demand for services and increases to required social work capacity.
53. As referenced in the next section on financial resilience, the 2022/23 Budget will retain £5.5 million of Social Services funding in contingency. This is in recognition of a number of risk factors including:
- The difficulty in predicting demand with 100% accuracy, particularly in a post pandemic environment, and acknowledging that a small number of care packages can have a material impact on cost.
 - The fact that in addition to COVID-19 related financial support (the fall out of which has been addressed within 2022/23 budget allocations), Social Services received additional non-recurrent grant support in 2021/22 in excess of £12 million.
54. Movement in other directorate budgets is indicated in Appendix 6. Changes of note include a £11.3 million increase to the Corporate Management budget. This is largely due to the £10 million COVID Recovery budget being held centrally, so that its use can be prioritised during 2022/23 into those areas where COVID pressures continue to be felt most acutely. There are also significant policy growth allocations into some directorates including £1.8m for Planning, Transport and Environment. This reflects £1 million to permanently fund highways repairs that were previously supported on a one-off basis via the FRM, together with £0.4 million to support One Planet Cardiff delivery and £0.4 million to enhance transport and planning capacity. Economic Development will receive policy investment of £0.7 million including resources for a business investment team, additional city centre stewards, community engagement and safety in parks and a team of Youth Support and Physical Activity Inclusion Officers.

Financial Resilience

55. When setting the budget, Members must have regard to the Council's financial standing, risks and resilience. Financial Resilience Snapshots are regularly prepared to support discussions regarding the Council's financial health, and the current snapshot is set out in Appendix 8 (a). The first column considers historic trends, the second column

summarises the current financial year and the final column covers the future financial outlook. Key headlines are summarised in the table below:

Section	Points of Note
Past	<ul style="list-style-type: none"> • Earmarked Reserves – the Council’s earmarked reserves have historically been low for an authority of its size, and previous assessments of financial resilience noted the need to increase reserves where possible and appropriate. The snapshot indicates that reserves did increase at the end of 2020/21. This was due to a combination of factors including planned increases, grant awards made late in the financial year, and less use of reserves during 2020/21 due to the pandemic. This increase will support the proposed hybrid strategy to managing ongoing pandemic related risk in 2022/23, whereby the £10 million COVID recovery budget will be supplemented from support from reserves if required. • Savings - the Council has identified over £200 million in savings since 2012/13. • Funding - the level of specific grant income that the Council receives has increased over time. Whilst funding increases are welcome, there is a risk when funding for core activities is via specific grants as it leaves the Council exposed to potential future grant fall out. • Financial Ratios - the illustrated ratios are consistent over time, and present no cause for concern.
Present	<ul style="list-style-type: none"> • Projected Outturn - the projected outturn for the current financial year is a £0.101 million overspend, but there are significant projected overspends in some directorates. The Revenue Budget for 2022/23 includes budgetary realignments to address areas of significant over-spend. • COVID19 - the snapshot summarises by directorate, the significant level of funding the Council has received in year from WG’s Local Authority Hardship Fund. As already indicated, the level of support received emphasises the importance of including adequate cover in the 2022/23 Budget to be able to continue to deal with the financial impact of COVID-19 in 2022/23 without ongoing support from the Local Authority Hardship Fund. • Savings - There are £0.673 million unachieved savings in 2021/22. Some were a result of delayed implementation and are expected to be achieved during 2022/23. Where this is not expected to be possible, it has been addressed as part of budget allocations for 2022/23. • Capital Programme Outturn - there continues to be slippage on the Capital Programme in the current year. The level of slippage is reflected in the starting position for the Capital Programme for 2022/23. Whilst, pricing and supply chain pressures continue to play a role, the approach to the Capital Strategy outlines the need for discipline from directorates to ensure resources, skills and capacity are available to deliver the investment programme on time and to meet existing budget allocations before considering new priorities. The likely outturn position will be influenced significantly by grants received from WG in the latter part of the financial year.

Section	Points of Note
Future	<ul style="list-style-type: none"> • The MTFP section of the snapshot shows that the financial outlook remains challenging, with additional savings requirements over the medium term. The approach to managing these is set out in the MTFP at Annex 1. • Based on the proposed capital programme, the projections of the capital-financing requirement show a significant increase over the medium term. This reflects commitments in previous budgets such as 21st Century Schools, new house-build programme, arena affordability envelope as well as commitments outlined in the Capital Strategy. The costs of servicing the resultant borrowing requirement will need to be managed as part of the Council's MTFP and over the longer-term. • The local affordability indicator shows capital financing costs as a ratio of controllable budget. The gross indicator reflects total capital financing requirement, whilst the net indicator recognises that some of these costs will be met either from Invest to Save (ITS) income, or specific directorate budgets. The indicator is influenced significantly by funding assumptions for future years, including RSG. However, at present it is showing that capital-financing costs are expected to account for a greater proportion of controllable revenue budget over the period modelled. This emphasises the importance of robust business cases where additional capital investment is undertaken on the basis that it will be paid for from future and timely income or revenue savings.

56. In order to ensure there is a resilience cover against areas that can be unpredictable or volatile, the 2022/23 budget proposals include specific contingencies. These reflect:

- The difficulty in modelling potential increases in the number and complexity of Looked After Children Placements (£2.500 million.)
- The difficulty in modelling demand in Adult Services (£3.000 million)
- Market volatility in respect of recycling materials (£0.350 million).

57. The Council will reduce its General Contingency of £3 million in 2022/23 by £1.0 million. In the past, this was specifically held to protect the Council against late or under-delivered savings. However, in recent years, as savings requirements have reduced the contingency has been retained to address the difficulties in predicting demand, and more recently due to the risks associated with the COVID-19 pandemic. In 2022/23, it is considered that the continued improvements in savings delivery and planning, higher level of reserves and specific contingencies for particular risks will enable a lower level of general contingency.

58. Appendix 8 (b) contains a summary of the financial resilience challenges facing the Council. This financial resilience risk forms part of the Council's Corporate Risk Register, which is regularly reported to the Council's Senior Management Team (SMT), Cabinet and Audit Committee. The Section 151 Officer will continue to highlight the financial standing of the Council on a regular basis as part of Members' overall awareness of financial matters.

Reserves

59. The Council's strategy for holding and using reserves is set out in its Financial Procedure Rules. CIPFA recommended accounting practice requires the Section 151 Officer to create a protocol for reserves and balances that covers their purpose, the ongoing validity of that purpose and the approval process for transferring funds to and from reserves.
60. Members, following advice provided by the Section 151 Officer, consider the level of reserves held, and whether any should be used to support the budget setting process. There is no statutory minimum regarding the level of reserves that should be held. Instead, decisions should reflect the individual position of each council. Members are made aware that over-reliance on reserves to fund the budget should be avoided. Reserves are a finite resource, so their use to fund ongoing commitments creates a gap in the finances of future years. In addition, Cardiff's reserves are comparably low for an authority of its size.
61. After considering the above, Cabinet do not propose to release any funding from reserves in support of ongoing budget commitments in 2022/23. It is however noted that reserves are an important part of overall financial resilience, and as such the 2022/23 budget strategy is predicated on the basis that earmarked reserves may need to be reviewed in year to provide an additional level of support to the £10 million base-funded COVID-19 Recovery budget.
62. Appendix 9 outlines the level and anticipated movements on each of the Council's General Fund earmarked reserves, in accordance with their purpose. It also sets out the anticipated position on the Council's General Reserve. The General Reserve is maintained to help cushion the impact of unexpected events or emergencies. The balance on the Council's General Reserve as at the end of 2020/21 was £14.255 million, and it is anticipated that this balance will remain unchanged in the current financial year. In the context of the need to maintain financial stability and flexibility, on the advice of the Section 151 Officer, it is Cabinet's intention not to make any use of the General Reserve to fund the 2022/23 Budget.
63. The Council holds other reserves, which are ring-fenced for specific use and may not be used in connection with the Council's overall budget. These include HRA earmarked reserves, which are set aside to fund specific HRA projects and the General Housing Reserve, which is the HRA equivalent of the Council's General Reserve. Details on the projected levels of HRA reserves are set out in Appendix 9.
64. The Council's balance sheet also includes school balances. These represent the accumulated surpluses or deficits generated by individual schools. Schools' balances are not available to support the Council's Budget Strategy however they still form a part of overall financial resilience. Whilst deficit balances present a risk to financial resilience, and the Council should take steps to ensure that these are managed over time, schools should also not hold excessively large balances. The

Council is able to intervene to address both issues should it feel there is cause to do so.

65. As at 31st March 2021, net school balances stood at a total surplus of £21.1 million, representing a significant increase of £15.3 million on the previous year's figure (£5.8m). In the main this is due to the provision by WG of £9.8 million of additional revenue grants to schools' budgets during March 2021. Periods of school closures due to the pandemic, and an inability to carry out many planned works because of issues with providers and suppliers also contributed to in-year savings, which in turn increased the balances carried forward. Within this net figure, two schools held deficit balances, (down from 18 the year before). Schools holding deficit balances have recovery plans in place, which demonstrate that the deficits will be cleared within agreed timescales and are specific to each school's situation.
66. The Section 151 Officer has considered the 2021/22 budget monitoring forecast and the 2022/23 Budget, including contingency budgets, and is satisfied that the projected level of reserves remains adequate to 31st March 2023.

Medium Term Financial Plan and Strategy

67. The Council's MTFP for the period 2023/24 – 2026/27 is contained in Annex 1 to this Report.
68. For the first time in a number of years, the Council has indicative funding allocations beyond the current financial year (at an All-Wales level). Whilst welcome from a planning perspective, it is important to emphasise their indicative nature and the potential for change. In the past, changing circumstances have resulted in funding allocations ultimately being less favourable than indicative amounts. This is a risk that must be considered in the context of current uncertainties.
69. The MTFP still identifies a significant budget gap over the medium term. This is because inflationary pressure and demand for services are anticipated to exceed funding increases. The table below summarises the anticipated budget gap over the medium term.

Financial Year	£000
2023/24	23,931
2024/25	13,800
2025/26	15,827
2026/27	15,640
TOTAL	69,198

70. The MTFP notes that, in order to continue to protect the Council's ongoing financial resilience, the approach to identifying the savings requirements outlined above will need to:

- continue to review and challenge all directorate budgets, and to require baseline efficiencies from all services
- embed a proactive and ongoing approach to identifying and implementing savings, which moves beyond an annual process and identifies and takes efficiency, and maximising digital transformation opportunities as arise
- continue to accelerate detailed planning and preparatory work to improve the deliverability of savings focussing on transformative and digital
- identify opportunities to work across directorates and in partnership with other organisations
- continue to maximise income streams and explore the potential for new income streams, particularly where services are not universal
- target productivity savings to ensure that optimum value for money is achieved within scarce resources
- consider the level at which it is affordable to continue to subsidise services of a more discretionary nature
- Consider opportunities to reduce reliance on the COVID-19 recovery budget over the medium term.

71. Further work on developing a fully defined set of proposals for 2023/24 in particular, will take place during the spring in order to inform the 2023/24 Budget Strategy Report which will be considered by Cabinet in July 2022.

Ring-fenced Accounts

72. The Local Government and Housing Act 1989 places a statutory duty on local authorities to maintain a separate Housing Revenue Account (HRA) for the costs associated with the management and maintenance of Council dwellings. The account is ring-fenced, which means that local authorities must not subsidise costs relating to Council Housing from the General Fund, and vice versa.

73. Annex 2 contains key budgetary information in respect of the HRA including:

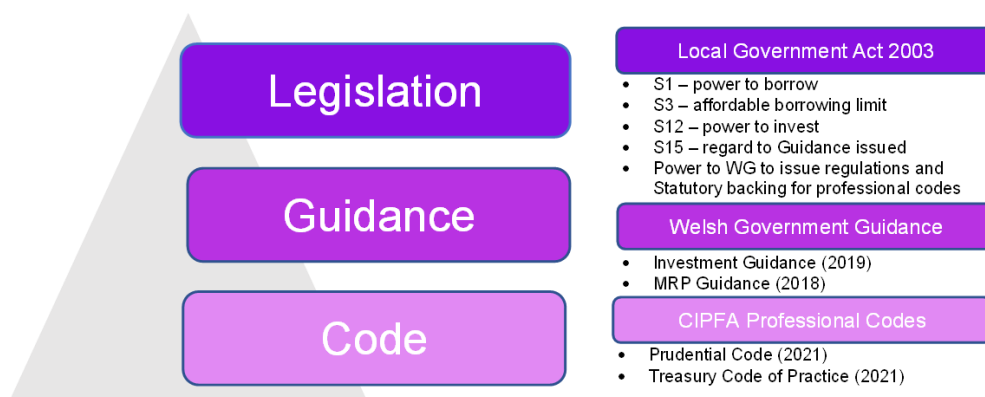
- The proposed HRA budget for 2022/23
- The HRA Medium Term Financial Plan
- The HRA Capital Programme
- The Council's Rent Policy for 2022/23, including details of tenant consultation
- The Annual Assessment of Affordability of rents as required under the terms of WG's Rent Policy
- Key Assumptions, Risks and Uncertainties

74. This report contains recommendations with regards HRA Rents for 2022/23. As noted above, the proposals are set out in Annex 2, which also includes details of the tenant consultation that was undertaken. An Equality Impact Assessment has been carried out and did not identify any issues.

75. Other ring-fenced areas of the Council's accounts include the Civil Parking Enforcement Account and the Activities Transferred from Cardiff Bay Development Corporation including Cardiff Harbour Authority. Budgetary information in respect of these areas is set out in Appendices 10 and 11 respectively.

Capital Strategy and Treasury Management Strategy 2022/23

76. The Capital and Treasury Management strategies are an integral part of the Council's Strategic and Financial Planning Framework. They are developed in line with the CIPFA Prudential Management and Treasury Management Codes as well as statutory guidance issued both nationally and in Wales.



77. The CIPFA Professional Codes have statutory backing and require the Council to determine a suite of indicators highlighting the longer term impact of capital investment decisions on the revenue budget, affordability, prudence and sustainability. Many of the indicators are 'required' indicators, but the Council also produces its own locally determined indicators to support decision making in line with best practice. The detailed indicators are highlighted in the respective strategies and Appendix 12 provides a guide to the indicators and their meaning.

CIPFA Prudential and Treasury Management Code Updates

78. On 20th December 2021, CIPFA issued updates to the Treasury Management Code and Prudential Code. Whilst the reporting requirements do not formally need to be adopted until 2023/24, the Codes are now in force and should be followed when decisions on capital expenditure, treasury, service and commercial investment are being taken. Specific changes that impact on Treasury Management Strategy will be considered during 2022/23, with responsibilities and approach to awareness raising, responsibility and implementation within Directorates to be set out.
79. The revised codes have the following implications which will need to be considered across all stakeholders:

- Clarify what CIPFA expects a local authority to borrow for and what they do not view as appropriate.
- Set out a risk management approach to ensure capital investment or projects that result in an income do not have an unproportionate impact on core functions and service delivery, in the event that they do not perform as planned.
- Principles confirming that an authority must not borrow to invest primarily for financial return, apply with immediate effect.
- A new requirement for performance and reporting requirements for service and commercial investment, (especially where supported by borrowing/leverage), implementing statutory or locally determined indicators where relevant.
- Address Environmental, Social and Governance (ESG) issues within the Capital and Treasury Strategy.
- Require implementation of a policy to review commercial property holdings, with a view to divest where appropriate.
- Create new Investment Management Practices to manage risks associated with non-treasury investment (similar to the current Treasury Management Practices) and a governance process for updating and review.
- Update of definitions and items to be used in calculating indicators. e.g. removal of investment income from the definition of financing costs.
- A requirement for the Council to adopt a new debt liability benchmark treasury indicator to support the financing risk management of the Capital Financing Requirement.
- Ensure that any long-term treasury investment is supported by a business model.
- A requirement to effectively manage liquidity and longer-term cash flow requirements.
- Amendment to Treasury Management Practice 1 to address ESG policy within the treasury management risk framework.
- Amendment to the knowledge, competencies and skills register for individuals involved in the treasury management function - to be proportionate to the size and complexity of the treasury management conducted by the council.
- All investments and investment income to be attributed to one of the following three purposes: -
 - Treasury management
Arising from the organisation's cash flows or treasury risk management activity
 - Non-Treasury Management - Service delivery
Investments held primarily and directly for the delivery of public services including housing, regeneration and local infrastructure.
 - Non-Treasury Management - Commercial return
Investments held primarily for financial return with no treasury management or direct service provision purpose.

80. It should be noted that following a review of PWLB lending policy, a prohibition is in place to deny access to borrowing from the PWLB for any local authority which includes in its capital programme the acquisition of investment assets bought primarily for yield. It is therefore important to ensure that policy and financial processes are in place to eliminate this risk.

Capital Strategy 2022/23

81. The Council's Capital Strategy along with the detailed capital investment programme for 2022/23 and indicative allocations for future years, is set out in Annex 3 to this Report. Successfully delivering the commitments set out in Capital Ambition will require capital investment and having a capital strategy in place informs capital investment decisions by providing a framework, which will:

- provide a longer term view of capital expenditure plans whilst setting out all the financial risks to which the authority is exposed
- ensure decisions can demonstrate sufficient regard to the long term financing, affordability implications and potential risks to the authority
- provide an overview of the Council's asset management planning arrangements, which includes any maintenance requirements that have resource and business planning implications.

82. The Council's Section 151 Officer is required to comment specifically as part of the budget in respect to the deliverability, affordability and risks of the Capital Strategy and where appropriate, have access to specialised advice to enable them to reach their conclusions. This statement is incorporated within the financial implications to this Report.

83. The strategy sets out the approach to various factors, as identified below, and covers the Council's approach to:

- **Working with partners** - recognising the enabling role played by the Council in delivering investment and the need for alignment with WG on a longer term and sustained approach to capital investment.
- **Asset Management Planning** - how the Council demonstrates stewardship of assets used in service delivery and the need to understand condition and alternative options as a basis for understanding investment requirements.
- **Risk Appetite** - the main areas where capital investment paid for by borrowing would be considered and how such decisions are informed by robust business cases.
- **Governance and decision-making** - identifying priorities for investment, securing value for money, and monitoring and reporting of the approved capital programme.
- **Capital Investment Programme** - the detailed five year capital investment programme proposed for 2022/23 to 2026/27.
- **Funding the strategy and investment programme** - the Capital Resources assumed to be used to fund the 2022/23 to 2026/27 investment programme.

- **Managing the borrowing requirement** - identifying the Capital Financing Requirement and setting out the strategy to manage Treasury activities including the borrowing requirement and treasury investments.
- **Prudent Minimum Revenue Provision (MRP) Policy Statement** - setting out the approach of provision for repayment of capital investment paid for by borrowing required to be specifically be approved by Council.
- **Affordability** - understanding the impact of capital investment decisions on the Council's revenue budget and MTFP via the calculation of various prudential indicators.

Capital Investment Programme 2022/23

84. The detailed programme includes:

- annual sums such as disabled adaptations and expenditure to improve existing assets such as infrastructure and property
- allocations for specific projects approved in previous years
- new capital investment proposed in the 2022/23 Budget
- assumptions for known external grants and contributions, which in most cases are subject to a bid process
- projects proposed to proceed on the basis of revenue savings, revenue income or other sources of retained income to repay initial investment over time, including new schemes approved in 2022/23, subject to business case
- the HRA programme, with a focus on maintaining investment to support the Welsh Housing Quality Standards, cladding and priority energy efficiency schemes, regeneration and significant investment in new Council homes to meet the demand for good quality, affordable social housing.

85. In line with the budget strategy, new capital investment projects have been minimised, with a focus on delivering existing schemes in the approved capital programme. Additional capital investment is approved on service delivery priority projects including those predicated on the basis that existing budgets or income is to be generated to meet the capital financing costs over a prudent period include:

- Working with partners, delivering an Independent Living Wellbeing Centre as a key priority of the Ageing Well strategy.
- A recyclable property acquisition fund, to align existing council non operational land ownership interests and support neighbourhood regeneration initiatives on vacant or underused sites.

These projects are subject to a further business case to Cabinet and the revenue budget allows for feasibility and options appraisal for a number of other strategic service delivery projects for Cabinet consideration, and subject to approval of business case, inclusion in future years programmes. This includes enhanced service delivery arising from the relocation of the dog's home; Review of the Materials Recycling Facility, Burial space in the city, creation of a Youth Zone and renewable energy

projects following a post project appraisal of existing schemes. The Property Strategy considered by Cabinet in December 2021, also highlighted the need to identify options in respect to assets such as St David's Hall and City Hall.

86. It is however noted that unless such projects are to be funded by external grant to be received or retained, approval in future years will result in further increases to the Council's borrowing requirement.
87. The Capital Programme proposed for 2022/23 is based on known commitments and is in line with the Council's Capital Ambition and priorities. There are however, significant major development projects covering schools, transport, housing and economic development initiatives that may have short, medium and long-term financial implications as well as consideration of alternative funding approaches. As options, business cases, risks and financial implications are determined these will need to be considered as part of annual updates to the Capital Strategy, the detailed Capital Programme and the Medium Term Financial Plan in future years. Implementation of capital schemes approved as part of the budget framework will need to be subject to the governance, financial, procurement and contract procedure rules set out in the Constitution as well as required Cabinet or Officer decision approval of business cases as relevant.

Major Development Projects

Arena – Budget Report Update (January 2022)

88. The Council previously approved an 'affordability envelope' in February 2019, to enable delivery of the new Indoor Arena. This set the funding parameters within which the Council would deliver a new Arena. Significant progress has been made since that point, including Cabinet approvals of the acquisition of the Red Dragon Centre and the appointment of a preferred Developer/Operator consortium to build and operate the Arena.
89. Following appointment of the preferred bidder in November 2020, including the securing and fixing of the key financial elements of the deal, the Council took the opportunity to review potential funding solutions in consultation with Council's treasury advisors. This work identified that the optimal funding solution was for the Council to move away from an "income strip / third party" funding model as had been previously agreed, and instead to adopt a "direct funding" approach for the Indoor Arena to ensure best value for money could be achieved for the Council. This would be at no direct cost to the Council as any costs of 'Direct Funding' would be matched or exceeded by annual lease income receivable by the Arena operator. By adopting this revised funding strategy, the Council now becomes the project funder, and will therefore take on the associated risks and rewards that entails. Provisions have been made within the Council's capital programme and budget planning processes to reflect this change in approach, whilst the Council's treasury indicators have also been updated.

90. In September 2021, Cabinet approved the Final Business Case for the Arena (including the revised funding strategy) and authorised the Council entering into a Development and Funding Agreement (DFA) and associated legal agreements with the successful parties to formally conclude the procurement process of the new Indoor Arena and replacement Travelodge Hotel at Atlantic Wharf, Butetown. A Planning Application for a new Indoor Arena and Hotel was submitted in November 2021, with a decision on whether to grant Planning Permission due in Spring 2022.
91. The revenue financing costs of capital expenditure will in the short-term be funded by the Arena affordability envelope. An existing revenue budget of £1.500 million in place and has been sufficient to cover all revenue costs to date. It is anticipated this budget will need to be increased by a further £1.000 million from 2023/24 onwards, and an additional £0.350 million in 2025/26, once construction of the Arena has commenced. This aligns with projections included within the MTFP. These revenue budgets will remain in place for the short-term and will be utilised to fund the borrowing costs associated with delivery of the Indoor Arena and enabling developments. It is expected the Indoor Arena and enabling developments will become self-financing and sustainable in the long-term, with these budgets no longer required.
92. Current projections for the Arena affordability envelope estimate the gross revenue impact will peak at circa £9 million. Whilst this is due to be fully offset by gross income receivable from Arena, Red Dragon Centre and Multi-Storey Car Parking revenues in the longer term, there will be interim support from the general fund revenue budget, in line with the affordability envelope.
93. Income and expenditure assumptions remain subject to the finalisation of robust business cases, whilst revenue financing costs will be dependent on the borrowing strategy the Council chooses to implement and the interest rate environment at the time of borrowing. The Council will remain exposed to interest rate risk as project funder until such a time that borrowing is locked in at affordable rates. Ongoing planning and monitoring work continues in an effort to mitigate these external risks as far as possible, whilst also exploring potential opportunities the interest rate environment may provide.
94. In addition, and as set out within the Atlantic Wharf Masterplan approved by Cabinet in December 2020, and revised masterplan in July 2021, the delivery of the new Indoor Arena is the anchor project within the wider Atlantic Wharf regeneration programme. Whilst funding solutions for the Arena and associated enabling developments have been identified, and are reflected within the MTFP and capital programme, there are no specific budget allocations included at this stage for any further projects or phases included within the wider Atlantic Wharf Masterplan. These will remain subject to robust business cases and future Cabinet/Council decisions.

Other Major Development Projects

95. The 2022/23 Capital Programme currently includes budgets for a number of schemes at the International Sports Village (ISV) in line with the ISV masterplan presented to and agreed by Cabinet in March 2021. This includes financial provisions to support the relocation of the Velodrome from Maindy to a new facility to be constructed at the International Sports Village, as well as the acquisitions of land within International Sports Village as part of a wider land acquisition and disposal strategy (approved by Cabinet in September 2021). The timing and value of receipts realised as part of the ISV land disposal strategy will be critical to the achievement of objectives, with any delays or loss of value of proposed disposals having a direct effect on revenue costs required to hold the site.
96. The Council is considering a number of major projects such as the regeneration of Atlantic Wharf, International Sports Village, reviewing the current condition of Core Office buildings (County Hall and City Hall) and considering strategies for any necessary upgrades to these buildings etc. Schemes such as these will remain subject to robust business cases being considered by Cabinet in due course, and could result in significant capital budget being required, although at this stage are not currently included within the 2022/23 Capital Programme or MTFP. Any proposals are therefore expected to be on a self-financing basis, utilising capital receipts and s106 contributions generated in line with the budgetary framework.

Treasury Management Strategy 2022/23

97. The Treasury Management Strategy is included at Annex 4 and covers the following areas:
- Borrowing to finance the cash requirements arising from the Council's Capital Programme.
 - Treasury investments and determining how short term cash flows will be safely managed to meet the Council's financial commitments and objectives.
98. The strategy is an integrated strategy for the Council, which covers both General Fund and HRA activities. It includes:
- The current treasury position.
 - Economic background and prospects for interest rates.
 - Borrowing, including:
 - policy
 - council borrowing requirement based on its capital expenditure plans and choice between internal and external borrowing and
 - borrowing strategy
 - Treasury management indicators and limits for 2022/23 to 2026/27 based on the proposed Capital Programme.
 - Investment policy and strategy, including security and investments approved for use.

- The highlighting of CIPFA code changes, primarily in respect to commercial and service investments, to be reviewed and implemented by various stakeholders in 2022/23 and
 - The Treasury Function.
99. The Council receives reports on the approach to treasury management at the start of the financial year, at mid-year and at outturn. Governance and Audit Committee Terms of Reference set out their responsibility to seek assurances that the Council has complied with the Treasury Management Strategy and Practices by demonstrating effective control of the associated risks and pursuing optimum performance consistent with those risks. The Governance and Audit Committee considered a draft of the strategy at its meeting in January 2022.

Budgetary Framework

100. Under the Budget and Policy Framework Procedure Rules, the Council is able to specify the extent of virement within the budget and the degree of in-year changes. The Council's Financial Procedure Rules also allow virements within directorate budgets.
101. In addition to the virements above, the Section 151 Officer will also undertake all necessary technical adjustments to budgets and accounts during the year and reflect any changes to the accounting structure as result of management and organisational changes within the Council.
102. As set out in the Council's Constitution, the Section 151 Officer will also undertake all necessary financial and accounting adjustments required in order to prepare the Council's Statement of Accounts in accordance with the CIPFA Code of Practice on Local Authority Accounting.

Reason for Recommendations

103. To enable Cabinet to recommend to Council approval of:
- The Revenue and Capital Budget and to set the Council Tax for 2022/23
 - The Budget for the Housing Revenue Account
 - The Capital Strategy
 - The Treasury Management Strategy
 - The Prudential Code of Borrowing Indicators for 2022/23 – 2026/27
 - The Capital Programme for 2022/23 and the indicative programme to 2026/27, delegating to the Section 151 Officer authority to bring forward or delay schemes within the programme to match resources where necessary
 - The Minimum Revenue Provision Policy for 2022/23 (as included in the Council's Capital Strategy at Annex 3)

Financial Implications

104. Whilst the financial assumptions, basis and implications of the proposed Revenue and Capital Budget Strategy are set out within the detail of this

report and appendices, this section provides an opportunity to summarise key aspects and to comment on the robustness of those details as the Council's Section 151 Officer.

105. The Revenue Budget Strategy for 2022/23 has been constructed on the basis of a 10.7% increase in WG funding and a proposed 1.9% increase in Council Tax. The funding available through the WG grant is higher than anticipated and this has allowed appropriate base budget allocations to areas of high customer demand alongside an opportunity for targeted investment and growth in key policy areas. The WG funding though must be set in the context of the need to absorb additional pressures next year in respect of for example, pay inflation, increasing national insurance contributions and the requirements to pay Real Living Wage rates to the Care Sector. In addition, financial resilience is also a key factor in the construction of next year's budget particularly as services transition out of COVID-19 restrictions and the Council is required to fund ongoing pandemic costs in the absence of a Welsh Government Hardship Fund for 2022/23.
106. Whilst the Settlement has been more positive than expected, it has not detracted from the efforts by Services to deliver efficiency savings in 2022/23. Even though the total of savings is lower in comparison to recent years for 2022/23, the notion of continuously seeking out opportunities to deliver efficiency savings remains a central part of the Council's financial framework.
107. Fees and Charges proposals have been built into the Revenue Budget Strategy for 2022/23 that reflect all applicable statutory requirements, adequately cover the cost of service provision and can help manage the demand for services. These have been increased where appropriate, but the transitional effect of the COVID-19 pandemic is acknowledged and is likely to have an impact on demand for services and income levels (where applicable) in 2022/23. This will be a key requirement to monitor and offset where appropriate against the COVID-19 recovery budget established as part of the Budget Strategy for 2022/23.
108. The Medium Term Financial Planning position for the Council remains challenging given the demand pressures on services, the likely increasing cost base requirements and the projected levels of future resource availability. Welsh Government has provided indicative allocations for 2023/24 and 2024/25 which are welcome, but a cautious approach is needed given the all Wales nature of these projections and the uncertainty of the future public sector landscape post pandemic. The Strategy Report and the MTFP (Annex 1) have clearly set out the challenges and based on a prudent assessment of funding, work will need to continue on identifying transformative savings over the medium term. As stated previously, budget consideration and savings delivery should not be seen as an 'annual event' and work will continue in-year to ensure the ongoing robustness of budget management is maintained alongside a regular review of key financial risks.

109. Medium to longer term financial management is one of the standards of CIPFA's Financial Management Code (introduced in 2020). The medium-term financial plan is a key element of this, being integrated with the Council's service plans and its capital strategy. The Council will continue to comply with the Code in respect of its principles of Leadership, Accountability, Transparency, Standards, Assurance and Sustainability. Following an initial period allowed for self-assessment, the code is now effective. Where relevant improvements have been identified following assessment by the Council, these will be agreed and implemented as part of ongoing performance improvement.
110. The position reported last year in respect of purportedly under-declared landfill tax and work with HMRC remains ongoing. The position will be kept under review and a further update included in both the Council's Out-turn Report and the 2021/22 Statement of Accounts.
111. In terms of financial resilience, regular reporting to Members on budgetary and service performance is critical and the 'Financial Resilience Snapshot' (Appendix 8) continues to provide a key summary analysis. Within this, the level of available reserves is a key strategy consideration and opportunities to increase levels at the end of 2020/21 through one off Welsh Government funding in the main, has provided further support and resilience for the Council given the uncertainty arising from medium term financial challenges and not least, as we emerge from the pandemic. The Budget Report itself states that such reserves may be called upon to supplement the £10M Covid Recovery Budget and this hybrid approach will hopefully provide the resilience required. Also worthy of note in respect of reserves is that for 2022/23 no use of reserves is built into the Strategy in support of ongoing budgetary commitments, but prudent allowances have been made in future years within the MTFP.
112. In addition to earmarked reserves, the Council has maintained a General Contingency budget, although this has been lowered to £2M in 2022/23. This is felt to be appropriate given the improvements in the robustness of savings planning, higher levels of available earmarked reserves and the opportunity taken next year to set aside specific contingencies in key risk areas such as Adults and Children's Social Services. The better than anticipated Welsh Government settlement has also meant that the Financial Resilience Mechanism is available once again to fund one off investment in-year but again this represents an important mitigation for any future settlement volatility and the legacy of the pandemic into the medium term.
113. The Capital Strategy contained within this report sets out the current investment plans across council assets and the funding arrangements that are in place. The Capital Programme at Cardiff continues to grow as new schemes are developed and delivered. Any additional schemes are though subject to robust business cases and are set in the context of overall affordability with regard to our Prudential Indicators. Regular reporting of performance against these indicators for Members confirms that the current and planned programme continues to operate within the

limits set. Clearly, this position will be kept under constant review, in particular where the later years of the programme are refined as further information becomes available and to ensure that capital receipts necessary to deliver the programme are delivered promptly.

114. The Budget Strategy has also highlighted the recent updates to the Treasury Management and Prudential Code. As required, a full review of implications will be undertaken in 2022/23 prior to formal adoption in 2023/24.
115. The Council has a statutory duty to ensure that the HRA achieves a balanced budget over the medium term and this has been evidenced as part of this budget report. Any liabilities of the HRA are ultimately liabilities of the Council so it is essential that a longer term planning and modelling horizon continues to be updated as part of its business plan, having regard to robust viability assessments for new development proposals and risks identified in the MTFP particularly in respect to certainty of rent policy.
116. The budget proposals have been set in response to the feedback from public consultation in terms of the priorities set. The impact and link through to wider strategic priorities have also been highlighted and in particular, how the budget is contributing to objectives within the Corporate Plan and the wider requirements of the Future Generations Act.
117. Financial control continues to be of fundamental importance due to the ongoing impact of the pandemic and recovery pressures on services. It is vital that responsible officers take ownership of their budgets and that expenditure remains within approved levels. Compliance with financial rules and governance requirements is expected and this will continue to be monitored and reported on regularly as part of the Council's performance management arrangements.
118. In conclusion, as the Council's Section 151 Officer, the following comments are made in respect of the adequacy of the budget proposals in terms of their robustness and affordability
 - I am satisfied that the Budget estimates are based on accurate and robust data modelling.
 - I believe the Revenue Budget Strategy for 2022/23 and the Medium Term Financial Plan set out a prudent and appropriate allocation of resources that balances the delivery of services whilst ensuring the continued financial resilience of the Council.
 - I am satisfied that the Capital Strategy sets out an investment programme that is deliverable, affordable and mitigates risk appropriately.
 - I am satisfied that the Council maintains a minimum level of General Fund balances at £14.255 million and this is appropriate in the context of all other available reserves, the challenges facing the Council in the medium term and the focus on maintaining and strengthening financial resilience.

- I am satisfied that an adequate budget allowance has been made to mitigate the ongoing impact of the COVID-19 pandemic in 2022/23 and that this can be supplemented by earmarked reserves (following a risk assessment of those reserves) if required.
- I am satisfied that the overall level of available earmarked reserves is appropriate after allowing for planned use in 2022/23.

119. I believe the proposals set out in this report will allow the Cabinet to recommend to Council a Revenue and Capital Strategy that is balanced and robust.

Legal Implications

120. The body of the Budget Report sets out certain legal duties and constraints in relation to setting a balanced budget and Council Tax. They form part of the legal implications to which the decision maker must address its mind notwithstanding that they are not repeated in this section of the Report. The Local Government Finance Act 1992, as amended, ('LGFA 1992') requires the Council to set a balanced budget, including the level of the Council Tax. This means the income from all sources must meet the proposed expenditure. Best estimates must be employed to identify all anticipated expenditure and resources. The approval of the Council's budget and Council Tax, and the adoption of a financial strategy for the control of the Council's borrowing or capital expenditure are matters reserved, by law, to full Council. However, the Cabinet has responsibility for preparing, revising and submitting to Council estimates of the various amounts which must be aggregated in making the calculations required in order to set the budget and the Council Tax; and may make recommendations on the borrowing and capital expenditure strategy, (pursuant to the Local Authorities (Executive Arrangements) (Functions and Responsibilities) (Wales) Regulations 2007)).

121. Local authorities must decide every year how much income they are going to raise from Council Tax. This decision must be based on a budget that sets out estimates of what the Council plans to spend on services. As the Council Tax must be set at the start of the financial year and cannot be increased during the year, consideration must be given to risks and uncertainties and allowances made in funds for contingencies and reserves. The budget and the Council Tax must be set by 11th March in the preceding financial year. A failure to comply with the time limit may leave the Council open to challenge by way of judicial review. When the Council is considering its budget, it must have regard to the Section 151 Officer's report on the robustness of the estimates and the adequacy of the reserves in the budget proposals (section 25 of the Local Government Act 2003). This ensures that Members make their decision on the basis of authoritative advice. Members should provide clear reasons if they disagree with the professional advice of the Section 151 Officer. Members should note, that after the Council has approved its budget and Council Tax, it is possible for the Council to make substitute

calculations during the year (although the basic amount of Council Tax cannot be increased), subject to certain provisos (s.37 LGFA 1992).

122. The Local Government Act 2003 establishes a system to regulate the capital expenditure and borrowing of authorities. The heart of the prudential borrowing system is the duty imposed upon authorities to determine and keep under review how much money they can afford to borrow. The Local Authorities (Capital Finance and Accounting) (Wales) Regulations 2003 (as amended) specify the Prudential Code for Capital Finance to which local authorities in Wales must have regard in setting and reviewing their affordable borrowing limits (sections 3 and 5 of the 2003 Act). Regard must be had to the CIPFA Prudential and Treasury Management Codes of Practice, as well as WG guidance in respect of Investments and the Minimum Revenue Provision.
123. The Local Government & Housing Act 1989 Part VI sets a statutory regime for housing finance. The Council has a general duty to review the rents of its houses from time to time and in fixing rents the Council must have regard, in particular, to the principle that the rents of dwellings of any class or description should bear broadly the same proportion to private sector market rents as the rents of dwellings of any other class or description. The review of the rents is a Cabinet function, and is undertaken with regard to the provisions of legislation, which governs housing finance. Rents for council houses are a credit to the HRA and outgoings a debit. The Council is under a duty to prevent a debit balance on the HRA which is ring-fenced. There are restrictions in the way in which the account can be operated and the proposals in this report must comply with these accounting requirements to ensure that the rent should be set so as to ensure that the Council is able to comply with its duty to prevent a debit balance arising on the HRA.
124. The body of the report refers to the Capital Programme. Detailed legal advice should be sought on each proposed project to ensure the same can be implemented in accordance with all legal and governance requirements.
125. Civil Enforcement. Appendix 10 to the report notes that the income generated from car parking fees, residents' permits, penalty charge notices and moving traffic offences (MTOs) will be used to fund the associated operational costs including the cost of the enforcement service. Further, that any surplus or deficit will be transferred to a separate account and can only be used for specific purposes in accordance with Section 55 of the Road Traffic Regulations Act 1984 ('1984 Act'). The report anticipates a surplus. It is apparent from the statutory provision that there is no requirement of revenue neutrality. That said, it is important to note that in making orders under the Road Traffic Regulation Act 1984 (as regards parking and other matters), the 1984 Act is not a fiscal measure and does not authorise a local authority to use its powers to charge purely in order to raise surplus revenue for other transport purposes. Accordingly, the approach to car-parking fees, residents' permits, penalty charge notices and moving traffic offences and the like, must be based on legitimate considerations that can be

taken into account in accordance with the provision of the relevant legislation.

126. Equality Duty . All public authorities, when exercising any of their functions, are subject to the Public Sector Equality Duty (PSED) under the Equality Act 2010 (including specific Welsh public sector duties). These duties require the Council, in the exercise of its functions, to have 'due regard' to the need, in summary, to (1) eliminate unlawful discrimination, (2) advance equality of opportunity and (3) foster good relations on the basis of 'protected characteristics'. The 'Protected characteristics' are: Age, Gender reassignment , Sex, Race – including ethnic or national origin, colour or nationality, Disability, Pregnancy and maternity, Marriage and civil partnership, Sexual orientation , Religion or belief – including lack of belief. The PSED is a duty to have 'due regard'. It therefore requires the decision-maker to be properly informed as to the equality implications of the decision to be made. Paragraph 34 of the body of the report provides an outline of the actions taken to date as regards consideration of the PSED, how matters were analysed and the outcome thereof for the decision maker's consideration. As with any decision, the decision maker will need to consider whether it has sufficient information to assess the effects of the proposed decision on the aims in the PSED and consider gathering more information if needed. In this case it is recognised that the information set out in paragraph 34 is brief . Of importance, however, in terms of considering the question of the adequacy of information provided,(and is understood to be the rationale in terms of the succinctness of the information in paragraph 34), is the apparent conclusion reached on the PSED that , 'no material or significant concerns have been identified'. Further, it is understood that as part of the budget preparation various consultation and engagement has been undertaken as outlined in the body of the report , with feedback included in the body of the report or (as in the case of Scrutiny) will be tabled for the decision maker's consideration.

When taking strategic decisions, the Council also has a statutory duty to have due regard to the need to reduce inequalities of outcome resulting from socio-economic disadvantage ('the Socio-Economic Duty' imposed under section 1 of the Equality Act 2010). In considering this, the Council must take into account the statutory guidance issued by the Welsh Ministers (WG42004 A More Equal Wales The Socio-economic Duty Equality Act 2010 (gov.wales) and must be able to demonstrate how it has discharged its duty. It is understood that such matters are addressed throughout the report .

127. The Well-Being of Future Generations (Wales) Act 2015 ('The 2015 Act') . The 2015 Act places a 'well-being duty' on public bodies aimed at achieving 7 national well-being goals for Wales - a Wales that is prosperous, resilient, healthier, more equal, has cohesive communities, a vibrant culture and thriving Welsh language, and is globally responsible. In discharging its duties under the Act, the Council has set and published well being objectives designed to maximise its contribution to achieving the national well being goals. The well being objectives are set out in Cardiff's Corporate Plan. When exercising its functions, the Council is required to take all reasonable steps to meet its well being objectives.

This means that the decision makers should consider how the proposed decision will contribute towards meeting the well being objectives and must be satisfied that all reasonable steps have been taken to meet those objectives. The well being duty also requires the Council to act in accordance with a 'sustainable development principle'. This principle requires the Council to act in a way which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs. Put simply, this means that Council decision makers must take account of the impact of their decisions on people living their lives in Wales in the future. In doing so, the Council must:

- Look to the long term
- Focus on prevention by understanding the root causes of problems
- Deliver an integrated approach to achieving the 7 national well-being goals
- Work in collaboration with others to find shared sustainable solutions
- Involve people from all sections of the community in the decisions which affect them.

The decision maker must be satisfied that the proposed decision accords with the principles above; and due regard must be given to the Statutory Guidance issued by the Welsh Ministers, which is accessible using the link below:
<https://gov.wales/topics/people-andcommunities/people/futuregenerations-act/statutory-guidance/?lang=en>.

128. Employee and Trade Union Consultation . The report recognises that notwithstanding efforts to reduce impacts on staff resulting from savings, there will be some staff reductions during the financial year 2022/23. Legal Services understand that: (i) engagement has been ongoing between Directors and Trade Unions to discuss budget saving implications and (ii) the Council has formally consulted with Trade Unions about the budget proposals and the likely impact on staff, particularly where posts are at risk of redundancy. Under the general law relating to unfair dismissal all proposals to make redundancies must involve reasonable consultation with the affected employees and their trade unions. In relation to any potential redundancies it is important that all required statutory notices are served. It is noted that the budget proposals also provide for the creation of posts.
129. Charging. Each proposal to make or increase charges must comply with the statutory framework (including primary and secondary legislation and any statutory guidance issued) relating to the activity in respect of which charges are being levied, including any limitations on levels of charges. Where reliance is placed on the power to charge for discretionary services (Section 93 of the Local Government Act 2003), any charges must be set so that when the charges are taken as a whole no surpluses are made (i.e. the power is limited to cost recovery). Where activities are being undertaken for which charges are being made with the intention of producing surplus income, it is necessary to consider whether that activity is material and would amount to "commercial trading". For commercial trading, the Council must develop a business case and establish an arms' length company to undertake that activity (in accordance with the general trading power under Section 95 Local Government Act 2003), or identify another statutory power for a particular trading activity.

130. Consultation . Duties to consult certain stakeholders in respect of proposals may arise from a number of different sources. Members will note that the Council has engaged in consultations as part of the budget process as set out earlier in the report under the heading “Consultation and Engagement”. In considering this matter, Members must genuinely and conscientiously consider the feedback from each consultation and have proper regard to it when making any decision in relation to the subject matter of that consultation. Members should carefully consider the results of the consultation as set out in the Appendices to the report.
131. General . All decisions taken by or on behalf of the Council must: be within the legal powers of the Council and of the body or person exercising powers on behalf of the Council, comply with any procedural requirement imposed by law, be undertaken in accordance with procedural requirements imposed by the Council e.g. procedure rules, be fully and properly informed, be properly motivated (i.e. for an appropriate, good and relevant reason), be taken having regard to the Council’s fiduciary duty to its tax payers as elected members are trustees of the public interest and of its statutory purposes for which public powers are conferred on them, (this general duty requires the Council to act prudently and in good faith in the interests of those to whom the duty is owed) and otherwise be reasonable and proper in all the circumstances

HR Implications

132. The final budget proposals are based on the outcome of the consultation exercise and the priorities set out in the Corporate Plan.
133. Paragraph 37 and 38 of the Report sets out information regarding net increase of 58.3 FTE Council posts overall made up of the deletion of 18.3 FTEs including the deletion of 6.9 FTE vacant posts, 7.4 FTE where voluntary redundancy or retirement applications have been approved, and 4 FTE posts to be determined. This has been significantly offset by the creation of 76.6 FTEs.
134. The net increase of 58.3 full time equivalent (FTE) posts in 2022/23 is the first year in a number of years in which there has been a net increase, made possible by the opportunities to invest in policy growth areas in 2022/23.
135. However, whilst the numbers of staff impacted by this budget proposal may not be as significant as in previous years, the Council retains a range of mechanisms designed to support the people implications of the Council's budget proposals. Through the continued use of such mechanisms, the Council will consistently work hard to reduce the number of compulsory redundancies wherever possible. In addition to redeployment, other mechanisms include use of flexible working policies plus access to skills support through the Cardiff Academy allowing employees to either refresh their existing skills or develop new skills in order to enhance their opportunities to find another role in the Council or externally.

136. The Trade Unions and employees have been consulted throughout the budget planning process and their comments have been considered. As part of the Council's commitment to partnership working, the Trade Unions and employees will continue to be consulted in all the proposals that impact on staff.

Property Implications

137. There are no specific property implications in respect of the Budget Report 2022/23. It should be noted that the Corporate Property Strategy 2021-26 (CPS) was approved at Cabinet in December 2021, which sets out in detail on the Council's property strategy going forwards, including relevant targets over the next five years, performance against which may be monitored through the Annual Property Plan. The Strategic Estates Department will assist where necessary in supporting delivery in relevant areas such as the Capital Strategy, the Capital Investment Programme and Major Development Projects. Where there are property transactions or valuations required to deliver any proposals, they should be done so in accordance with the Council's Asset Management process and in consultation with Strategic Estates and relevant service areas.

CABINET PROPOSAL

(a) Recommendations to Council

The Cabinet, having taken account of the comments of the Section 151 Officer in respect of the robustness of the budget and the adequacy of the reserves as required under Section 25 of the Local Government Act 2003, and having considered the responses to the Budget Consultation recommend that Council:

- 1.0 Approve the Revenue, Capital and Housing Revenue Account budgets including all proposals and increasing the Council Tax by 1.9% as set out in this report and that the Council resolve the following terms.
- 2.0 Note that at its meeting on 16 December 2021 Cabinet calculated the following amounts for the year 2022/23 in accordance with the regulations made under Section 33(5) of the Local Government Finance Act 1992:-
- a) 149,107 being the amount calculated in accordance with Regulation 3 of the Local Authorities (Calculation of Council Tax Base) (Wales) Regulations 1995, as amended, as its Council Tax base for the year.
- b)
- | | |
|-----------------|-------|
| Lisvane | 2,697 |
| Pentyrch | 3,517 |
| Radyr | 3,983 |
| St. Fagans | 1,854 |
| Old St. Mellons | 2,321 |
| Tongwynlais | 822 |

being the amounts calculated in accordance with Regulation 6 of the Regulations as the amounts of its Council Tax base for the year for dwellings in those parts of its area to which special items relate.

- 2.1 Agree that the following amounts be now calculated by the County Council of the City and County of Cardiff for the year 2022/23 in accordance with Sections 32 to 36 of the Local Government Finance Act 1992:-
- a) Aggregate of the amounts which the Council estimates for the items set out in Section 32(2)(a) to (d) (including Community Council precepts totalling £495,086).
£1,169,190,086
 - b) Aggregate of the amounts which the Council estimates for items set out in Section 32(3)(a) and (c).
£425,360,000
 - c) Amount by which the aggregate at 2.1(a) above exceeds the aggregate at 2.1(b) above calculated in accordance with Section 32(4) as the budget requirement for the year. £743,830,086
 - d) Aggregate of the sums which the Council estimates will be payable for the year into its Council Fund in respect of Revenue Support Grant, its council tax reduction scheme, redistributed Non-Domestic Rates.
£544,715,091
 - e) The amount at 2.1(c) above less the amount at 2.1(d) (net of the amount for discretionary relief of £400,000), all divided by the amount at 2.0(a) above, calculated in accordance with Section 33(1) as the basic amount of Council Tax for the year.
£1,338.07
 - f) Aggregate amount of all special items referred to in Section 34(1).
£495,086
 - g) Amount at 2.1(e) above less the result given by dividing the amount at 2.1(f) above by the amount at 2.0(a) above, in accordance with Section 34(2) of the Act, as the basic amount of Council Tax for the year for dwellings in those parts of the area to which no special items relate.
£1,334.75
 - h) The amounts given by adding to the amount at 2.1(g) above the amounts of special items relating to dwellings in those parts of the Council's area mentioned below, divided in each case by the amount at 2.0(b) above, calculated in accordance with Section 34(3) as the basic amounts of Council Tax for the year for dwellings in those parts of the area to which special items relate.

	£
Lisvane	1,357.37
Pentyrch	1,387.35
Radyr	1,367.62
St. Fagans	1,357.40
Old St. Mellons	1,357.01
Tongwynlais	1,364.56

- i) The amounts given by multiplying the amounts at 2.1(g) and 2.1(h) above by the number which in the proportion set out in the Council Tax (Valuation Bands) (Wales) Order 2003 is applicable to dwellings listed in a particular valuation band divided by the number which in that proportion is applicable to dwellings listed in valuation band D calculated in accordance with Section 36(1) of the Act as the amounts to be taken into account for the year in respect of categories of dwellings listed in different valuation bands.

Area	A £	B £	C £	D £	E £	F £	G £	H £	I £
Lisvane	904.91	1,055.73	1,206.55	1,357.37	1,659.01	1,960.64	2,262.28	2,714.74	3,167.20
Pentyrch	924.90	1,079.05	1,233.20	1,387.35	1,695.65	2,003.95	2,312.25	2,774.70	3,237.15
Radyr	911.74	1,063.71	1,215.66	1,367.62	1,671.53	1,975.45	2,279.36	2,735.24	3,191.12
St. Fagans	904.93	1,055.76	1,206.57	1,357.40	1,659.04	1,960.69	2,262.33	2,714.80	3,167.27
Old St. Mellons	904.67	1,055.45	1,206.23	1,357.01	1,658.57	1,960.12	2,261.68	2,714.02	3,166.36
Tongwynlais	909.70	1,061.33	1,212.94	1,364.56	1,667.79	1,971.03	2,274.26	2,729.12	3,183.98
All other parts of the Council's Area	889.83	1,038.14	1,186.44	1,334.75	1,631.36	1,927.97	2,224.58	2,669.50	3,114.42

- 2.2 Note that for the year 2022/23, the Police and Crime Commissioner for South Wales has stated the following amounts in precepts issued to the Council, in accordance with Section 40 of the Local Government Finance Act 1992 for each of the categories of dwelling shown below:-

VALUATION BANDS

A £	B £	C £	D £	E £	F £	G £	H £	I £
201.41	234.97	268.54	302.11	369.25	436.38	503.52	604.22	704.92

- 2.3 Having calculated the aggregate in each case of the amounts at 2.1(i) and 2.2 above, the County Council of the City and County of Cardiff in accordance with Section 30(2) of the Local Government Finance Act 1992 hereby sets the following amounts as the amounts of Council Tax for the year 2022/23 for each of the categories of dwellings shown below:-

Part of Council's Area
VALUATION BANDS

	A	B	C	D	E	F	G	H	I
	£	£	£	£	£	£	£	£	£
Area									
Lisvane	1,106.32	1,290.70	1,475.10	1,659.48	2,028.26	2,397.02	2,765.80	3,318.96	3,872.12
Pentyrch	1,126.31	1,314.02	1,501.75	1,689.46	2,064.90	2,440.33	2,815.77	3,378.92	3,942.07
Radyr	1,113.15	1,298.68	1,484.21	1,669.73	2,040.78	2,411.83	2,782.88	3,339.46	3,896.04
St. Fagans	1,106.34	1,290.73	1,475.12	1,659.51	2,028.29	2,397.07	2,765.85	3,319.02	3,872.19
Old St. Mellons	1,106.08	1,290.42	1,474.78	1,659.12	2,027.82	2,396.50	2,765.20	3,318.24	3,871.28
Tongwynlais	1,111.11	1,296.30	1,481.49	1,666.67	2,037.04	2,407.41	2,777.78	3,333.34	3,888.90
All other parts of the Council's Area	1,091.24	1,273.11	1,454.99	1,636.86	2,000.61	2,364.35	2,728.10	3,273.72	3,819.34

2.4 Authorise the Corporate Director Resources to make payments under Section 38 of the Local Government (Wales) Act 1994 from the Council Fund by equal instalments on the last working day of each month from April 2022 to March 2023 in respect of the precept levied by the Police and Crime Commissioner for South Wales in the sum of £45,046,716.

2.5 Agree that the Common Seal be affixed to the said Council Tax.

2.6 Agree that the Common Seal be affixed to precepts for Port Health Expenses for the period 1 April 2022 to 31 March 2023 namely

	£
County Council of the City and County of Cardiff	117,749
Vale of Glamorgan County Borough Council	13,125

2.7 Agree that notices of the making of the said Council Taxes signed by the Chief Executive be given by advertisement in the local press under Section 38(2) of the Local Government Finance Act 1992.

3.0 In accordance with the Local Government Act 2003, the Local Authority (Capital Finance and Accounting) (Wales) Regulations 2003 and subsequent amendments and the CIPFA Prudential Code and Treasury Management Codes of Practice:

(a) Approve the Capital Strategy 2022/23.

(b) Approve the Treasury Management Strategy 2022/23 and authorise the Section 151 Officer to raise such funds as may be required to finance capital expenditure by temporary or long-term borrowing.

(c) Approve the Prudential Indicators for 2022/23 – 2026/27 including the affordable borrowing limit.

(d) Delegate to the Section 151 Officer the ability to effect movement between the limits for borrowing and long-term liabilities, within the limit for any year, and to bring forward or delay schemes in the Capital Programme.

(e) Approve the Minimum Revenue Provision Policy for 2022/23.

4.0 To approve the Budgetary Framework outlined in this report.

5.0 To maintain the current Council Tax Reduction Scheme as set out in this report.

(a) Matters for Cabinet Decision

The Cabinet, having taken account of the comments of the Section 151 Officer in respect of the robustness of the budget and the adequacy of the reserves as required under Section 25 of the Local Government, Act and having considered the responses to the Budget Consultation is recommended to:

6.0 Approve the changes to fees and charges as set out in Appendix 3 (a) and 3 (c) to this report.

7.0 Delegate authority to the appropriate Director in consultation with the appropriate Cabinet Member, the Section 151 Officer and the Cabinet Member for Finance, Modernisation & Performance, to amend or introduce new fees and charges during the year, subject if necessary (having regard to the proposed change), to an Equality Impact Assessment and public consultation being undertaken and the results thereof being duly considered before the delegated authority is exercised.

8.0 Agree that the rents of all Housing Revenue Account dwellings (including hostels and garages) be increased by 3.1% having taking into account WG guidance.

9.0 Approve all service charges and the management fee for leaseholders as set out in Appendix 3 (b).

10.0 Agree that all Housing Revenue Account rent increases take effect from 4th April 2022.

11.0 Recognise the financial challenges facing the Council as set out in the Medium Term Financial Plan, and to note the opportunities for savings over the medium term.

12.0 Agree that in the event that final settlement differs from Provisional Settlement (as set out in paragraph 24 of the report), there will be a proportionate adjustment to or from earmarked reserves, and that the Section 151 Officer be authorised to prepare an addendum to the 2022/23 Budget to reflect the requisite changes.

SENIOR RESPONSIBLE OFFICER	CHRIS LEE Corporate Director Resources and Section 151 Officer
	18 February 2022

The following Annexes are attached:

Annex 1	Medium Term Financial Plan 2023/24 – 2026/27
Annex 2	Housing Revenue Account 2022/23 Budget and Medium Term Financial Plan
Annex 3	Capital Strategy 2022/23 (including Capital Programme and Resources)
Annex 4	Treasury Management Strategy 2022/23

The following Appendices are attached:

Appendix 1	Budgetary Support for Corporate Plan and Future Generations
Appendix 2	Policy Growth Areas
Appendix 3	Summary of Fees and Charges (a) General Fund (b) Housing Revenue Account (c) Fees and Charges Appendix 3 (c) is exempt from publication because it contains information of the kind described in paragraphs 14 and 21 of parts 4 and 5 of Schedule 12A to the Local Government Act 1972.
Appendix 4	Use of Financial Resilience Mechanism
Appendix 5a	Consultation on Cardiff Council's 2022/23 Budget
Appendix 5b	Response from School Budget forum (to follow)
Appendix 6	Directorate Revenue Budgets
Appendix 7	Cabinet Portfolio Revenue Budgets
Appendix 8	(a) Financial Resilience Snapshot (b) Financial Risk and Mitigations
Appendix 9	Earmarked Reserves
Appendix 10	Civil Parking and Enforcement Account
Appendix 11	Cardiff Harbour Authority
Appendix 12	Guide to Prudential Indicators

The following background papers have been taken into account:

- Budget Strategy 2022/23 and the Medium Term Financial Plan (July 2021)
- 2022/23 Budget Proposals - for Consultation (January 2022/23)
- The WG Provisional Local Government Settlement (December 2021)
- Equality Impact Assessment of Cardiff Council's 202/23 Budget Proposals
- Details of Fees and Charges

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Cardiff Council

Medium Term Financial Plan

2023/24 – 2026/27



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Section 1. Introduction

1.1 Aims and Purpose of MTFP

The Medium Term Financial Plan (MTFP) forecasts the Council's future financial position. Preparation is good financial practice as:

- It helps ensure that the Council understands, and can prepare for, the challenges in setting a balanced budget.
- It encourages discussion about the allocation of resources, helping to ensure they are directed towards delivering core responsibilities and policy objectives.
- It is an important part of understanding the Council's financial resilience, helping to protect the Council's long term financial health and viability.

1.2 Governance

The MTFP process is an integral part of the Council's financial planning framework. It closely aligns with other key aspects of the financial planning process, including the Council's Capital Strategy.

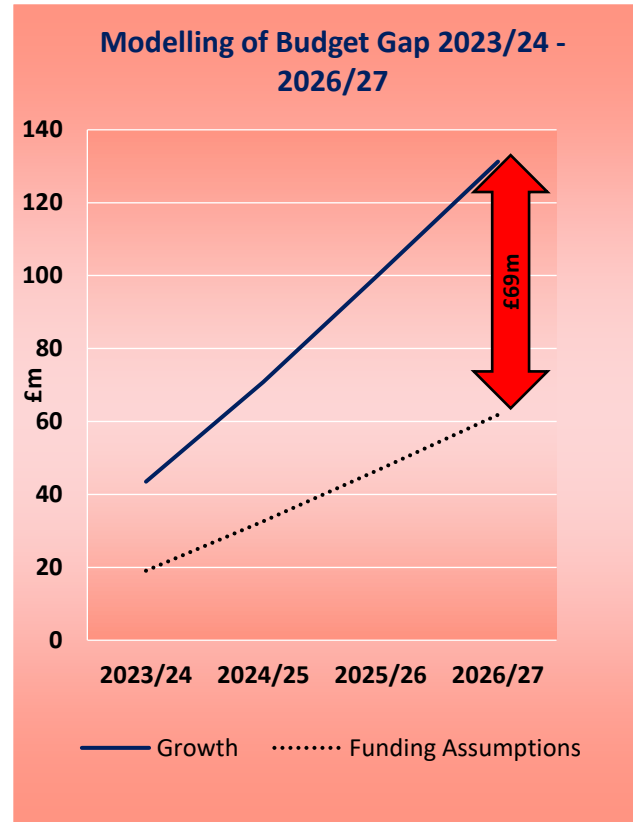
Development of the MTFP is an iterative process. Regular review is required to ensure it reflects most recent information and captures emerging issues. Elected Members and Senior Management are engaged in the process through a series of regular briefings, to scope, inform and review the plan.

The transition from high-level planning principles, to detailed budgets that align with the Council's priorities, is shaped by Elected Members with support and advice from senior management. As proposals develop, engagement is extended to a wider range of partners including citizens, Scrutiny, staff, School Budget Forum and Trade Unions. Consultation feedback is considered as part of the finalisation of annual budget proposals.

The MTFP is formally reported as part of the Council's Budget Report and an update is included with the Budget Strategy Report.

1.3 MTFP Overview

The MTFP currently estimates a budget gap of £69 million over the period 2023/24 – 2026/27.



“Budget Gap” is the term used to describe the difference between the funding the Council expects to receive, and the estimated cost of continuing to deliver services at the current level. Put simply, the budget gap is a result of funding failing to keep pace with demand, inflation and other financial pressures. The Council needs to develop a strategy to address the gap to deliver a balanced budget each year. Despite more positive future funding projections than previously assumed, there is still a budget gap to be addressed over the medium term.

Section 2. Key Considerations

2.1 Council Priorities

Capital Ambition, sets out the Administration’s policy agenda. The Corporate Plan, “Delivering Capital Ambition”, sets out how the Administration’s priorities for Cardiff will be achieved. Key priorities are summarised below.



The Corporate Plan is consistent with wider local and national goals that support long-term sustainability. It aligns with the Cardiff Well-being Plan, which contains the shared well-being objectives of Cardiff Public Services Board. These complement Wales’ National Well-being Goals, which focus on creating a more sustainable Wales.

The Council’s financial strategy documents, including the Budget, MTFP, Capital and Treasury Strategies, are framed by the above priorities.



This ensures that resources are spent in line with priorities and that financial strategy supports long-term sustainability, in line with the Council’s duties under the Well-being of Future Generations (Wales) Act 2015.

The MTFP is set against plans for a post pandemic recovery that supports the city’s economy, is child-friendly and progresses the One Planet Cardiff Strategy.

Implications for Financial Planning

The MTFP needs to reflect the revenue funding requirements of the Corporate Plan, and the Council’s aims for post pandemic recovery and renewal. This will include where applicable, the financing requirements of capital investment needed to deliver the Administration’s priorities.

Funding solutions will not always mean a revenue budget allocation, or the inclusion of a sum in the capital programme. In developing a financial strategy to support policy delivery there will be a need to draw on earmarked reserves set aside to support change, to proactively seek external funding, and to work with partners.

In addressing the medium term budget gap, savings will be required. There will be a need to continue to ensure that scarce resources are allocated in a way that support identified priorities.

2.2 City Overview

Previous iterations of the MTFP have included detail around Cardiff’s demographics, including population, education, housing, employment and deprivation. The pandemic has had an impact on these areas, and previous expectations around some demographic variables are not necessarily still relevant to today’s MTFP. The lasting impact and effect on people’s day-to-day lives, are still

Section 2. Key Considerations

uncertain, but are likely to include those set out in the following paragraphs.

Population

As at 2018, Cardiff had a population of 364,000. Between 2008 and 2018, its population grew by 9.5%. Beyond 2018, the expectation was that the city would continue to grow, albeit at a slower rate. There will be a need to consider whether this will continue to be the case once the lasting impact of the pandemic on working practices, birth rates and housing begin to become clearer, all of which could impact on the overall population of the city.

Implications for Financial Planning

Generally, a growing city places greater demand on Council services, including housing, education, environment and social care. Steeper growth in the over-65 age brackets is likely to mean continued demand on social services.

Education

Investment in the building of new schools, and the refurbishment and improvement of existing accommodation is being progressed via the 21st Century Schools Band B Programme, along with programmed asset renewal works. New schools will also be developed in connection with the Local Development Plan (LDP). The timing of revenue pressures in this regard will be kept under review.

There also be a need to consider the implications of policy commitments at an All Wales level, including plans for all primary school children to receive a free school meal within the next three years. Whilst the expectation is that this initiative will be fully funded by WG, there will be a need to review the detail as it is announced.

Implications for Financial Planning

Capital financing and future operating costs will need to be reflected in forecasts.

Housing

Cardiff's Local Development Plan (LDP) is a 20 year Plan from 2006 - 2026. It set a target for 41,000 additional homes by 2026. Statutory periodic review of the LDP will take place over the next few years. The Council also has an ambitious Housing

Implications for Financial Planning

The financing costs of the Council's house building programme are reflected in the Housing Revenue Account (HRA) business plan (as the HRA is a ring-fenced account.) From a General Fund perspective, planned housing growth will mean that new communities will need the support of Council services such as waste and schools.

Demand for these services will require careful modelling, including the extent to which additional Council Tax from more dwellings may offset cost. There is a need to gauge how demand for services in new communities, including school places, might affect demand in other parts of the city.

Strategy to build affordable, high quality, energy sustainable homes.

Employment

There is a disparity in unemployment levels across the city and not all those in employment currently earn the Real Living Wage. The Real Living Wage is an independently calculated hourly rate of pay, set to cover the basic cost of living, which is paid voluntarily by more than 6,000 UK employers.

Cardiff Council is a Real Living Wage Employer and an advocate of Real Living Wage in the city. In December 2021, the Deputy Minister for Social Services announced that WG would provide financial support for Local Authorities, via the Revenue Support Grant, to support the payment of the Real Living Wage in the Care Sector.

Despite economic growth during the last 30 years, there is still poverty within the city. The Council is

Section 2. Key Considerations

committed to supporting people out of poverty by building a strong economy to create jobs that pay the Real Living Wage, supporting people into work, and supporting those most vulnerable including those facing homelessness.

Implications for Financial Planning

Pay modelling will need to reflect the costs of continuing to pay Council staff RLW.

Price inflation assumptions will need to take account of estimated annual increases to the RLW and factor these into pricing assumptions for commissioned care costs to maintain support for payment of the RLW in the care sector in the future.

Financial plans will reflect the continued operation of the Council's corporate apprentice scheme.

For services that are heavily funded by specific grant, including homelessness and Into Work, grant levels will be kept under close review.

Organisational Change

Where possible, working from home has become a necessity during periods of lockdown, and many employers are indicating that a move to more agile working is likely to become a permanent feature. With regards the Council's own workforce there will be a need to consider the financial implications of its own organisational recovery and post-pandemic renewal, including the switch to a hybrid working model.

One Planet Cardiff

One Planet Cardiff sets out the Council's strategic response to the climate change emergency. It contains a wide range of ambitious actions aligned with the vision of achieving carbon neutrality by 2030. These include building sustainable homes, green energy generation, facilitating active travel and enhancing biodiversity.

Implications for Financial Planning

The capital financing of larger schemes associated with One Planet Cardiff will need to be reflected in the MTFP. There will also be a need to consider any potential revenue costs, including those required to deliver schemes, as well as those associated with their ongoing operation. There will also be a need to capture any revenue savings associated with One Planet Schemes.

2.3 Economic and Financial Outlook

Local financial planning is linked to the economic context. At present, economic, demographic, social and global considerations, (all key external factors that influence budget-setting), are still uncertain due to the global pandemic.

UK Context

During 2021 the UK economy grew by 7.5% following a contraction of 9.4% in 2020. At the start of 2022, the economy continues to experience high inflation, with a January CPI inflation rate of 5.5%. This is linked to the position in the final quarter of 2021, when energy prices and supply shortages drove up prices.

Alongside the UK Autumn Budget and Spending Review 2021, the Office for Budget Responsibility (OBR) in its Fiscal and Economic Outlook report, projected continuing economic growth of 6% of GDP in 2022 with lower growth in subsequent years. It predicted the UK Government will meet its fiscal targets with increased departmental resource spending being offset by higher public sector receipts. The report warned that the economy is very volatile with uncertainties including public health measures, Brexit and the cost of governmental debt, among factors that could materially impact projections.

The recent increase in CPI, which is now running above forecasts, has demonstrated this volatility, and the need to continue to monitor the external

Section 2. Key Considerations

economic environment for its impact on planning assumptions.

BREXIT

The Council's Corporate Risk Register captures potential risks in relation to BREXIT and the agreed Trade Deal with the European Union. Implications across a range of services continue to be monitored, and will be factored into the MTFP at appropriate refresh points if required.

Welsh Context

For the first time in a number of years, the Settlement includes an indicative funding allocation for the following two years (at an All-Wales level) post 2022/23. Whilst welcome from a planning perspective, it is important to emphasise the indicative nature of figures and the potential for change. In the past, changing circumstances have resulted in funding allocations ultimately being less favourable than indicative amounts. Plans reflect indicative allocations, however, the risk that these may change is a real one in the context of current uncertainties.

The Welsh Government and Plaid Cymru December 2021 Co-operation agreement pledges to review Council Tax reform in Wales during the next three years. Clearly, from a financial planning perspective, this is an area that will need to be kept under close review.

2.4 Council Financial Context

Historic Context

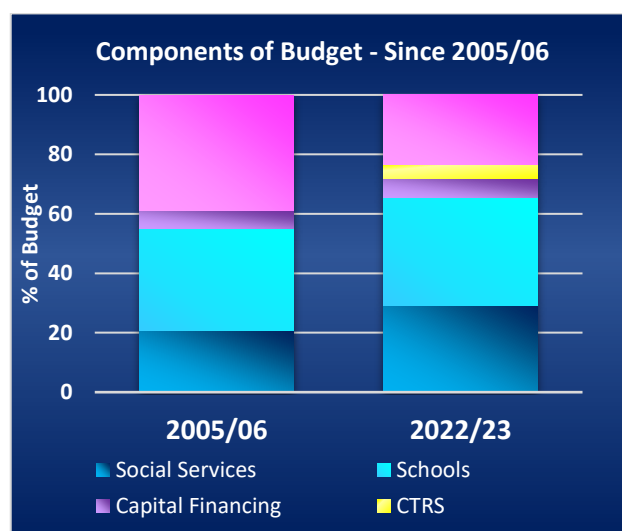
Over the 10 year period 2012/13 – 2021/22, the Council has identified over £200 million in savings and lost over 1,600 FTE posts in services other than schools. This coincided with a period of challenging financial settlements, including negative (i.e. cash reduction) settlements in the early 2010's.

Whilst financial settlements have been more positive in recent years, the impact of a decade of

a financial challenge has had a lasting impact. It means it is more challenging to continue to deliver savings over the medium term, even though savings requirements are estimated to be lower than in the past. This is partly linked to the change in shape of the Council's budget over time. Some directorate budgets have contracted significantly and others have grown. Demand and price pressure has been acute in Social Services and Schools. In the last five years alone, these budgets increased by £101 million.

Year	Schools £m	Social Services £m	Total £m
2018/19	7.4	8.4	15.8
2019/20	10.4	4.1	14.5
2020/21	10.4	10.6	21.0
2021/22	6.2	10.4	16.6
2022/23	9.3	24.2	33.5
TOTAL	43.7	57.7	101.4

Until 2020/21, with no real term AEF increases to help meet this demand, it was primarily financed from savings in other directorates, causing those budgets to contract significantly over time.



The "Other Services" budget includes all Council Services except Schools and Social Services. For example, it includes highway maintenance, waste collection, parks and homelessness. It contains areas of statutory duty.

Section 3. Medium Term Financial Plan

3.1 Forecast Financial Position

The Council's forecast financial pressures, funding and resultant £69 million budget gap are set out below.

	2023/24	2024/25	2025/26	2026/27
	£000	£000	£000	£000
Base Budget Brought Forward	743,735	763,300	776,831	791,264
Schools				
Pay Costs	16,025	7,320	7,120	7,205
Price Inflation	1,035	120	125	105
Pupil Numbers	1,843	449	2,515	1,864
Contribution to Band B & Asset Renewal	(1,090)	(1,090)	(1,090)	(1,090)
Total Schools Pressures	17,813	6,799	8,670	8,084
Social Services				
Pay Costs	1,750	1,525	1,555	1,440
Price Inflation	4,890	3,525	3,927	3,270
Demographic - Adult Social Services	2,000	2,000	2,000	2,000
Demographic - Children's Social Services	730	770	2,420	2,600
Total Social Services Pressures	9,370	7,820	9,902	9,310
Other Services				
Pay Costs	3,600	3,110	3,205	3,205
Price Inflation	1,650	1,640	1,425	1,240
Commitments	1,810	1,344	2,042	1,636
Demographic Growth	950	950	200	200
Total Other Services Pressures	8,010	7,044	6,827	6,281
Capital Financing	4,803	2,168	1,361	3,259
Emerging Financial Pressures	3,500	3,500	3,500	3,500
Resources Required	787,231	790,631	807,091	821,698
Resources Available:				
Aggregate External Finance	563,780	577,311	591,744	606,538
Council Tax before any future increases	199,020	199,020	199,020	199,020
Earmarked Reserves at £0.5m per annum	500	500	500	500
Total Resources Available	763,300	776,831	791,264	806,058
BUDGET REDUCTION REQUIREMENT	23,931	13,800	15,827	15,640

Section 3. Medium Term Financial Plan

3.2 Pressures Key Assumptions

Employee Costs

Pay Awards

There are no agreed pay awards for the period covered by the MTFP. The plan contains the following assumptions:

- Teachers' Pay Award – 3% per annum (from Sept 2022)
- NJC Pay Award – 3% per annum

Local Government Pay is a matter for collective bargaining through the National Joint Committee, and Teachers' Pay Awards are set by Welsh Government. It is not possible to pre-empt the outcome of these processes and assumptions will undergo regular review.

National Insurance

The impact of the Health and Social Care Levy is factored into the Council's 2022/23 Budget. No further significant changes to National Insurance rates or thresholds are anticipated over the period to 2026/27. This position will be kept under review.

Employer's Superannuation Contributions

Actuarial review of the Local Government Pension Scheme will take place as at March 2022, with any resultant changes in Employers' contributions taking effect from April 2023. At this stage, no further change in contribution rate is assumed but this will be kept under close review.

The Teachers' Pension Scheme (TPS) is an unfunded public service pension scheme. Employers' contributions to the scheme increased significantly in September 2019 due to an actuarial review and change in the discount rate used to set scheme contributions. The implications of the next actuarial review of the fund are expected to take effect from April 2023. At present, contribution rates are not known, but there is a risk of a significant increase. This is reflected in

2023/24 within the plan, but will be kept under review in coming months, both to understand what mitigating actions may be taken at a UK level, as well as the potential for any specific funding to assist with this issue.

Incremental Pay Progression

Forecast pay pressures include an allowance for teachers' pay progression. Estimates are reduced year on year, in recognition that over time, budgets should be sufficient to cover the top of each pay grade. No pressures are anticipated in respect of pay progression for non-teaching staff for this reason.

Apprenticeship Levy

Forecast pay pressures allow for the Council's Apprenticeship Levy to increase in line with general pay uplifts. The Apprenticeship Levy is a Government levy payable by larger employers at 0.5% of annual pay bill.

Redundancy Costs

The Council has a base budget and earmarked reserve set aside to meet these costs. Current modelling indicates that this model is adequate over the medium term.

Price Inflation

The Council's budgetary policy is that directorates manage price inflation within existing resources, except in exceptional circumstances. These may relate to the scale of the increase, or the quantum of the budget to which the increase applies. Areas deemed exceptional and included as forecast price pressures include out of county placement costs, NDR, Social Services commissioned care costs and energy.

At January 2022, inflation (CPI) stood at 5.5% - a slight increase from December, and a thirty year high. Inflation has been running consistently higher than the last published OBR forecasts in October 2022. In light of this it is not considered

Section 3. Medium Term Financial Plan

prudent to rely on those as planning assumptions at this point. It is however recognised that the high levels currently being experienced are considered to be nearing their peak with falls expected during the second half of 2022. The CPI assumptions reflected in this MTFP are summarised below:

2023/24	2024/25	2025/26	2026/27
3.5	3.0	3.0	2.5

In modelling financial pressures, consideration is also given to other key cost drivers in the services being commissioned, in particular, the Real Living Wage.

Commitments

Forecast financial commitments include capital-financing costs, increases to levies the Council is committed to paying and the future implications of previous Cabinet or Council decisions. Further detail on each area is set out below.

Capital Financing Costs

Forecast capital-financing costs reflect the 2022/23 – 2026/27 Capital Programme and the cost of commitments made in previous years. They reflect the following key assumptions:

- No new commitments funded by additional borrowing unless on an invest to save basis.
- Borrowing predicated on incidental revenue income or savings achieve the outcomes expected in order to pay for themselves in the intended timescales.
- Operating models such as for 21st century schools and Arena remain in surplus
- The timing and delivery of expenditure will be as profiled in the capital programme.
- The assumed interest rate for new borrowing is circa 2.5% by the end of the MTFP period.
- Capital receipt targets will be met
- The timing and value of capital receipts will be in line with assumptions
- The timing and method of managing borrowing repayments will be determined in

accordance with the Treasury Management Strategy

- There remains one pool of debt for the General Fund and HRA, with the consideration of a separate pool for the arena.

The Capital Programme includes a number of major projects including the development of a new Indoor Arena. Whilst it is anticipated that capital-financing costs will be recovered through new income streams over the life of the project, the MTFP reflects an element of interim support between 2024/25 and 2025/26 in line with the previously determined affordability envelope.

Levies

Forecast financial commitments include estimated increases to levies and contributions. The most significant of these is the South Wales Fire Services (SWFS), with a current Council contribution level of just under £19 million. The budget for the SWFS is levied across constituent local authorities on a population basis. Estimates reflect potential future levy increases as a result of both population increases as well as potential increases to the SWFS' overall budget.

Other Commitments

These include:

- Additional base budget funding for the Council's Corporate Apprentice Scheme in 2022/23, which is when remaining reserve funding will be almost fully depleted.
- The operating costs of a Household Waste Recycling Centre, consistent with the timescales in the capital programme.
- Additional maintenance costs associated with the future upkeep of capital programme investment in the public realm.
- Revenue funding to operate a youth zone, consistent with capital programme timescales.

Section 3. Medium Term Financial Plan

Demographic Pressures

Key areas of forecast demographic growth, and the associated financial impact are summarised below:

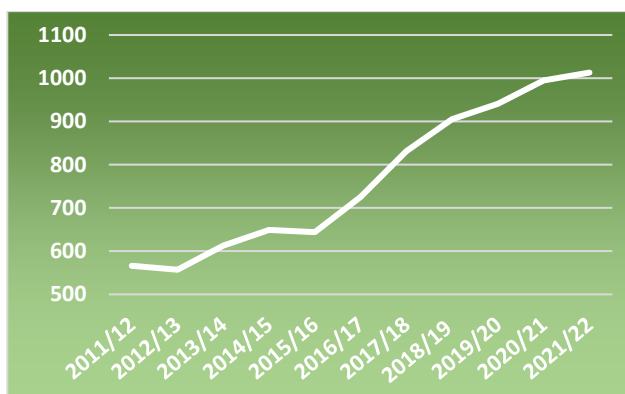
Demographic Increases	£m
Adults Social Services	8.0
Children's Social Services	6.5
Pupil Numbers & New School Costs	6.6
Out of County Education Placements	1.5
Other	0.8
TOTAL	23.4

Adults Social Services

Estimated growth in Adult Social Services is particularly difficult to predict at present. The MTFP includes an annual allowance for demographic growth in this area, but this will need to be closely reviewed in coming months as the immediate impacts of the pandemic subside, and its lasting impact on placement numbers and market sustainability becomes clearer.

Children's Social Services

Estimated growth in Children's Services is also difficult to predict. The graph below sets out annual increases in the number of Looked After Children since 2011/12.



During the course of the Covid pandemic significant additional pressure has been placed on Children's Services, with demand for services projected to continue to rise. Whilst it is difficult to predict

numbers of placements required over the Medium Term, forecasts take account of both the impact of the pandemic, and preventative strategies introduced in 2021/22 as well as those funded to be implemented in 2022/23. Financial forecasts will continue to be kept under regular close review.

Pupil Numbers & Associated Learning Needs

Pupil number projections reflect the existing pupil population moving up a year group each year. They are adjusted to take account of historic retention rates. Pupil intake in nursery and reception is modelled using Schools Organisation Plan data, which includes published birth rates.

Up until September 2024, projections show a continued reduction in primary pupil numbers and an increase in secondary pupils. Following this, the recent fall off in primary numbers begins to feed through into secondary schools.

Costs associated with the Associated Learning Needs (ALN) of pupils are more difficult to model. As well as estimating predicted demand, there is also a need to consider complexity of need, as different types of support have different costs. It is also necessary to consider movement of pupils within the school system. Estimates will be regularly reviewed to take account of most recent information.

Future operating cost of schools in LDP areas are difficult to predict and subject to change. Forecast figures have been amended to reflect schools beginning to open in LDP areas from September 2022. Each new school may take a different form, with some being starter schools, which refer to schools that begin with reception and year one groups only and then grow year on year, and others offering places in all year groups from the outset. Assumptions are high level and will need refinement as development within the city progresses and demand for school places becomes clearer. There will also be a need to gauge whether the take up of school places in LDP areas affects demand in other areas of the city.

Section 3. Medium Term Financial Plan

Forecasts for 2025/26 reflect an increase in the number of special school pupil numbers. This reflects the anticipated completion of SOP expansion works. Figures currently assume that those places would become available in September.

During the interceding years, there will be a need to model to what extent the costs associated with the availability of additional special school places could be offset by savings in other areas, in particular Out of County placement budgets.

Forecasts currently allow for consistent annual growth in the number of Out of County Placements between 2022/23 and 2024/25. No further growth is assumed for 2025/26, on the basis that the availability of additional capacity within Cardiff may avoid the need to place Out of County. As noted in the preceding paragraph, as well as limiting future demographic growth, there will be a need to consider whether the additional capacity may enable savings on existing Out of County budgets.

Emerging Financial Pressures

Forecasts include £3.5 million per annum to address emerging financial pressures, which equates to just under 0.5% of the Council’s net budget. This reflects the fact that it is impossible to foresee all issues and that additional burdens may arise over the next five years, through new legislation, unforeseen demand, policy change, and grant fall out.

The inclusion of a figure against emerging issues provides a margin of headroom, avoiding the need to identify additional savings proposals at short notice. Sums included for emerging pressures are kept under regular review and are removed from plans if they are no longer considered necessary.

3.3 Funding Key Assumptions

Aggregate External Finance (AEF)

As already noted, the 2022/23 Local Government Finance Settlement was the first in a number of years that covered more than one financial year. Indicative figures were provided at an All-Wales level for 2023/24 and 2024/25, and these are reflected in planning assumptions. Beyond that, planning assumptions reflect annual AEF increases of 2.5%, which is broadly comparable with the indicative figure for 2024/25. Assumptions are summarised in the table below.

2023/24	2024/25	2025/26	2026/27
3.5% *	2.4%*	2.5%	2.5%

** Indicative per 2022/23 Local Government Settlement*

In the past, changing circumstances have resulted in funding allocations ultimately being less favourable than indicative amounts. In the event that happens, there may be a need to identify significant additional savings at short notice. This could pose a material risk to the Council’s financial resilience, as the achievability risk associated with such savings is likely to be high.

In order to address this risk, the Council has a £3.8 million base budget called a Financial Resilience Mechanism (FRM.) It is used to invest in priority areas, but that investment must be one-off and decided afresh each year. This means that the budget is used proactively, but could be deleted without affecting day-to-day services if required.

Reserves

In the interests of financial resilience, reserves should not be heavily relied upon to fund the budget. This is because:

- Reserves are cash sums and their use to fund the budget creates a gap in the finances of the following year.

Section 3. Medium Term Financial Plan

- Earmarked reserves are set aside for a particular purpose.
- Reserves are an important part of financial resilience, providing a cash buffer.
- Cash in reserves is not idle; it generates investment income in line with the Treasury Management Strategy and avoids the need for short-term borrowing.
- The level of reserves held by Cardiff Council may be considered to be just at an adequate level for an Authority of this size. As a percentage of gross revenue expenditure, Cardiff has one of the lowest levels of reserves compared to other Welsh Authorities.

Funding forecasts currently assume £0.5 million use of reserves annually between 2023/24 and 2026/27. The proposed use of reserves is considered to strike an appropriate balance between the points set out at the start of this section, with the need to support services. Sums can be accommodated from the Council's Strategic Budget Reserve, the purpose of which is to support financial planning and the medium term. Assumptions will be kept under review.

Grant Funding

Specific grants must be used for a particular purpose, which is defined by the grant provider. The funding may only be used for that purpose, and the Council is audited to ensure compliance. The Council receives a significant amount of specific grant funding, notably from WG.

Over an extended period, Welsh Local Government have pressed WG for "funding flexibility." This means that wherever possible, funding should be directed through AEF. As well as providing more flexibility for Local Authorities, this would also reduce administrative burdens.

From a financial planning perspective, there is a risk that specific grants may reduce in cash or real terms, or be discontinued altogether. This risk increases where grants are supporting core

activity. Whilst still a challenge where grants support specific initiatives, there is at least an opportunity to review whether those initiatives should continue.

The Council has a budget of £250,000 to deal with in-year specific grant funding issues. Beyond this, the MTFP is based on the assumption that any future specific grant reductions would be dealt with by:-

- Reviewing the grant funded activity
- Providing transitional funding through the FRM, (if it is still available)
- Providing funding through the sum included within the MTFP to meet emerging financial pressures.

A key area to keep under continued review in this regard are changes to the former Integrated Care Fund (ICF) and Transformation Grants in Communities and Social Care. These have recently been replaced by the Regional Integration Fund, with planned changes to operations in 2022/23 and over the medium term. Details on the new fund are still emerging, and it may be necessary to reflect updates in later years of the MTFP as further detail is available.

Section 4. Addressing the Gap

4.1 Budget Gap

The estimated budget gap for the period 2023/24 – 2026/27 is set out below:

2023/24 £m	2024/25 £m	2025/26 £m	2026/27 £m	Total £m
23.931	13.800	15.827	15.640	69.198

This will need to be addressed through a combination of savings, income generation and Council Tax increases.

4.2 Council Tax

Council Tax accounts for 27% of the Council's general funding. This means that in order to generate a 1% increase in overall funding, Council Tax would have to increase by over 4% (after accounting for Council Tax Reduction Scheme (CTRS)). This is called the gearing of the tax. The Council has little control over the majority of its funding, which is through Welsh Government Grant.

Technical variables that must be considered when setting the Council Tax include:

- The Council Tax Base of the Authority
- Council Tax Support Budgets
- The level of the Council Tax

Council Tax Base

The Council Tax Base is the number of Band D equivalent properties in the city. In simple terms, it reflects the number and type of dwellings in the city, and takes into account if they may be eligible for Council Tax discounts or exemptions. Local Authorities use the Council Tax Base to calculate how much Council Tax they expect to generate.

Whilst other factors affect the Council Tax Base, broadly speaking, property development in an area usually means that the Council Tax Base will increase, generating more Council Tax income. Whilst there is the potential for the Council Tax Base to increase over the medium term, the

budget strategy does not pre-empt these increases within MTFP. This is because an increase in Council Tax Base often results in a reduction in AEF.

Council Tax Support Budgets

The Council pays Council Tax support to eligible recipients under the CTRS. The current annual budget is over £35 million.

The CTRS Budget must be considered when projecting future Council Tax income. If eligibility for Council Tax Support remains consistent; an increase in the rate of the Council Tax will place additional pressure on the CTRS Budget. This is because support must be paid at the new, higher rate. Figures quoted in the next section are net, in that they take into account the associated impact on the CTRS Budget.

The level of the Council Tax

In addressing the budget gap, it is modelled that Council Tax will increase by 3.0% per annum. An annual 3.0% increase would contribute the following amounts to addressing the budget gap:

2023/24 £m	2024/25 £m	2025/26 £m	2026/27 £m	Total £m
4.931	5.079	5.232	5.388	20.630

The assumption of annual 3.0% increases is not fixed, will be kept under review over the medium term and is subject to Member approval.

4.3 Savings Requirement

The residual budget gap to be met from savings after taking into account assumed Council Tax increases is:

2023/24 £m	2024/25 £m	2025/26 £m	2026/27 £m	Total £m
19.000	8.721	10.595	10.252	48.568

Section 4. Addressing the Gap

In addressing this gap there will be a need to:

- Continue to target efficiencies, including baseline efficiencies for *all* services including schools.
- Continue to review income streams, whilst recognising that in the short to medium term, core income budgets are at risk whilst recovering from the pandemic and that opportunities to generate additional income may be more limited than in previous years.
- Consider the level at which it is affordable to continue to subsidise services of a more discretionary nature.
- Capture the full financial benefit of the early intervention and preventative work ongoing across the Authority, in order to manage the pattern of future demand for Council services.
- Identify opportunities to work across directorates and in partnership with other organisations.
- Target productivity savings to ensure that optimum value for money is achieved within scarce resources, including making best use of digital technology.
- Consider how targeted capital investment may deliver revenue savings.
- Consider the opportunities to reduce reliance on the COVID-19 recovery budget over the medium term.

Section 5. Risk and Uncertainty

5.1 Sensitivity Analysis

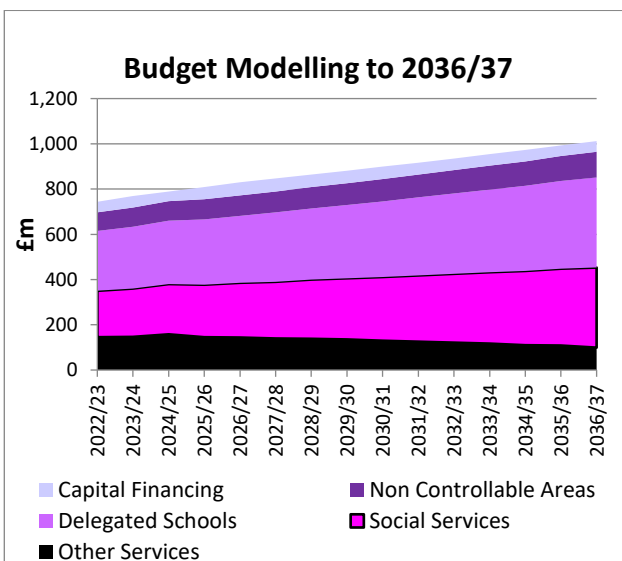
Current MTFP assumptions are based on best available information. However, there is always a risk of change. The table below sets out areas of sensitivity and their potential annual impact.

Assumption	£m
AEF - 1% change	5.5
Teachers Pay Award 1% change (from Sept)	0.9
NJC Award 1% change	2.4
CPI 1% change (on permitted heads)	1.4
Total Annual Impact	10.2

If **all** these variables changed, they could have a £10.2m impact in any individual year. The cumulative impact across the MTFP would be £40.8 m. It is unlikely that **all** variables would shift, but the scale of the impact if they did, highlights the importance of regularly reviewing assumptions in these, and in other key areas.

5.2 Longer Term Outlook

This graph models a potential long-term outlook for the Council’s budget. It is difficult to model beyond the MTFP due to unknown factors, but the chart is an indication of how things may look in future if historic trends are extrapolated.



The graph shows the continued contraction of “Other Services” over the medium term albeit not as quickly as in previous iterations of the MTFP due to slightly more favourable funding assumptions. As this contains areas of statutory duty, the strategy to address the gap will need to reshape this profile as far as possible.

5.3 Key Risks

Key MTFP risks are summarised below, and link to wider assessment of financial risk.

Funding	<ul style="list-style-type: none"> • LG settlements - worse than predicted. • Risk of specific grant fall-out, especially where grants support core activity. • Capital funding and associated implications for revenue budgets, including the impact of additional borrowing beyond that reflected in the current programme.
Demand	<ul style="list-style-type: none"> • Difficulty in modelling complexity of demand, including in Adult and Children’s Services and Additional Learning Needs.
Variables	<ul style="list-style-type: none"> • The potential for key assumptions in the MTFP to fluctuate – e.g. pay, CPI, RLW.
Financial Resilience	<ul style="list-style-type: none"> • Medium term savings requirements. • The shape of the Council’s budget – with over 70% now accounted for by capital financing, Social Services and Schools. • Planned use of reserves to support the budget, which will be kept under review.
Ongoing COVID-19 Risk	<ul style="list-style-type: none"> • Longer-term loss of income – venues etc. • Provider / Supplier viability • Staff cover for sickness / self-isolation • Ongoing PPE /cleaning requirements • Test, Trace Protect – currently assumed that funding will be sufficient and ongoing • Office/ ICT requirements associated with new ways of working • Financial impact of strategies developed to support the “new normal” • Switch in waste streams - more at home • Long tail demand

Housing Revenue Account 2022/23 Budget and Medium Term Financial Plan



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1.1 Introduction

The Housing Revenue Account (HRA) records income and expenditure in relation to Council Housing. This is required to be 'ring fenced' in accordance with the Local Government and Housing Act 1989. The ring fencing of the account means that local authorities must not subsidise costs relating to Council Housing from the General Fund (i.e. from Council Tax or from the RSG) or subsidise General Fund costs from the HRA.

The main expenditure items within the account include repairs and maintenance, supervision and management (including tenancy management and consultation, rent collection, housing allocations and property and estate management) and capital financing charges on the HRA's outstanding loan debt (interest and provision for repayment). The major income streams include rents and income from service charges.

The Council aims to provide good quality, affordable homes in communities where all people feel safe and connected.

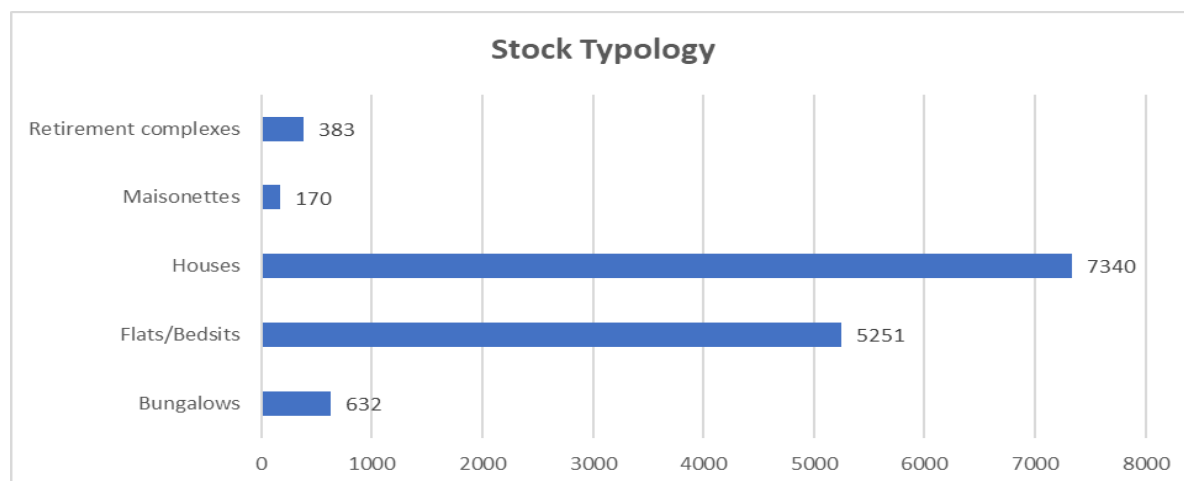
Good, energy efficient housing is vital to the health and wellbeing of tenants while regeneration and enhancement of the environment is important for all local residents.

Key services to tenants and leaseholders include management, repair and service costs of the housing stock, tenancy services including anti-social behaviour management, welfare advice and support including Into Work Services and the Community Hubs.

Whilst recognising the importance of services to existing tenants the Council also understands the pressure of housing need in the city and has an ambitious new build programme to help address this and an allocations system that ensures that those with the greatest need are housed first.

1.2 Stock Typology

The Housing Revenue Account has a standard stock of 13,776 properties across the wards of Cardiff with a range of stock, as follows:



1.3 Demand for Social Housing

There is a high demand for social housing in Cardiff and a limited number of properties become available to let each year.

Cardiff Council in partnership with Cadwyn, Cardiff Community, Hafod, Linc Cymru, Newydd, Taff, United Welsh and Wales and West Housing Associations operate a Common Housing Waiting List for social housing, from which suitable applicants are identified to be offered available properties.

The number of applicants on the Common Waiting List was 7,566 at the beginning of January 2022, with 411 identified as homeless. The total number of lets in the year to 1st January was 1,406 of which 738 were let by the Council with 668 let by partners. Pressures continue with new applications for the waiting list averaging over 300 per month.

1.4 Key Objectives and Priorities

There are seven key objectives that the service will prioritise in 2022/23:

1.4.1 Building new Council homes

We are delivering an exciting and ambitious housing development programme which will provide more than 4,000 new homes of the highest quality in a wide range of locations across the city. At least 2,800 of these will be new council homes and 1,200 homes for sale.

This award-winning programme is currently the largest council housing build programme in Wales and represents an investment of over £800 million that will deliver both enhanced and new communities where people are proud to live.

Our programme will deliver new homes of different size and design, but all built to meet key quality requirements, regardless of tenure, addressing a wide range of identified housing needs including those of larger families, older people, and for those with accessibility and medical needs.

It is not just about building quality homes. Access to services and a healthy local economy is essential for safe and strong communities. Many of our new build projects include new mixed-use buildings providing state of the art and sustainable spaces. Such projects include the transformational Channel View regeneration scheme or the Waungron Road redevelopment.

1.4.2 Investing in Existing Homes and Community Facilities

As well as building new homes, we are committed to ensuring that our existing stock is maintained to a high standard. We are compliant with the Welsh Government Welsh Housing Quality Standard (WHQS) and carry out programmed works as well as responsive repairs to our properties to make sure that this quality is maintained.

We will also continue to deliver the Hubs programme in collaboration with partners, including a new Youth Hub in the city centre and a Community Hub in South Riverside.

We will also work in partnership with the University Health Board to deliver Health and Wellbeing Hubs.

1.4.3 Preventing Homelessness and Supporting a Rapid Rehousing Approach

We will continue to build on the progress made during the pandemic; there will be 'No Going Back'. The Council's new vision for homelessness services aims to prevent homelessness wherever possible and, where it is not possible, for the experience of homelessness to be rare, brief and not repeated.

We will work with partners to deliver a rapid rehousing approach, while recognising that there are significant challenges to delivering this model, not least the lack of affordable housing in Cardiff.

For those with the most complex needs, it is recognised that longer-term specialist accommodation will be required, but this will be good-quality, self-contained accommodation that can provide a home environment in a supported setting. We are developing our accommodation options for homeless people, with our family homeless centre at the Gasworks site due to open in 2022 and we provide support in a community setting through our award-winning Housing First team.

1.4.4 Promoting Safe and Inclusive Communities

We will ensure our estates are good places to live through improved estate management, regeneration and area improvement works.

We will continue to invest in our existing communities by delivering regeneration and area improvements projects that will help create better and safer places to live. Improvements will include better access to outdoor spaces, making these easier to maintain and ensure that anti-social behaviour is less likely to occur.

We will also improve access and parking, improve the security of our existing homes and identify and remodel problematic spaces.

Our Local Action Team works to improve our Council housing estates by working with residents and encouraging them to take pride in where they live.

As a landlord, we will take firm action to eliminate Anti-Social Behaviour (ASB). We have a dedicated ASB Team that use a victim-led approach, focusing on what really matters to our tenants.

Through the city's Community Safety Partnership, the Council and its public and private sector partners will continue to work together to tackle crime and anti-social behaviour and to keep our communities safe, including a preventative approach to tackling the emerging threats of knife crime, County Lines and serious organised crime.

1.4.5 Providing Warm and Sustainable Homes

Our new build housing projects have always achieved a good standard of energy efficiency – focused on using a highly performing building fabric to retain heat more effectively and reduce heating bills for our tenants.

Recently, the Welsh Government have introduced a new design and performance standard called Design Quality Requirements (2021) (DQR). DQR legislates that all new affordable homes that are allocated Welsh Government funding must achieve an energy performance rating of SAP A.

This is a really positive step forward and we are committed to achieving this standard across all our new developments. We are bettering this by moving towards a net-zero carbon standard, removing fossil fuels as a heat source and harnessing renewable technology such as ground source heat pumps, solar panels with battery storage and electric vehicle charging points. This, combined with a highly efficient building fabric means we are minimising the carbon footprint of our build programme and ensuring that heating and power bills are reduced significantly for our tenants.

We are also working with Welsh Government and Cardiff Metropolitan University to monitor how these new homes perform and, importantly, to also understand how our tenants find living in them and whether their heating and power bills have been lowered. This is an important aspect of our move towards net-zero carbon building to make sure we understand how the new homes we build perform and that tenants are comfortable in their new homes.

In line with Cardiff Council's 'One Planet' Strategy, we will work toward net zero carbon in our existing homes. Using innovative approaches to improving and maintaining our homes, we will ensure that our properties are warm and sustainable for years to come. We will continue to invest in the cladding of high-rise blocks and we will commence a new programme of work to clad our low-rise blocks of flats and to install solar panels.

1.4.6 Tackling Poverty and Supporting People Into Work

Despite Cardiff's economic renewal over the years, the city has the highest number of people living in the most deprived communities in Wales. The pandemic has hit the poorest communities most. In addition, plans to migrate claimants from legacy benefits to Universal Credit are planned to commence in the Autumn of 2022 which could further impact on tenants' ability to meet rent and other financial obligations.

We will continue to provide support to our residents with debt management and budgeting advice. We will make best use of grants that can support those who are experiencing extreme financial difficulty, including the Discretionary Housing Payment scheme and we will promote and encourage take up of existing benefits, grants and discounts. We will support tenants in rent arrears, providing sustainable solutions.

Our Into Work Advice service will support those looking for work or looking to change their career path as the job market continues to change in the wake of the pandemic.

1.4.7 Supporting our Tenants

The pandemic has had negative impacts on our most vulnerable tenants. We will continue to provide and expand help and support to our young people, families and older people and those with support needs.

Our Tenancy Sustainment Team provides an intensive service to tenants that are struggling to sustain their tenancies and are at risk of tenancy enforcement action.

The Tenancy Sustainment Officers identify tenants most at risk of tenancy failure, supporting tenants who are likely to disengage with services and external agencies. The team also look at early intervention, to stop tenancy issues from escalating and to prevent evictions.

To ensure that we meet our commitment to not evicting wherever possible, we have reviewed our approach to the collection of rent arrears. Early intervention is key and our officers work with our tenants to encourage payment and to resolve any issues that are preventing payment. Our Welfare Liaison Team assists tenants with budgeting, debt, and income maximisation.

With the demand for larger housing so great in the city, there are many cases of overcrowding in both social and private rented properties. We will deliver a wide range of creative solutions to improve this situation so families can live in homes that better suits their needs.

We are committed to supporting our most vulnerable young people. Our Young Persons Gateway supports young people who are threatened with homelessness or who need to move on from care. The gateway provides supported accommodation and, once a young person is ready to live independently, our Tenancy Training pathway helps them move on to secure housing, with continuity of support from the same provider. Our Tenancy Training pathway has a 99% tenancy sustainment rate.

The Council has recently launched our new Cardiff Aging Well Strategy. Findings from a range of research shows the benefits of suitable older persons' housing in supporting independence and reducing the need for residential care. Our development programme is investing heavily in building new accessible, adaptable and affordable homes for older people which will help promote independent living. 10 new community living buildings are planned, investing in the region of £100 million and delivering around 500 fully accessible new homes specifically for older people to ensure our population ages well.

Our Rehousing Solutions Team provides specialist housing advice for older people to help them understand their housing options and support them towards tailored solutions. The aim will be to ensure that high quality advice and information about housing solutions for older people is available on the Council website, in hubs and through information sessions and events.

We want to ensure that older people have the right access to help, advice and support which is provided at the heart of their community. Our Community Hubs offer a wide range of services and activities to address the health and wellbeing of older people.

1.4.8 Modernising and Improving Our Services

New technology allows us to become more efficient, identify cost savings, while also providing a better customer experience for our tenants.

Phase 2 of Housing Online will extend current services to include Housing Applications. Our Responsive Repairs Unit will also undergo a full service review which will include online reporting and tracking of repairs.

Our teams now work in a more hybrid and flexible way. With the need for less Council offices, funding can instead be redirected to direct service delivery which will help to improve and enhance services to our tenants.

We will ensure that our tenants are consulted with and encouraged to participate in how we deliver these priorities over the coming year.

2.1 Rent Policy Framework

Whilst the responsibility for setting rents for dwellings rests with the Council, it is necessary to operate within a policy framework set by the Welsh Government (WG). A new five-year Social Housing Rent policy was introduced by the WG in 2020/21. This will run from 2020/21 to 2024/25 and allows for a maximum 1% rent increase above the rate of the consumer price index (CPI) using the level of CPI from the previous September each year.

However, the policy includes that should CPI fall outside the range of 0% to 3%, the Minister with responsibility for housing determines the appropriate changes to rent levels to be applied for that year only. As the September 2021 CPI was 3.1%, a ministerial decision was made that rents for 2022/23 are to be uplifted by a maximum 3.1%.

While CPI is the maximum increase allowable for 2022/3, the landlord decisions on rent must also consider the affordability of rents for tenants.

The new rent policy recognises the requirement to balance the needs of landlords with the interests of tenants and consequently includes a requirement that social landlords make an annual assessment of affordability and cost efficiencies which demonstrate that their homes and services represent value for money. This assessment is set out in section 4.

2.2 Council Policy for Social Housing Rents

In line with the above, it is proposed that rents increase by CPI for 2022/23. The average rent for a Council home in Cardiff will increase by £3.34 per week (£3.55 based on 49-week collection) exclusive of service charges for 2022/23. This results in an average weekly rent of £111.16 for standard housing stock.

It is considered that the rent uplifts proposed above for 2022/23 will allow for obligations to tenants and lenders to be met and help to support the financial viability of the Housing Revenue Account whilst ensuring that rents remain affordable for current and future tenants.

It should be noted that the Council will need to be able to set rents above CPI in the medium to long term in order for the longer-term business plan to be sustainable and to meet WG targets in respect to new build and WHQS.

The table below sets out the proposed average rent per property type for Cardiff for 2022/23.

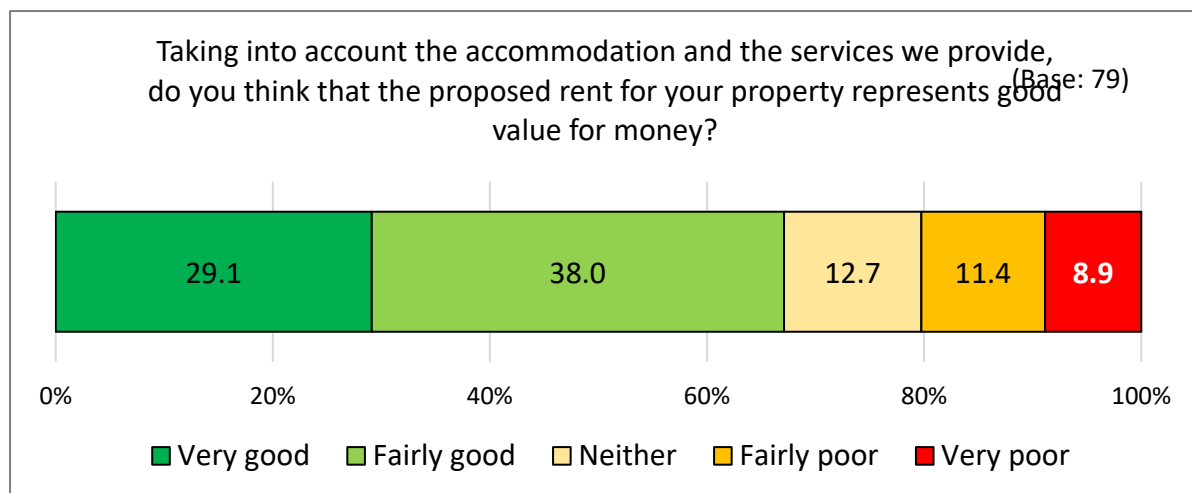
No. of Bedrooms	Estimated Average Rent 2022/23
1	£99.76
2	£114.94
3	£132.16
4	£146.53

2.3 Rent Increase Consultation

Consultation on the rent increase took place between 31st December 2021 and 28th January 2022. Due to the pandemic, the survey was carried out online and telephone assistance was offered if that was required. The survey was promoted over social media platforms such as Twitter and Facebook with a “link” to the survey via the Council website. Letters were also sent to 2,756 randomly selected individual tenants encouraging them to take part.

The online survey proved successful, resulting in more than a tenfold increase in the response compared to the previous year, with 83 responses received in total. It was also reassuring that most age groups took part in the survey. 28% of those who responded paid the whole of their rent themselves, with the remainder on full or partial benefits.

79 tenants answered the question about whether the rent was good value for money. 67.1% thought that the proposed rents were very good or fairly good value for money, while 20.3% thought they were poor or very poor value. 12.7% thought it was neither good nor poor value.



The majority of respondents (90%) stated they were not experiencing difficulties paying their rent. 10% stated they were, of which 8 specifically took up the offer of Council assistance. Referrals for these tenants were made to the Welfare Liaison Team who will support them to maximise their income and deal with any debt issues, including referrals to the new rent arrears pathway, if appropriate.

Tenants Satisfaction Survey

In addition to the rent consultation, a Tenant Satisfaction Survey was carried out between 21st October 2021 and 6th December 2021. 1,302 responses were received. In this wider survey almost four in five (78.1%) respondents were satisfied that their rent is value for money, this included 40.3% who were very satisfied. 59% of respondents were satisfied that their service charge provides value for money.

In terms of more general satisfaction, 74% of tenants were satisfied with the Council as their landlord.

74.7% of tenants who had used the repairs service in the past 12 months were satisfied with the service. 81% were happy that their property met their needs and 80% were satisfied with their local neighbourhood as a place to live.

Further information about the affordability of Council rents can be found in section 4.

3.1 Revenue Budget

The forecast financial position for the Housing Revenue Account for the financial years 2022/23 to 2026/27 is set out below:

	2022/23	2023/24	2024/25	2025/26	2026/27	
	£000	£000	£000	£000	£000	
Expenditure	Employees	23,481	24,470	25,178	25,922	26,704
	Premises - Council House Repairs	22,623	23,491	23,975	24,774	25,586
	Premises - Other Repairs & Maintenance	1,544	1,614	1,678	1,745	1,806
	Premises - Other Premises Costs	4,836	5,130	5,462	5,777	6,127
	Transport	152	159	166	174	181
	Supplies & Services	4,474	4,391	4,508	4,700	4,886
	Third Party Payments	494	511	526	542	558
	Support Services	7,222	7,527	7,786	8,054	8,313
	Capital Financing	29,239	31,793	36,293	40,361	41,667
	Contribution to reserves/General balances	250	250	0	0	250
Total Expenditure	94,315	99,336	105,572	112,049	116,078	
Resources	Rents and Service Charges	(87,783)	(92,648)	(98,243)	(103,482)	(108,971)
	Fees & Charges	(700)	(718)	(742)	(760)	(776)
	Contribution from reserves	0	0	(500)	(1,600)	0
	Other Income	(5,832)	(5,970)	(6,087)	(6,207)	(6,331)
	Total Resources	(94,315)	(99,336)	(105,572)	(112,049)	(116,078)

3.2 Key Assumptions

The table and narrative below set out the key assumptions within the model over the period.

	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28 Onwards
	%	%	%	%	%	%
CPI	3.1	3.5	3.0	3.0	2.5	2.0
General Inflation	4.1	4.5	4.0	4.0	3.5	3.0
Rent Uplifts (inclusive of CPI)	3.1	3.5	3.0	3.0	3.0	2.5
Bad debts	1.0	1.0	1.0	1.0	1.0	1.0
Void rents	2.01	2.01	2.01	2.01	2.01	2.01

Key assumptions and factors which make up the HRA revenue budget proposal and capital investment programme include the following items:

- Rent increases in line with WG guidelines taking account of forward indicators for inflation factors (CPI assumed at 3.1% for 2022/23, increasing to 3.5% for 2023/24 and reducing down to 2.5% by 2026/27)
- In the absence of an agreed pay award, 3% annual uplifts are included for 2022/23. Provision is also made for employers' National Insurance and Superannuation contributions, employee incremental pay progression as well as other full year impacts of the costed establishment including Apprenticeship levies and the Real Living Wage
- General inflation increases assumed at 4.1% for 2022/23 reducing to 3.5% by 2026/27 for non-employee budgets
- Drawdowns as required from earmarked reserves as a result of high inflationary cost increases and capital financing commitments in the short to medium term
- A £22.623 million budget has been set for Council Housing Repairs for 2022/23 reflecting the estimated requirements for both planned and responsive maintenance
- The direct revenue financing budget for capital expenditure assumes a contribution of £2.4 million p.a. in 2022/23 and in the long term
- Continued receipt from Welsh Government of Major Repairs Allowance grant of £9.5 million
- The budget is assumed to provide for the ongoing estimated impact of Welfare Reform under the Universal Credit scheme on rent income levels, additional costs of collection and recovery and bad debts provision and the potential impact on void allowances.
- Capital financing requirements reflect the increasing borrowing requirement proposed in the Capital Investment Programme
- Changes to fees and charges are set out in detail in Appendix 3b of the Council's overall budget proposals

3.3 Capital Investment Programme

		2022/23	2023/24	2024/25	2025/26	2026/27	Total	
		£000	£000	£000	£000	£000	£000	
Expenditure	Regeneration and Area Improvements	2,650	2,450	2,450	2,450	2,450	12,450	
	External and Internal Improvements	19,150	27,950	25,850	14,650	13,900	101,500	
	New Build and Acquisitions	49,810	77,500	74,485	49,155	34,000	284,950	
	Disabled Facilities Adaptations	3,000	3,350	3,350	3,350	3,350	16,400	
	Total Expenditure	74,610	111,250	106,135	69,605	53,700	415,300	
Resources	Major Repairs Allowance Grant	(9,550)	(9,550)	(9,550)	(9,550)	(9,550)	(47,750)	11.5
	Additional Borrowing	(44,415)	(81,595)	(81,685)	(46,615)	(39,650)	(293,960)	70.8
	Direct Revenue Financing	(5,500)	(2,400)	(2,400)	(2,400)	(2,400)	(15,100)	3.6
	External funding estimates and conts	(10,545)	(12,705)	(9,000)	(6,040)	(2,100)	(40,390)	9.7
	Capital Receipts	(4,600)	(5,000)	(3,500)	(5,000)	0	(18,100)	4.4
	Total Resources	(74,610)	(111,250)	(106,135)	(69,605)	(53,700)	(415,300)	100

Expenditure commitments proposed over the next 5 years include the following:

- Continue to investment significantly in our existing housing stock to ensure we improve energy efficiency, are maintained to a high standard, continue to meet the Welsh Government quality standards and ensure all of our homes are warm, safe and secure
- Expand regeneration and area improvement projects aiming to create better and safer places to live by undertaking environmental works including defensible space, demolition, conversion and road/footpath realignment, energy efficiency schemes, improvements to flats, garages, gullies and open spaces
- Invest significantly in our house building programme to deliver more homes and help tackle some of the significant and specific challenges we face in the city including increased levels of homelessness, a need to ensure greater diversity of housing provision including to meet the needs of larger families, older persons, and for those with accessibility and medical needs and a lack of sufficiency in supported accommodation options for young people
- Deliver disabled adaptations to dwellings to help eligible tenants to live independently and improve their movement in and around the home.

The programme is reviewed annually in line with the 30-year HRA Business Plan.

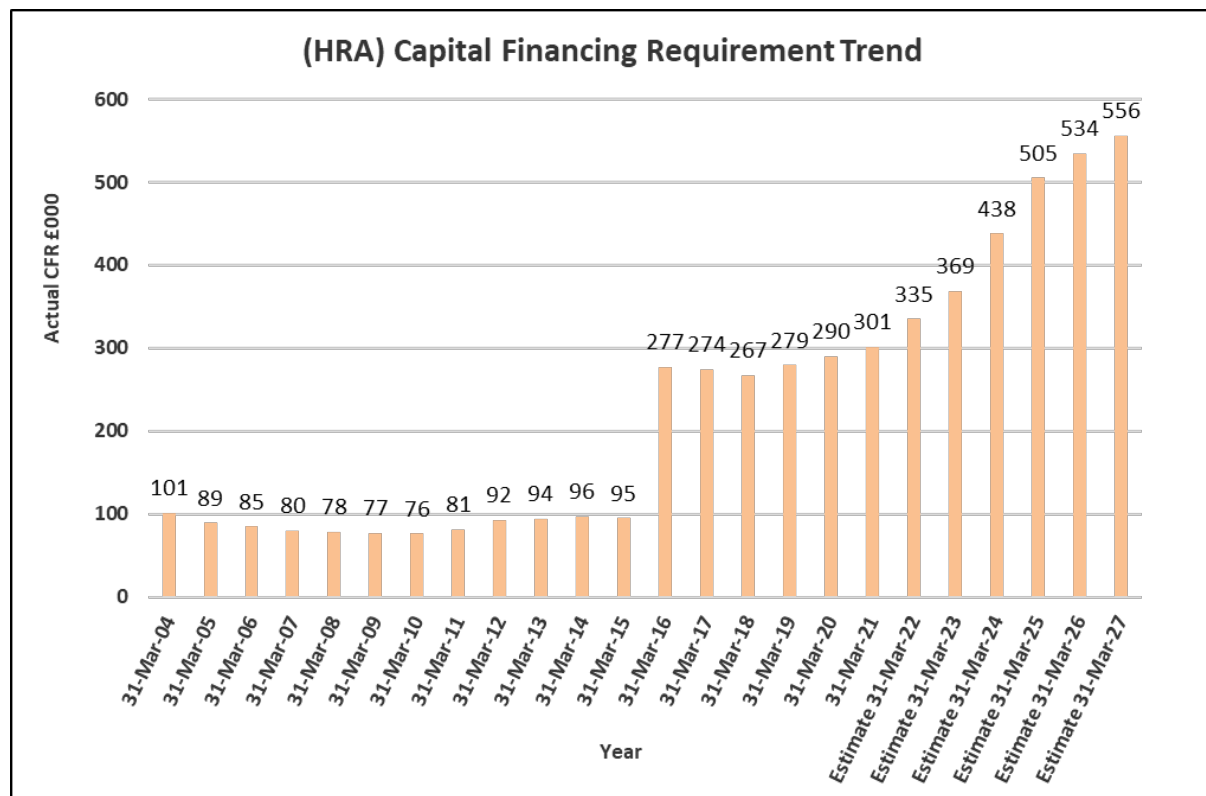
The capital expenditure commitments for the Housing Revenue Account proposed and incurred in the past highlight a significant need to borrow in order to invest in homes and to create new assets. This is demonstrated by the increase in what is termed the Capital Financing Requirement (CFR).

Where capital expenditure has been incurred without a resource to pay for it, this will increase the CFR which is the HRA's underlying need to borrow. A prudent provision is made for the repayment of historic capital expenditure from the revenue budget in line with an agreed policy. This reduces the CFR.

The calculation of the CFR is summarised in the table below.

Movement	Opening Capital Financing Requirement (CFR)
+	Capital expenditure incurred in year
-	Grants, contributions, reserves and receipts used for capital expenditure
-	Prudent Minimum Revenue Provision and Voluntary Provision
=	Closing Capital Financing Requirement (CFR)

The chart below shows the historic trend in the CFR for the Housing Revenue Account. This includes the £187 million payment made to HM Treasury to exit the subsidy system in 2015/16 and also the significant future capital investment proposed.



The revenue budget impact of capital schemes for rent payers includes:

- The costs of operating/maintaining new assets
- The capital financing costs of servicing any borrowing required to pay for investment (interest and the Council's approach to making prudent provision for repayment of capital investment paid for by borrowing)
- The revenue costs of preparing and delivering projects
- Abortive costs required to be charged to revenue budgets if schemes do not proceed.

Some or all costs of that investment may be offset by financial and non-financial benefits such as income, cost avoidance and, importantly, improved outcomes for rent payers.

The table below shows two ratios highlighting the impact of the increasing borrowing requirement on the net revenue stream (rental and service charge income for the year).

- Capital financing costs as a proportion of the net revenue stream - an increasing ratio indicates that a greater proportion of the HRA resources are required to meet capital financing costs over the period.
- HRA Capital Financing Requirement (Debt) as a ratio of the net revenue stream – this ratio shows the amount of debt proportionate to the net revenue stream and is an indicator of financial sustainability. It helps to explain the relationship of debt to the HRA resources available to deliver services.

	2011/12 Actual	2020/21 Actual	2021/22 Estimate	2022/23 Estimate	2023/24 Estimate	2024/25 Estimate	2025/26 Estimate	2026/27 Estimate
HRA Capital Financing costs as a proportion of the Net Revenue Stream (%)	15.48	32.72	32.24	32.16	33.36	36.23	38.49	37.72
HRA Capital Financing Requirement as a ratio of Net Revenue Stream	2.24	3.78	4.13	4.43	4.97	5.39	5.41	5.35

4. Affordability and Value For Money

The WG Social Housing Rent Policy recognises the need to balance the needs of landlords and the interest of tenants. The policy includes a requirement that social landlords make an annual assessment of affordability, cost efficiencies and demonstrate that their homes and services represent value for money.

4.1 Affordability

The Welsh Government have made clear that affordability should include all costs of living in a property including rent, service charges and energy costs. A review has therefore been carried out of the affordability of living in a Council property in Cardiff.

The review used the Joseph Rowntree Living Rent Model which states that a rent should be affordable for a household with someone in full-time employment and earning around the National Living Wage. The model uses the earnings of the lower quartile of earners resident in Cardiff and assumes that 28% of income is available to pay rent and is adjusted for the size of the household.

The review indicated that Council rents are affordable when compared to the Joseph Roundtree Living Rents.

4.2 Comparative Rent levels

As set out above, an uplift of CPI at 3.1% would result in an average rent increase of £3.34 and an average weekly rent of £111.16. The table below shows average gross rents including service charges.

Council rents are below the Local Housing Allowance (LHA) rates for Cardiff, and well below market rents. It is estimated that private tenants claiming benefits are paying on average £43 per week above LHA levels.

No. of Bedrooms	Market Rent	Local Housing Allowance Rate 2021/22	Current Average Rent 2021/22	Estimated Average Rent 2022/23
1	£150.00	£120.82	£96.76	£99.76
2	£189.00	£149.59	£111.48	£114.94
3	£241.00	£178.36	£128.18	£132.16
4	£313.00	£218.63	£142.13	£146.53

Council rents are broadly aligned with the rents of other social landlords in Cardiff, with rents for some property types, including one bed flats, being considerably lower than housing association rents.

It is clear that Council rents are considerably more affordable than private sector rents.

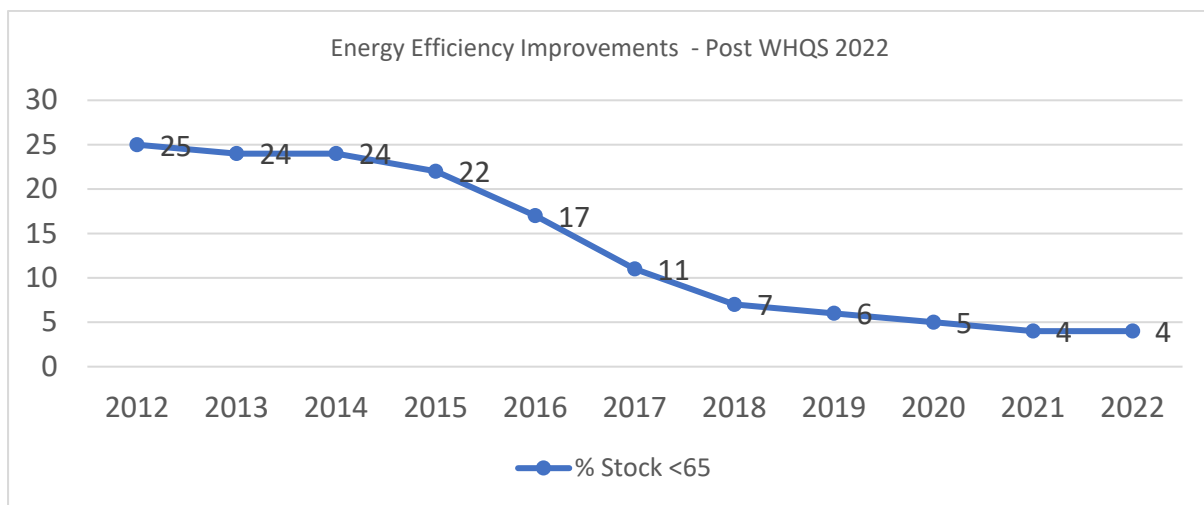
4. Affordability and Value For Money

4.3 Energy Costs

Existing council homes exceed the energy efficiency requirements as set out in the Welsh Housing Quality Standard (WHQS) guidance.

The Standard states “the annual energy consumption for space and water heating must be estimated using the Governments Standard Assessment Procedure for Energy Rating of Dwelling (SAP 2005) method. A minimum of 65 out of 100 must be achieved”. The current average SAP rating for the Council’s 13,776 properties is 72.

The Council has worked to continually improve SAP levels in all its stock and the graph below shows how the number of poor performing properties has reduced since 2012 with only 4% now below the required standard.



Every effort is being made to improve energy efficiency where possible, including increasing the amount of loft and wall insulation and by installing more efficient heating systems. “A” rated energy efficient boilers have been fitted to 99% of all council properties. Moving forward, the service intends to pilot the retrofitting of renewable energy sources such as solar panels and external wall insulation which will dovetail with the Council’s ‘One Planet’ Agenda to decarbonise the city by 2030.

A ‘Cardiff standard’ has been set for all council new builds which requires a fabric first approach to delivering energy efficient homes. This means that the external fabric of the building is as effective as possible in reducing heat loss, thereby reducing bills and helping to tackle fuel poverty.

We are delivering this at scale:

- Our first modular development of 9 family homes has been completed and handed over at Crofts Street. The scheme has been certified as ‘Climate Positive’ which means it is better than ‘Net-Zero Carbon’. All the homes have solar panels and battery storage and use no fossil fuels to provide heating.
- The homes are extremely energy efficient, meaning that less power is needed to heat them. They were also our first modular scheme and took less than 6 months to complete from starting on site – this is fantastic as it means we get our new energy efficient homes more quickly than traditional building methods.

4. Affordability and Value For Money

- Our largest modular pilot project delivering 48 flats for homeless families at the former Gasworks site in Grangetown is set to be completed in March 2022 and provides safe, warm and secure temporary accommodation for homeless families and provides on-site support. All the flats comply to the PassivHaus standard which ensures that they are very efficient to run and minimise carbon emissions. Solar panels and air source heat pumps have been utilised for every new home.
- Our development of 214 new homes for council rent and for sale is well underway at the former Rumney high school site. This scheme being delivered through our award-winning Cardiff Living programme with Wates and delivers a low-carbon development at scale. Every home has a ground source heat pump, solar panel and battery storage and an EV charging point. Each home is predicted to be at least 85% more efficient than a home built to the current building regulations which is only good news for our tenants and the environment.
- Finally, our fully compliant Passivhaus scheme being built at Highfields in the Heath is well underway and due to be completed in August 2022. The scheme will deliver 42 new council homes all built to extremely energy efficient PassivHaus standard.

4.4 Value for Money

Value for Money is achieved by focusing on key priorities in the pursuit of social objectives that benefit a range of stakeholders/service users and delivering these priorities in an effective and efficient way. Cardiff aims to achieve this in the following ways:

- Maintaining homes to a high standard
- Building new homes
- Delivering a high standard of tenancy services
- Community investment such as work to increase employability, financial, digital and social inclusion
- Meeting the housing needs of the most vulnerable
- Preventing evictions
- Supporting people to live independently
- Supporting national and local policy objectives

We recognise that tenants have a right to expect good value for rents and to obtain maximum impact from available resources. We consult service users when setting rents and charges to get the balance right between service costs, service levels, priorities for investment, the need for new homes and affordability.

In order to continue to demonstrate value for money, during 2022/23 and in future years, the Council will undertake the following:

- Review all costs to reflect activity and value for money

4. Affordability and Value For Money

- Increase the use of digital services to reduce costs and provide a better customer experience whilst still offering tailored, 1-2-1 support for those that need it
- Seek opportunities to undertake external benchmarking and self-assessment with peers
- Continue to follow the Council's best practice in relation to procurement of goods and services
- Secure maximum value from assets through an understanding of stock and making intelligent (social) business decisions based on that understanding.

This will necessitate an understanding of:

- The condition of stock
- Maintenance costs and investment needs
- Demand within our communities
- Performance of the stock at an appropriate and proportionate level of detail
- Variation in performance across the stock
- Priorities for improvement

A range of high-quality services are provided to council tenants including a dedicated Welfare Liaison Team to maximise income and prevent arrears and a Tenancy Sustainment service supports more vulnerable tenants.

The clear aim of the housing service is to prevent unnecessary legal action and evictions. A wide range of additional services are also available locally through the Hubs, including Into Work help and support.

4.5 Cost Efficiencies

In 2019/20, the service commenced a review of spend and costs, to ensure that good value for money is being achieved. The review indicated a number of areas where efficiencies could be made, including the level of repairs carried out on void properties and recharges from other services.

There are plans for a further review of responsive repairs. Digitalisation of services where appropriate will not only deliver a quicker, better customer service experience but will also reduce costs.

It is planned that this work will be continued into 2022/23 with an ongoing review of all costs and overheads.

4.6. Financial Resilience

As well as recurring financial risks, the Council has embarked on a £800 million new build programme to meet the housing needs of current and future generations. This creates a number of additional risks to financial resilience which need to be monitored and managed closely.

The Council will do this by:

4. Affordability and Value For Money

- Ensuring that a HRA General balance is maintained at a prudent level
- Creating specific earmarked reserves to mitigate against increasing and unforeseen costs in respect to the new build programme such as the price of materials, uncertain rent policy in the medium / long term
- Annually updating and submitting to the WG for approval a 30-year business plan which considers revenue and capital expenditure plans over the longer period
- Continue to liaise and consult with the WG on future rent policy highlighting the importance of ensuring that capital commitments currently being entered into remain affordable
- Ensuring strong asset management practices and understanding of the condition of existing stock
- Continuing to develop indicators to support assessment of financial resilience including prudential borrowing indicators
- Maintaining a prudent approach to repayment of capital expenditure
- Regular monitoring and review of expenditure against approved budgets at a senior management level
- Compliance with the terms of reference set by the Housing Development and Capital Finance Board in respect to approval or changes in sites proposed for new housing development including viability assessments.

5. Key Risks and Uncertainties

5.1 Key Risks and Uncertainties

Key risks and uncertainties which could impact on the budget proposals for 2022/23 and the medium term include, but are not limited to, the following:

Risk Description	Impact	Pre-Mitigation Risk Analysis	Mitigating Controls	Post Mitigation
Restricted rent uplift in future years due to changes to the rent policy beyond 2024/25 or to levels of CPI	Potential impact on level and quality of service provision to tenants and capital schemes that can be taken forward. Impact of affordability, prudence and sustainability of additional borrowing. Impact on local and national affordable housing targets.	Red	Review and prioritise revenue operating costs to identify savings Consider and budget for use of earmarked reserves and general balances to support financial resilience Review and reprioritisation of the Capital Programme and realignment where feasible of future spend plans Continue to liaise and consult with the WG on future rent policy highlighting the importance of ensuring that capital commitments currently being entered into remain affordable. Reduce new build development programme where other capital realignment is not possible	Red
Cost inflation increase above rent uplifts	Increase in costs of supervision, management and repairs and maintenance, including capital contracts	Amber	Use of earmarked reserves. Review and reprioritise revenue operating costs and consider a reduction in planned expenditure including within the Capital Programme where any variations to planned spend are feasible/not committed	Green
A reduction in the (£9.5m per annum) WG Major Repairs Allowance (MRA) grant	Impact on the achievability of the Capital Programme	Red	Review and reprioritisation of the Capital Programme allowing for committed spend but realigning future spend plans Reduce new build development programme where other realignment is not possible	Amber

5. Key Risks and Uncertainties

Impact of Welfare Reform and Universal Credit	Impact on tenants' ability to pay rent, resulting in increased rent arrears, requirement for bad debt provision and increased debt collection and recovery costs Increased requirement for tenant support and advice services	Amber	Understanding of the Welfare Reform regime and risks. Information and advice to tenants, for example through Into Work Services Promotion of available benefits and specific support e.g. the Hardship Fund and Discretionary Housing Payments grant, rent rescue schemes Regular review of rent arrears and bad debts provision requirement	Amber/Green
Impact of Covid 19	Impact of Covid 19 on tenants' ability to pay rent, resulting in increased rent arrears, requirement for bad debt provision and increased debt collection and recovery costs	Amber	Information and advice to tenants, for example through Into Work Services. Maximisation of funding for promotion of available benefits and specific support Introduction of the rent arrears pathway Regular review of bad debts provision	Green
Impact of Brexit	Shortage of materials and contractor supply and cost inflation of materials due to increased bureaucracy and uncertainty	Amber	Use of earmarked reserves to cover short term increase in costs Maintain communication channels with suppliers and contractors including seeking alternative sources of supply Develop a pool of small contractors to increase capacity Embrace post-Brexit procurement opportunities to ensure regime is simple, efficient and delivers greater value for money	Amber / Green
Failure to meet new build housing programme targets resulting in delays to timing of lettings of new build properties	Non achievement of Capital Ambition targets. Failure to reduce housing waiting list and impact on temporary accommodation and homelessness Holding costs of vacant sites and revenue costs of development teams Reduction in rental income receivable and resources	Red	Contractual commitments are closely monitored by the Housing Development and Capital Finance Board. Individual project viability is reviewed at key stages of the scheme development Ongoing review of new build programme development and resources required	Amber

5. Key Risks and Uncertainties

	available to support the HRA budget			
Treasury Management	Increased costs of interest and prudent repayment of any borrowing undertaken to pay for capital expenditure proposed in the HRA Capital programme	Red	Integrated Council wide Treasury Management policies and strategy Regular reporting in line with best practice Review of programme in line with affordability and government policy changes such as rent Setting a prudent approach to repayment of debt and identification of revenue resources to support financial resilience This all allows the Council to respond to issues quickly and appropriately	Amber
Challenge of Decarbonisation	Failure to plan and invest strategically in order to meet carbon reduction targets could result in failure to meet WG target Impact on tenants' energy costs The requirement to meet the cost of decarbonisation without additional funding will impact on other spend – could reduce borrowing capacity and reduce funds available for new build	Red/Amber	Work closely with WG to understand key requirements, targets, delivery methods and costs Identification of available funding to support targets Plans in place to pilot renewable technology in order to meet the challenge	Amber

Review and monitoring of the financial and wider risks identified for the Housing Revenue Account takes place as part of the Directorate's risk identification and monitoring process.

HRA risks are considered within the Directorate Operational Risk Register which is reviewed and updated quarterly.

The development and progress of the New Build programme is reported to and monitored at the Housing Development and Capital Finance Board which meets bi-monthly. The revenue and capital financial position is considered as part of regular monthly monitoring and reporting processes.

5.2 Sensitivity Analysis

The assumptions as detailed within 3.2 above are based on best information and will be subject to a risk of change. The table below sets out key areas of sensitivity and their potential annual impact based on the financial year 2022/23.

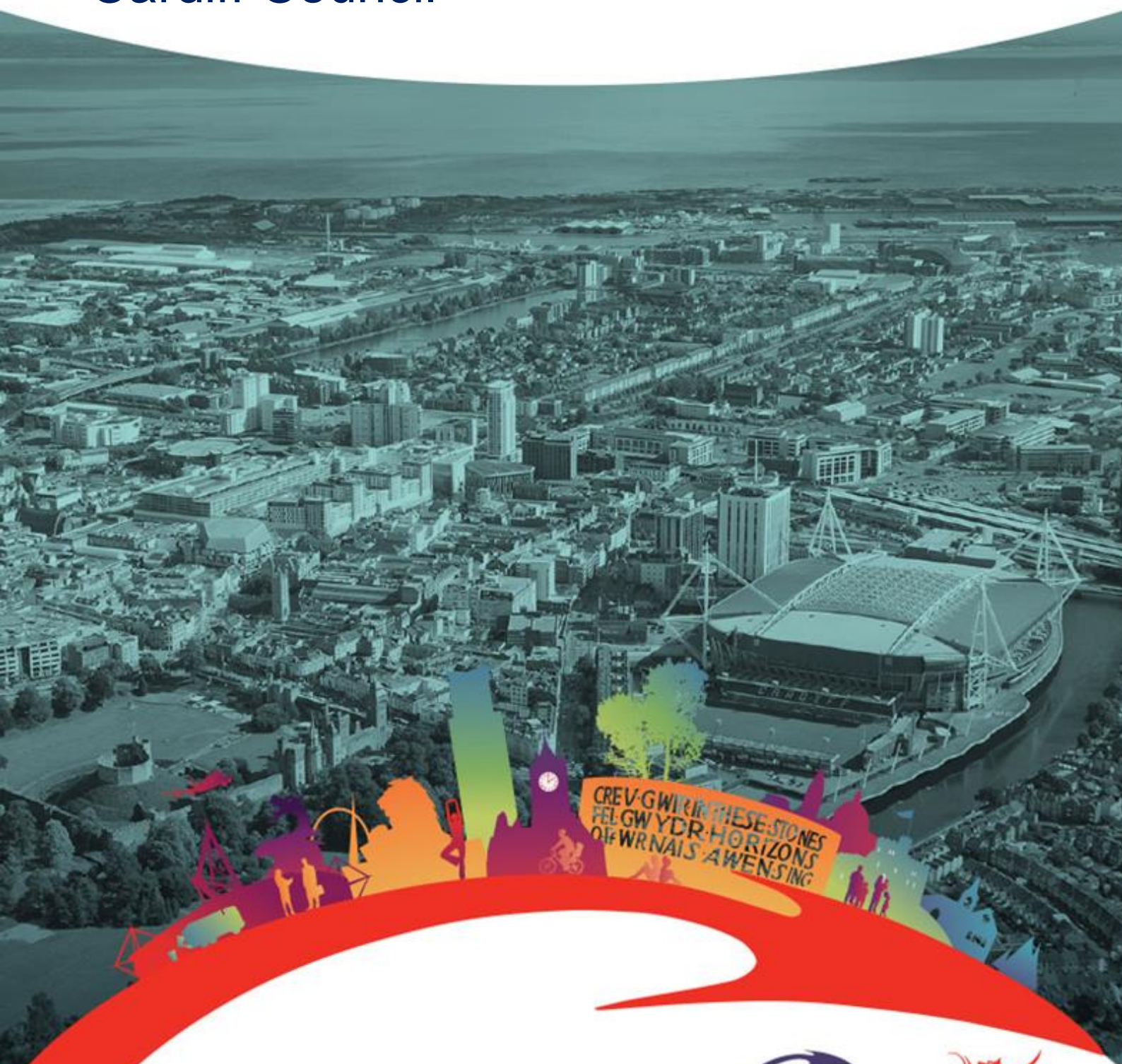
This is on the assumption that all other factors remain constant and no mitigation/offsetting actions are in place. In reality, as set out within the Risk Matrix table at 5.1 above this would need to take the form of numerous and varied measures to ensure a viable financial position.

KEY ASSUMPTION 2022/23	REVISED ASSUMPTION/ CHANGE	FINANCIAL IMPACT £'000	SERVICE IMPACT
CPI 3.1%	CPI 2.6%	+385	A 0.5% reduction in the level of CPI to 2.6% reduces rental income and available revenue resources impacting the flexibility in service provision and ability to meet tenant priorities
Employers' Pay Award 3%	Employers' Pay Award 4%	+327	A higher pay award at 4% results in an increased funding requirement reducing the flexibility to progress other plans and priorities
Bad debt provision 1%	Bad debt provision 1.5%	+397	An increase of 0.5% in the bad debt provision would result in an increased funding requirement reducing flexibility within revenue resources
Void rent loss 2%	Void rent loss 3%	+783	An increase in the void rent loss by 1% to 3% impacts on rental income generated and the resources available to fund planned programmes of investment and service provision

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Capital Strategy 2022/23

Cardiff Council



Delivering Capital Ambition

In July 2017, the Cabinet approved 'Capital Ambition', a five-year policy programme which set out the Administration's principles, priorities and ambitions for the city. This was updated in 2021 with the Administration's priorities and commitments for the remainder of the municipal term.

These commitments prioritise maintaining momentum in city regeneration and economic development, tackling inequality and inclusive growth, responding to the climate emergency and public service reform. The policy agenda now also includes, in response to the public health crisis and its consequent economic impact, a programme of work to support recovery and successfully reposition Cardiff as a successful global city over the longer term.

Progressing this ambitious agenda will require capital investment if the administration is to deliver on its major commitments. This would include investment in new schools and in modernising school buildings, delivering a significant house building programme, leading a shift to net zero carbon and enabling the

continued regeneration of the city's business and transport infrastructure.

It is therefore crucial that, when long term investment decisions are undertaken, decision makers can rely on clear and informed information. This would include:

- A long-term view of capital expenditure plans and any financial risks to which the Council is exposed.
- Ensuring due regard to the long-term financing, affordability implications and potential risks.
- A clear overview of the Council's asset management planning arrangements and any maintenance requirements that have resource and business planning implications.

The Capital Strategy will therefore continue to help support informed decision making in the delivery of Capital Ambition.



Strategic Context

As the capital city of Wales, Cardiff has a nationally significant commercial, cultural and retail offer. It has been one of the fastest growing cities in the UK, and, with four out of every five net new jobs in Wales created in Cardiff, the capital is of regional and well as national importance.

Whilst the city has driven jobs creation across Wales over the last 5 years, the impact of the Covid-19 pandemic has been significant on the economy. Unemployment has increased since January 2020, with a clear need for the Council to play a role in supporting people and businesses as part of the city's recovery.

Other challenges remain. The growth in demand for social services, a national challenge that is keenly felt in Cardiff, places pressure on the Council. Equally, the need to accelerate the shift to net zero carbon means that decarbonisation projects that have the biggest local impact must be costed and funded.

Capital Ambition identifies the opportunities facing the city and sets out the response to challenges. This is not just a consideration of how challenges are responded to, but it is also

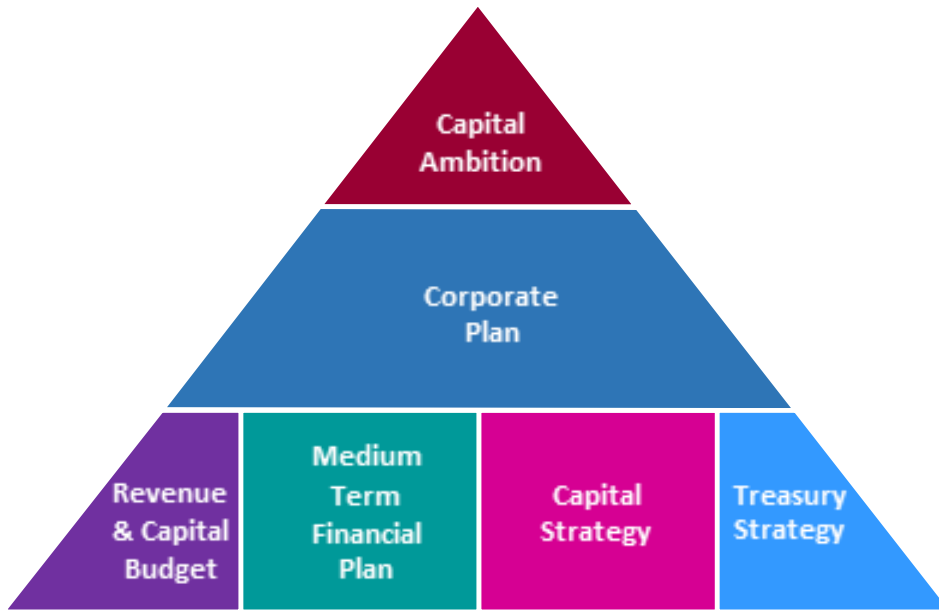
about investing in future economic growth and development, prioritising investment in schools, affordable housing, tackling homelessness, and protecting the city's most vulnerable people. It sets out the approach for tackling congestion and air pollution, improving recycling rates and keeping our streets clean, along with a series of commitments to respond to the climate emergency, to create opportunities for local people and addressing inequality. All these will require capital investment which will play an important role in supporting and accelerating the Council's work in responding to Covid-19 and leading the recovery.

Where Capital Investment is needed to deliver the administration's priorities, in responding to these issues, the Capital Strategy is a framework that the Council can rely on to develop a clear, consistent and informed process in undertaking capital investment decisions.

Corporate Plan 2022-25: Selected Proposed Capital Schemes		
Cardiff is a great place to grow up	Supporting people out of poverty	A capital city that works for Wales
Deliver Band B of the 21st Century Schools Programme	Deliver the strategic priorities within the new Housing Support Programme strategy	Work with the UK and Welsh Governments to deliver investment and capacity improvements at Cardiff Central Station
Up to 8 new primary schools and 2 new secondary schools by 2030	Deliver the planned supported housing scheme for single people at Adams Court	Enhance the city centre as a location for businesses and investment and reassert its role as a regional employment centre
Invest in digital infrastructure, equipment and new learning technologies	Deliver the new family homelessness centres at the Gasworks and Harrison Drive	Deliver the new Multi-Purpose Indoor Arena by 2024/25
Deliver an integrated model of Youth Support Services	Growing in a resilient way	Progress a development strategy for the next phase of the International Sports Village
Improve outcomes for children and families by embedding the Interventions Hub	Deliver the short-term actions within the One Planet Cardiff Action Plan	Bring forward proposals to protect and revitalise historic buildings in the Bay
Safe, confident and empowered communities	Deliver the Design and Build contract for Phase 1 of the Cardiff Heat Network	Deliver the Canal Quarter
Invest in the regeneration of local communities	Deliver a Housing Energy Efficiency Retrofit programme	Consider development and investment opportunities for St David's Hall
Deliver the 'Michaelston College' multi-generational well-being village	Develop a City-Wide Electric Vehicle Roadmap	Cardiff is a great place to grow older
Progress plans for a Youth Hub in the city centre	Working with partners, design and deliver a programme of strategic transport projects	Continue to increase the availability of accommodation with support options
Prepare and adopt a new Regeneration Strategy to support district and local centres	Programme the delivery of the bridge crossing scheme at Llanrumney as part of a wider regeneration scheme	Develop a 'Hubs for All' approach by March 2023
Work in partnership with Registered Social Landlords to maximise the amount of affordable housing that can be delivered	Invest in a new fully segregated, safe cycling network across the city	Work with Cardiff & Vale University Health Board (UHB) to establish integrated Health and Well-being Centres
Further develop the Complex Needs Day Service	Deliver the Council's Green Infrastructure Plan	Remove the means test from all eligible disabled adaptations
Deliver the two-year Alley Gating Programme	Complete coastal defence improvements in Cardiff East	Develop older persons housing that supports independent living
Support grassroots and community sports	Modernising and integrating our public services	
Implement a programme of Section 106, Asset Renewal and Capital for Parks to include sport, play and infrastructure improvements	Develop a Hybrid Working Model	
In partnership with Welsh Water, bring the Llanishen Reservoir site back into use for sailing and other recreational purposes	Deliver a leaner and greener estate and protect the council's historic buildings	
	Dispose of land and property to achieve the £25m general fund capital receipts target by end of 2025/26	

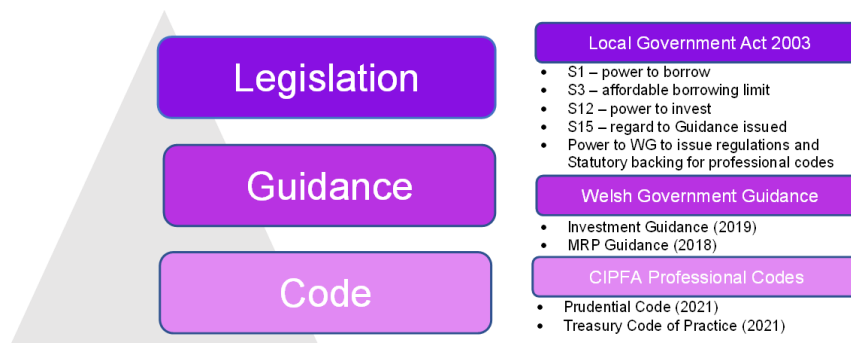
Capital Strategy Framework

The Capital Strategy is an integral part of the Council’s Strategic and Financial Planning Framework.



In 2004, local authorities were provided with the flexibility to make their own capital investment decisions. Legislation, guidance and professional codes of practice were introduced to support decision making and ensure investment and borrowing is Prudent, Sustainable and Affordable. The Council has complied with these principles since their

introduction and in various updates. Following consultation in 2021, the CIPFA Prudential Code and Treasury Management Code have been revised, primarily in response to investment undertaken solely for financial return/yield.



- Local Government Act 2003**
 - S1 – power to borrow
 - S3 – affordable borrowing limit
 - S12 – power to invest
 - S15 – regard to Guidance issued
 - Power to WG to issue regulations and Statutory backing for professional codes
- Welsh Government Guidance**
 - Investment Guidance (2019)
 - MRP Guidance (2018)
- CIPFA Professional Codes**
 - Prudential Code (2021)
 - Treasury Code of Practice (2021)

Looking ahead to 2023/24, key changes in the Prudential Code to consider include:

- Updated and additional prudential indicators, monitoring, reporting as well as creation of Investment Management Practices for Service and Commercial investments
- Confirmation of approach to ‘Proportionality’ and risk to service delivery where borrowing is undertaken for yield
- Setting out approach to inclusion of Environmental, Social and Governance issues in developing capital investment

- Reviewing existing commercial or service investments to divest where appropriate.
- An authority must not borrow to invest primarily for financial return applies with immediate effect, with the loss of borrowing ability from the PWLB an immediate consequence.

Capital Strategy Framework

The Capital Strategy sets out the Council's approach to:

- working with partners
- asset management planning
- risk appetite
- governance and decision making
- capital investment in 2022/23 and indicatively to 2026/27
- funding the strategy
- managing the borrowing requirement
- prudent Minimum Revenue Provision (MRP) Policy for repayment of capital expenditure
- affordability.

The remainder of this strategy considers these in more detail. The Strategy forms an integral part of the Budget report and it is recognised that there are various strategy developments that need to take place over the medium term as part of new regulatory requirements, self-assessment feedback and as mitigations to financial resilience risk.

The Section 151 Officer is required to report, in the Budget Report, on the deliverability, affordability and risk associated with the Capital Strategy and where appropriate have access to specialised advice to enable them to reach their conclusions.





In meeting our ambition to create a greener, fairer and stronger capital city and in delivering our responsibility as the economic driver for the city-region and Wales, we must work closely with partners across the public and private sectors. This is particularly relevant given the financial challenges faced by the Council.

Cardiff has outpaced most other UK cities in terms of jobs growth in recent decades, much of which has been driven by a strategic approach where the public and private sector have worked together to leverage investment and create jobs and opportunities.

The Council also works closely with regional, local authority partners in the Cardiff Capital Region, with partners in the Great Western Gateway and as part of the UK Core Cities Group nationally. Within the city the Council has significant partnerships with other public sector bodies via informal or formal boards such as the Public Sector Service Board, Registered Social Housing Landlords, charities, universities and colleges to support the delivery of services for its residents, communities and businesses.

The Council will continue to work with Welsh Government to align key priorities and to make a case for a much longer term and sustained approach to capital investment that not only supports the city's vital infrastructure, but also projects that can make a stepped change in helping to drive the recovery of the city, region and nation forward.

The Council will continue to use its enabling role to harness skills and private funding, to take forward capital investment to deliver improvements and inclusive growth which would not otherwise be deliverable or affordable, and its capital strategy reflects the potential for Council investment to unlock further private investment for the good of its residents and communities.

It will set out its vision and co-ordinate activity between business and government bodies to develop a more productive and innovative platform for investment in the city. This will include the feasibility of a joint venture agreement to deliver economic regeneration and development in respect to transportation improvements.

Asset Management Planning



The Council has responsibility for assets used in service delivery including property, highway infrastructure (roads, footpaths, structures, lighting) and Council dwellings. It is essential to understand the need, utilisation, condition and the investment and operating cost requirements of assets, whether owned or leased.

The Council's historic retained interests in land assets in various parts of the city has been an enabler in its ability to support development of key capital projects in the city. The Council also has a track record of acquiring assets based on future regeneration projects or to secure strategic options. It is recognised that the acquisition of new assets such as land could gain or lose value in the intervening period. However, the overarching aim of the Council is to release the value in the asset once the regeneration has been completed and such benefits are wider than to make a financial return.

When prioritising investment, it is essential to understand the long-term cost of maintaining and operating existing assets and their fitness for purpose, having consideration of which are deemed essential in continued service delivery, or which can be considered for alternative uses. The backlog of maintenance in some key assets is recognised and alternative approaches and options for longer term solutions will continue to be considered to address the risks this poses rather than continued investment by the

Council in the same assets. This is neither an effective asset management approach nor affordable in the long term. These will be considerations in key assets such as schools, historic and administrative buildings required for the long term.

Approved Asset Management Plans are in place for property assets including dwellings that demonstrate the approach to the Council's stewardship of assets. A disposal strategy was also updated in 2021 to relinquish or find alternative beneficial uses for assets deemed surplus to requirements. This includes using property effectively across the Council by using suitable sites for the building of affordable Council housing.

The Council has set up a number of working groups that aim to provide assurance to Cabinet by continuing to seek the development and embedding of strategic asset management activity as a corporate activity. This covers activities such as property asset management, housing delivery and school organisation planning and for major projects.

During 2022/23, consideration will be given to updating and development of plans for Highways and other infrastructure assets, vehicles, commercial property holdings, as well as updates to the annual property plan considered by Cabinet in December 2021.



Risk Appetite

In undertaking complex projects, decision making needs to be supported by proportionate business cases in line with best practice covering strategic, economic, financial, commercial and management cases. Embedding and codifying this in council processes is not only best practice but is also a key factor in financial resilience. For large complex projects, professional external advice and services would be sourced to undertake due diligence to understand risks and inform decision making.

Capital investment to be undertaken can be broadly split into two types:

1. Expenditure on **existing assets** to ensure they meet the requirements of service delivery, are fit for purpose, meet health and safety guidance, and reduce future costs.
2. Expenditure on **creation of new assets, specific projects or non-treasury investments to meet core functions and service delivery aims.** Non treasury investment to meet service or Council obligations could include: loans or equity towards capital expenditure incurred by external bodies, subsidiaries or joint ventures; utilising commercial property holdings to retain value.

The Council will not incur expenditure on new **non treasury investments primarily for financial return.**

In respect of 1 and 2, the Council recognises that achieving these aims will require consideration of alternative delivery structures and of all forms of funding including additional borrowing. Financial austerity has had a significant impact on affordability, however taking the city recovery forward is not just a consideration of how we manage decline. Capital investment funded by borrowing will be undertaken in priority areas to meet Capital Ambition, whilst at all times clearly understanding how the affordability of such expenditure can be managed over the longer term supported by robust due diligence, business cases, risk management and monitoring.

These holdings stem from historic interests of land, managed in accordance with an Investment Property Strategy approved by

Cabinet in 2016. The aim is to review existing land holdings, maintain yield from the existing estate, remove liabilities, and secure regeneration and marriage value of sites that would support economic regeneration in the city. Acquisitions are funded by proceeds of existing investment property, the value of which was circa £177 million as at 31st March 2021. In line with the requirements of the Prudential Code, the strategy and estate management practices will be reviewed in 2022/23.

The Council recently secured the site of the Red Dragon Centre (RDC) for circa £64 million as an enabler for a wider masterplan for the Atlantic Wharf Regeneration including Indoor Arena.

Revenue income receivable from historic commercial property holdings for 2020/21 was circa £4.3 million, the income being used to support the delivery of services. RDC income was £3.6 million for which any surpluses generated are reinvested into the delivery of the overall project rather than being used to support the ongoing delivery of Council services.

The Council is mindful of the risks of HM Treasury restrictions on borrowing from the PWLB solely for commercial yield. The income receivable from the commercial property portfolio to support the revenue budget is not deemed to be a financial resilience risk in terms of being 'un-proportionate' to the Council's overall income. This will be an ongoing consideration including development of any limits and indicators to determine any risk to proportionality.

Non treasury investment funded by additional borrowing would only be undertaken after:

- Cabinet approval of a robust business case supported by independent advice
- Consideration of the legal basis on which the expenditure is being incurred
- Affordability and risk assessment of such expenditure over the longer term

It is essential that such a process is codified and applies to all significant projects, else the capital programme may include approved schemes that not only represent a financial risk, but also do not fully consider option appraisal, asset management and delivery risks that secure better outcomes. The outcome of such business cases will be considered as part of the budget strategy planning framework for 2023/24.

Governance and Decision Making

The Council has processes in place to approve, manage and monitor capital projects arising from the Capital Strategy.

Prioritisation, Capacity and Skills

Following consideration of resources and affordability, capital expenditure requirements are prioritised on the following basis:

- Firstly, to meet expenditure on Annual Sum requirements, to meet expenditure on mandatory grants and for the renewal of existing assets such as property, parks and highways.
- Secondly, to meet expenditure on schemes previously approved by Council which have been committed to, either contractually or in principal and where following a review, these are still deemed essential to proceed.
- Thirdly, new expenditure proposed after consideration of:
 - link to strategic objectives
 - risk of not undertaking the expenditure
 - statutory / legislative requirements
 - financial implications and affordability
 - development, review and approval of relevant business cases.

To support prioritisation and to avoid slippage and potentially unanticipated additional costs, the Council will need to ensure access to sufficient skills and capacity both within the Council and externally to deliver the investment programme. Such capacity could be project management and development skills; technical and design skills, knowledge, availability of contractors as well as wider market factors.

Defining Capital Expenditure



The Council has determined criteria and eligibility for capitalisation and it is important, despite pressures on revenue budgets, that only acceptable costs are charged as capital expenditure. Any internal recharges of costs should be evidence based and regularly reviewed. Advice would need to be sought where relevant and eligibility is reviewed by Audit Wales as part of the external audit of the Council's accounts.

Constitution, Procurement and Value for Money

The Council's Procurement Strategy ensures that the principles and practices associated with procuring works, goods and services consistently achieve value-for-money and actively contribute to the Council's priority outcomes. The Strategy, and the Council's Socially Responsible Procurement Policy aims to ensure that procurement becomes sufficiently flexible and agile to support the Council to operate in an efficient, compliant and ethical manner to deliver capital projects on time, on budget and to specified quality standards with contractors supporting the delivery of wider community benefits. The Council has adopted the Welsh Themes, Outcomes and Measures as a scored element on all tenders over £250,000 to maximise the social value delivered through its procurement spend.

Procurement considers third party spend across budgets and taking opportunities to consolidate and aggregate spend and achieve economies of scale are a key focus.

The Council recognises the benefits of utilising regional, joint and local framework arrangements where they can demonstrate value for money and compliance with the Council's Procurement Strategy objectives. Through its One Planet Cardiff Strategy the Council has committed to be Carbon Neutral by 2030. A significant element of our carbon footprint comes from the indirect emissions arising from the supplies, services and works the Council buys to support the delivery of Council services. Therefore, any reduction in our carbon footprint will need to be delivered through rethinking and challenging what is bought and how it is delivered. The Council is working to embed procurement processes that

Governance and Decision Making

address climate change and a circular economy approach.

The Council's process and authority for the acquisition and disposal of land or property is set out in the Constitution. Transactions over £1 million are required to be approved by Cabinet as part of a business case with all transactions to be verified by a valuation.

Approval, Monitoring and Reporting the Capital Programme

The Capital Strategy informs the Council's capital investment programme and Treasury Management Strategy. This integration is one of the reasons why it is deemed that full Council should continue to consider and approve the affordability of the Capital Strategy and detailed programme as part of the Council's budget proposals recommended by Cabinet.

Council approves the capital investment programme having consideration of CIPFA's Prudential and Treasury Management Code indicators highlighting the impact of capital decisions on the revenue budget and proportionality, affordability, prudence and sustainability.

Directorates are responsible for monitoring capital schemes, and the reporting of progress in delivering the Capital Programme periodically to Cabinet as part of the Council's Budget Monitoring and final outturn reports. The reports include:

- Forecast expenditure during the year on schemes
- The stage at which projects are in terms of timescale and any issues resulting in delay
- Changes in funding available for schemes
- Any cost increases and how they are being managed
- Virements or other changes required in accordance with the Council's Constitution.



Capital Investment Programme 2022/23 to 2026/27

The Capital Programme is a five-year rolling programme, initially set for 2022/23 and on an indicative basis for four years thereafter. It has been profiled in accordance with technical advice relating to regulatory processes, timetables and work plans.

The proposed Capital Programme for future years is summarised in the following table.

In comparison, actual capital expenditure in 2020/21 was £166 million (£112 million General Fund, £54 million HRA). Projected capital expenditure in 2021/22 is £234 million (£174 million General Fund, £60 million HRA).

The detailed five-year Capital Programme proposed is included at the end of this Annex.

Indicator						
Capital Programme Expenditure						
	2022/23* £000	2023/24 Indicative £000	2024/25 Indicative £000	2025/26 Indicative £000	2026/27 Indicative £000	Total £000
Annual Sums Expenditure	24,275	26,500	23,515	22,915	19,715	116,920
Ongoing Schemes	45,216	32,712	20,981	20,050	6,336	125,295
New Capital Schemes (Exc ITS)	125	175	100	250	225	875
Schemes Funded by External Grants and Contributions	55,554	43,916	77,590	34,701	664	212,425
Existing and new Invest to Save (ITS) Schemes	63,601	158,922	90,270	10,500	12,240	335,533
Total General Fund	188,771	262,225	212,456	88,416	39,180	791,048
Total Public Housing (HRA)	74,610	111,250	106,135	69,605	53,700	415,300
Total Capital Programme	263,381	373,475	318,591	158,021	92,880	1,206,348

* Includes slippage estimated at Month 9. The final slippage figure, which will be known at outturn, will be reflected in the Month 4 2022/23 budget monitoring report.

The detailed programme includes

- Annual sums such as disabled adaptations and expenditure to improve existing assets such as infrastructure and property.
- Allocations for previous commitments.
- New capital investment proposed in year.
- Assumptions for known external grants and contributions, which are in most cases subject to a bid process.
- Projects proposed based on revenue savings, incidental revenue income or other sources to repay initial investment over time, including new schemes approved in 2022/23, subject to business case.
- The Housing Revenue Account programme, with a focus maintaining investment to support the Welsh Housing Quality Standards, cladding and priority energy efficiency schemes, regeneration and significant investment in new Council homes to meet the demand for good quality, affordable social housing.

Local authorities are facing many challenges with capital programmes because of interruptions and delays perpetuated by Covid and the current general escalating costs in the construction industry. Recognising this issue, further funding is likely from Welsh Government in the last quarter of 2021/22 in terms of specific grants as well as un-hypothecated grants to give authorities maximum flexibility. Any such changes and will be reported as part of the 2021/22 Outturn Report as well as approach to setting future years budget strategy.

The budget report also provides an update on the Indoor Arena project following approval of the final business case in September 2021. The proposed programme includes enabling costs and an approach to direct funding of the arena construction by the Council as an alternative for third party funding. This will be fully funded by annual lease income from the Arena Operator.

Capital Investment Programme 2022/23 to 2026/27

The Council is also continuing to develop several strategic projects, which, subject to approval of business cases, due diligence and affordability may be considered for approval as part of future iterations of the detailed investment programme. These include projects arising from the Transport White Paper including Metro; Atlantic Wharf Masterplan; International Sports Village; Core Office Strategy; 21st Century Schools and responding to the climate emergency. To support a robust business case approach and inform the next iteration of the capital programme, allowance is made in the revenue budget for feasibility and options appraisal for several potential future projects. This includes:

- Enhanced service delivery options from alternative locations for the dogs' home
- Review of the Materials Recycling Facility
- Ensuring sustainable burial space in the city
- Working with partners to secure funding to create a Youth Zone
- Options in respect to assets with significant backlogs of maintenance such as St David's Hall and City Hall as considered by Cabinet in the Corporate

Property Strategy in December 2021, and,

- Renewable energy projects following a post project appraisal of existing schemes.

The Council's One Planet Strategy sets clear targets for the reduction of Carbon emissions by 2030. Several significant capital projects have already successfully been delivered or are on the ground that support this aim including the solar farm at Lamby way, buildings retrofit and the District Heat Network. However, meeting the target will not only require expenditure, but creative thinking across all areas the Council can influence. As the level of data on carbon emissions and those ideas are crystallised and prioritised, robust business cases will need to be developed and where capital expenditure is required, external funding also sought, to ensure that the local, regional and national strategies carbon reduction targets can be delivered and are affordable in the long term.

Unless funded by future or retained external grant, approval of the above projects will result in further increases in the Council's borrowing requirement.





The Council has several funding streams available to support capital investment. The resources assumed to pay for the five-year capital investment programme from 2022/23 are set out in a table at the end of this Annex.

Cash Resources to pay for Capital Investment

These include:

- Non-ring-fenced grants i.e. for use on Council determined priorities. These include General Capital Grant and Major Repair Allowance received from Welsh Government. Any grant received late in year, may be carried forward as a usable reserve for allocation to projects in future years.
 - Ring-fenced grants to achieve a particular outcome and therefore with restricted use as specified by the funder. The main source of external grant is from WG, which in most cases follows an application or bidding process for schemes or distribution of grants on a formula basis. The short-term nature of grant awards makes long term planning and delivery of strategic schemes very difficult. Where external grant funding bids are made, it is essential that these are in line with Council priorities and include consideration of any revenue budget consequences. Where grants require match funding, the Council will prioritise such support to increase the likelihood of a successful bid.
- External Contributions from planning agreements or other sources. Large housing development sites as part of the Council's Local Development Plan will also impact on the city's infrastructure. Developer agreements either in place or to be determined will aim to mitigate impacts such as affordable housing, school capacity, open space and public transport infrastructure, subject to the planning process. Where contributions are being requested, sufficiency to achieve the required outcomes should be considered along with any revenue budget implications. The Finance section collates the profiling of sums received, over future years.
 - Revenue budgets and earmarked reserves held and modelled specifically to support the affordability of capital investment.
 - Capital receipts arising from the disposal of Council assets. The Council's approach to receipts is as follows:
 - Prioritise receipts required to meet the balance of the £40 million target for General Fund Capital Receipts (net of fees) and any additional targets set in subsequent years.
 - Use of receipts in excess of assumption in the budget to be considered to reduce the level of debt.
 - Where an asset has been funded specifically from prudential borrowing, any receipt arising from it would be utilised to reduce expenditure not yet paid for.
 - To limit the earmarking of capital receipts only for capital expenditure essential to secure a disposal, to meet the terms and conditions of a grant, where approved by Cabinet as ring-fenced for specific projects or strategies, or where required to be ring-fenced by legislation.
- Where Cabinet approve land to be appropriated between the General Fund and Housing Revenue Account, this is to be at a valuation

Funding the Strategy

certified by a registered valuer with the decision to be confirmed in accordance with the constitution.

The actual realisation and timing of capital receipts can be uncertain given the number of variable factors involved. To take this into account, a Capital Programme that includes assumptions on significant levels of capital receipts needs to be supported by a clear, approved strategy for the realisation and timing of such receipts. To do otherwise would be a significant risk to the Council's borrowing requirement and future revenue budget pressures.

In respect to the £40 million capital receipts target and the subsequent £1 million increase to this target in 2019/20, £8 million was raised by 31 March 2021 and circa £4.5 million is assumed receivable for budgeting purposes in 2021/22, subject to timing of disposals. The approach to meet the balance of £28.5 million was updated in the Corporate Property Strategy considered by Cabinet in December 2021 including the key areas of disposal that will be considered. Whilst the overall target remains in place, the budget assumes no income at this stage from c £15 million of potential receipts identified from school's sites.

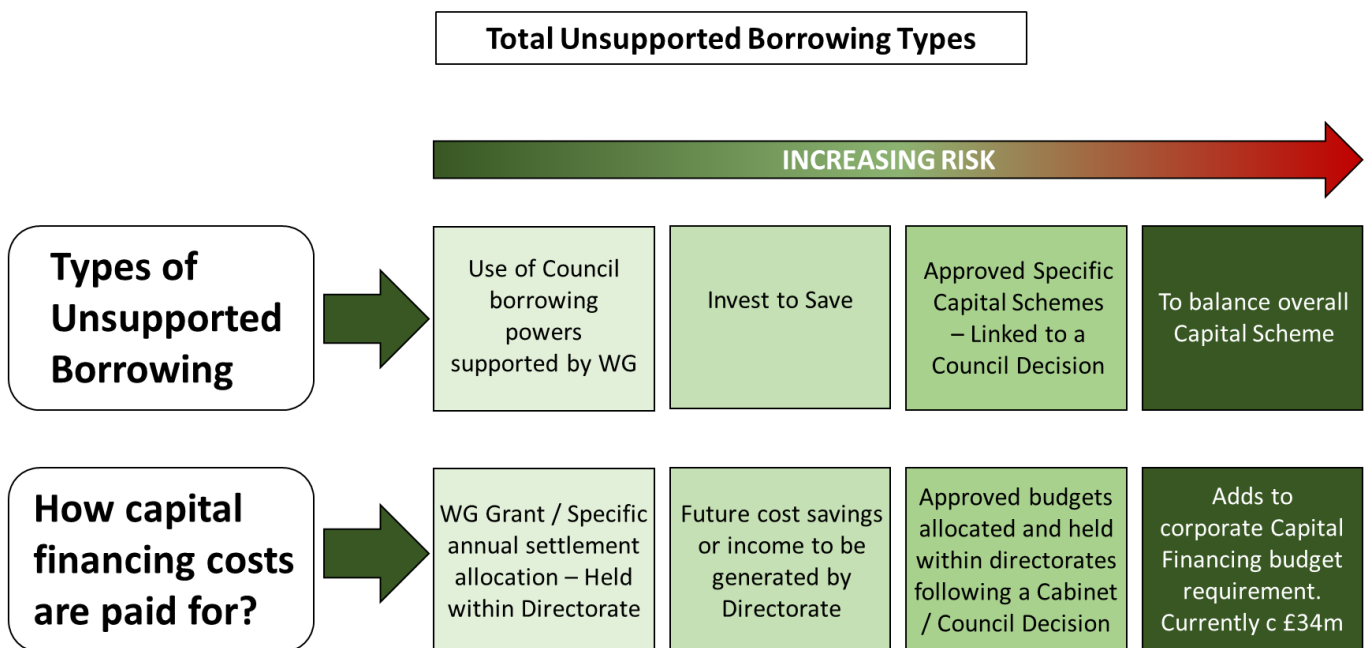
Progress in delivering receipts will be reported periodically to the Cabinet as part of the Council's property strategy.

Borrowing to pay for Capital Investment

There are currently no nationally imposed restrictions to the quantum of borrowing that can be undertaken to pay for capital investment.

The Council approves its own affordable borrowing limit as part of the Local Government Act 2003 and this is set at a level consistent with the programme of capital investment proposed. There are two main types of borrowing to pay for capital investment which form part of the Council's borrowing requirement and is managed as part of the Treasury Management Strategy:

- 'Supported Borrowing' - costs of servicing are included within the annual Revenue Support Grant (RSG) the Council receives from Welsh Government.
- 'Unsupported Borrowing' - costs of servicing to be met from Council tax, rent, savings, incidental income or sale of assets. The types of unsupported borrowing typically undertaken by the Council and how capital financing costs are paid for are shown below.



Funding the Strategy



Welsh Government itself has been utilising and considering different options to meet the cost of investment, primarily by utilising the ability of local authorities to borrow.

This includes schemes such as:

- Local Government Borrowing Initiative for highways and schools and potentially for coastal erosion.
- Providing interest free loans using Financial Flexibility Funding available to them for a range of schemes deemed repayable from future incidental income or enhancements in land value.

Whilst welcome where there is linkage to the strategic aims of Cardiff Council, these present an ongoing risk to the Council as all risk of expenditure remains with the Council and WG require all funding to be paid back in full in future years.

Following consideration of alternative options, the Council will undertake 'Direct Funding' of the Arena utilising PWLB loans or similar loans. This would be at no direct cost to the Council though as any costs of 'Direct Funding' would be matched or exceeded by annual lease income receivable by the Arena operator.

The Council will consider the risks and benefits of new school investment proposed by Welsh Government as part of its Mutual Investment

Model (MIM) for 21st Century Schools. This is where new schools could be built under a Public Private Partnership arrangement and Councils will be required to pay a revenue charge per

annum for use of the asset over a defined period to which the Welsh Government would contribute a fixed percentage.

The Council will also explore with Welsh Government the development of a Tax Increment Finance pilot, a means of unlocking development value through investing in infrastructure, assumed to be paid for from anticipated future business rates.

In assessing alternative income sources proposed to pay for investment funded by borrowing, the long-term risks, sustainability and responsibility for them would need to be clearly understood. This is together with lessons learnt where similar schemes have been introduced elsewhere. Robust business cases and due diligence is essential.

Leasing

Lease obligations are like borrowing as they have an ongoing revenue budget commitment. Leasing will be considered following due diligence over the life of the asset, comparing the financial and non-financial benefits and risks compared to the Council owning and delivering such assets itself. As part of new accounting requirements from 2022/23, the Council will undertake a data gathering exercise to understand materiality and the detailed financial implications, assets and liabilities in respect to significant lease agreements.



Managing the Borrowing Requirement

The Council's Treasury Management Strategy considers how the cash requirements arising from the Council's Capital Strategy and detailed investment programme are managed by external borrowing and the timing of any such borrowing. This is delegated to the Section 151 Officer. Governance and Audit Committee is responsible for seeking assurances that the Council has complied with the Treasury Management Strategy and Practices by demonstrating effective control of the associated risks and pursuing optimum performance consistent with those risks.

Where capital expenditure has been incurred without a resource to pay for it i.e. when proposed to be paid for by supported or unsupported borrowing, this will increase what is termed the Council's Capital Financing Requirement (CFR) which is the Council's underlying need to borrow. The Council is required to make a prudent provision for the repayment of historic capital expenditure from its revenue budget in line with its agreed policy. This reduces the CFR. Calculation of the CFR is summarised in the table below and results in the need to borrow money.

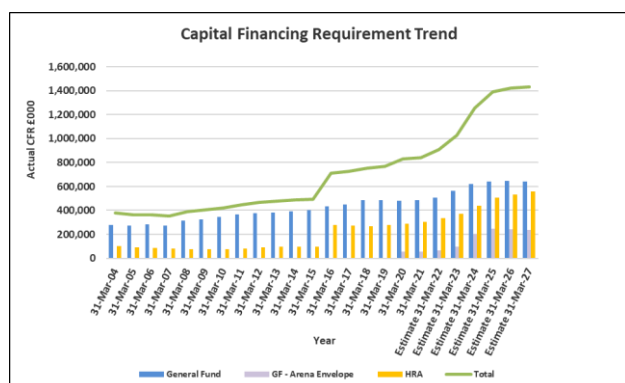
Movement	Opening Capital Financing Requirement (CFR)
+	Capital expenditure incurred in year
-	Grants, contributions, reserves and receipts used for capital expenditure
-	Prudent Minimum Revenue Provision and Voluntary Provision
=	Closing Capital Financing Requirement (CFR)

Future projections of the CFR based on the Capital investment programme and resources deemed available to fund it are shown in the table below.

Forecasts are subject to the timing of capital expenditure and receipt of funding sources.

Indicator							
Capital Financing Requirement as at 31 March							
	2021 Actual £m	2022 Estimate £m	2023 Estimate £m	2024 Estimate £m	2025 Estimate £m	2026 Estimate £m	2027 Estimate £m
General Fund	484	508	564	621	642	648	640
General Fund (Arena Affordability Envelope)	56	67	97	198	246	242	238
Housing Revenue Account	301	335	369	438	505	534	556
Total	841	910	1,030	1,257	1,393	1,424	1,434

The chart below shows the trend in the CFR including the Housing Revenue Account.



The latter includes the £187 million payment made from the HRA to HM Treasury to exit the subsidy system in 2015/16 and future expenditure to create new Council owned affordable housing in accordance with the Housing 30 Year Business Plan. The increase for the general fund relates to previous commitments and new expenditure commitments primarily those assumed to pay for themselves from future incidental income or savings such as the indoor arena, City Deal and the 21st century school's financial model.

Managing the Borrowing Requirement

As indicated in previous years, given the significance of the Capital Financing Requirement in respect to the Arena Affordability Envelope, this is highlighted separately in the chart.

The Medium-Term Financial Plan projections for the General Fund and HRA, include the costs of servicing the respective borrowing requirements. The Treasury Management Strategy addresses how the Council will meet the borrowing requirement including any external borrowing

The Council can consider various debt instruments, with the main source of long-term borrowing for local authorities historically being the Public Works Loan Board. Best treasury management practice is that loans are not taken on a project-by-project basis. However alternative options will be considered for specific council projects where relevant such as leasing, loans from Welsh Government and bonds where these would allow financing requirements to be met in an efficient manner. Advantages and disadvantages of such products, supported by external advice in respect of different options, would need to be considered including risks, track record and cost of issuance.



Prudent Minimum Revenue Provision (MRP) Policy Statement

Where capital expenditure is paid for using borrowing, the Council has a statutory duty to charge an amount to future revenue budgets for the eventual repayment of that expenditure. This spreads the cost of capital expenditure incurred now, and historically, to future revenue budgets. Decisions in respect of the allocation of MRP have short, medium and very long-term impacts across generations.

Making minimum and any voluntary provision must be prudent and results in a reduction in the Council's underlying need to borrow known as the Capital Financing Requirement (CFR). Legislation does not define what constitutes a 'prudent provision'. Instead, Welsh Government has provided guidance and examples to interpret that term.

A statement on the Council's policy for its annual MRP is required to be submitted to Council for approval before the start of the financial year to which the provision will relate.

The previous approach to MRP on supported borrowing was based on a reducing balance basis. This was tested and reviewed during 2019/20 and a change in approach adopted whereby current and future generations who make use of assets, will pay an equal and consistent amount of MRP and there is a defined point at which debt will be fully provided.

The reduction in revenue resources because of the change is proposed to be continued to be made available to strengthen the Local Authority's financial resilience in respect of capital and treasury, through a Treasury Management Reserve.

It is proposed that the Council's MRP Policy to apply for 2022/23 and for future years is as follows, with any change in the level, timing and method of provision in year delegated to the Section 151 Officer:

- *Council expenditure undertaken based on 'supported borrowing' approved by WG is to be provided for on a straight-line basis over 45 years.*
- *HRA supported borrowing, which was part of the previous housing subsidy system is to be provided for at 2% on a straight-line basis. MRP on the significant £187 million settlement*

buyout payment is to be on 2% straight line basis as a minimum.

- *Additional borrowing for a general increase in investment either in the Council Fund or HRA to balance the Capital Programme in a year is to be provided for on a straight-line basis over the estimated average life of the assets created.*
- *Any additional expenditure linked to specific schemes e.g. Invest to Save, 21st Century Schools, Arena affordability envelope etc. is to be provided for on a straight-line basis, or annuity basis, over the estimated useful life of assets being created or a shorter period as determined by the Section 151 Officer or suggested periods determined by Welsh Government as is the case with the Local Government Borrowing Initiative.*
- *Voluntary revenue provision more than the above requirements can be made subject to affordability and following advice of the Section 151 Officer. Voluntary revenue provision or overpayments, can, if needed, be reclaimed in later years if deemed necessary or prudent where disclosed in accordance with requirements and the proposed use and outcomes are approved and reported to Council.*
- *Subject to agreement of the S151 Officer, MRP may be waived on expenditure recoverable within a prudent period through capital receipts (e.g. land purchases, loan repayments) or sculpted and deferred to when the benefits from investment are scheduled to begin, to manage any initial revenue deficits or when confirmed external grant payments towards that expenditure are expected.*
- *The MRP charged against liabilities under finance leases, or contracts that have the characteristics of finance leases, shall be equal to the principal element of the lease repayment, calculated on an annual basis.*

Following consultation in England on updates to MRP guidance, any relevant changes from Welsh Government guidance will be considered in the 2023 /24 MRP policy.

Affordability

Capital investment undertaken historically, and the proposed Capital Programme, form an integral part of the Council's revenue budget and Medium-Term Financial Plan. The revenue budget impact of capital schemes for Council Tax and Rent payers include:

- The costs of operating / maintaining new assets.
- The capital financing costs of servicing any borrowing required to pay for investment (interest and the Council's approach to making prudent provision for repayment of capital investment paid for by borrowing).
- The revenue costs of preparing and delivering projects.
- Abortive costs required to be charged to revenue budgets if schemes do not proceed.

Some or all costs of that investment may be offset by financial and non-financial benefits such as incidental income, cost avoidance and importantly improved outcomes for residents of the city.

Where capital investment has been undertaken by borrowing, the Council is required to spread the cost of that investment over future year's revenue budgets. This is in accordance with its Policy on Prudent Provision for the Repayment of Capital expenditure which is approved as part of the budget proposals each year.

It is recognised that the Council cannot afford to do everything, however where revenue resources are deemed available to increase the level of Council borrowing, where it needs to do so, this will be considered. The Council's approach to affordability of its capital financing budgets in the medium term are as follows:

- General Fund – Additional investment funded by borrowing over the medium term to be minimised unless in accordance with the principles agreed as part of budget strategy and following robust business cases (Secure match funding or pay for themselves).
- Housing Revenue Account - Increasing over the long term primarily because of implementing Capital Ambition target of new affordable housing. Future rent policy of WG and a robust approach to ensuring viability

of new development are key risks to affordability.

- Strategic and major development projects – To create specific revenue budget allocations to cover capital financing costs arising from approved business cases.

The approach of Cabinet approval of proportionate business cases for significant projects funded by the Council, prior to full inclusion in the capital programme is an essential tool to ensure financial resilience and understanding of affordability and risk.

Prudential indicators and financial resilience indicators included in the Budget Report must be considered in taking a longer-term view of affordability, prudence and sustainability. These are to be developed further during 2022/23 in line with CIPFA Code changes.

The percentage of the Council's revenue budget that is committed in the long term to capital financing costs is increasing. Given the pressure on revenue budgets, this clearly limits the affordability of other priorities in future years and must be a factor considered by members when determining the Capital Programme.

The indicator below identifies the trend in the cost of capital financing (excluding the running costs of schemes) as a percentage of net revenue stream. Financing costs include:

- Interest payable on borrowing and receivable on treasury investments
- Penalties or any benefits receivable on early repayment of debt
- Prudent revenue budget provision for repayment of capital expenditure paid for by borrowing
- Reimbursement of borrowing costs from directorates in respect of Invest to Save schemes.

For the General Fund, the net revenue stream is the amount to be met from non-specific WG grants and Council Tax, whilst for the HRA it is the amount to be met from rent payers and service charges. These are clearly based on future assumptions in respect to Aggregate External Financing, council tax income and housing rents. Any adverse change in these

Affordability

variables may have a significant impact on the outlook and comparators for this indicator.

An increasing ratio indicates that a greater proportion of the estimated future revenue budget is required for capital financing costs over the planned Capital Programme period.

Although there may be short term implications, Invest to Save schemes are intended to be net neutral on the capital financing budget. However, there are risks that the level of incidental income, savings or capital receipts anticipated from such schemes will be delayed or will not materialise. This would have a detrimental long-term consequence on the revenue budget and requires careful monitoring when considering future levels of additional borrowing.

In accordance with the principles of Invest to Save, the net ratio assumes that any costs of

undertaking additional investment are recovered over time from directorate or other revenue budgets.

Accordingly, a gross ratio is also calculated which indicates the gross capital financing cost i.e. it represents a worst-case scenario, highlighting the proportionality of such investment.

The requirement to meet any additional costs, in a worst-case scenario, can only come from future savings or from increases in Council Tax or Rent. It should be noted that Welsh Government control Rent Policy. An increasing ratio limits the scope for additional borrowing in future years and reduces the Council's overall flexibility when making decisions on the allocation of its revenue resources.

Indicator							
Ratio of Financing Costs to Net Revenue Budget Stream							
	2020/21 Actual %	2021/22 Estimate %	2022/23 Estimate %	2023/24 Estimate %	2024/25 Estimate %	2025/26 Estimate %	2026/27 Estimate %
General Fund – Net Capital Financing Budget	4.73	4.77	4.58	4.69	4.71	4.70	4.90
General Fund – Gross Capital Financing Budget	6.99	7.18	6.90	7.50	8.22	8.39	8.44
Housing Revenue Account (HRA) – Gross Capital Financing Budget	32.72	32.24	32.16	33.36	36.23	38.49	37.72

Two additional local indicators are also produced for the General Fund only, to support decision making and are shown in the tables below for the period up to 2026/27. The first indicator shows the ratio of capital financing costs expressed as a percentage of its controllable revenue budget. This excludes expenditure on levies, Council Tax support and delegated school's budgets.

An increasing percentage indicates that a greater proportion of the controllable budget is required for capital financing costs, which are committed in the long term.

Affordability

Indicator								
Capital Financing Costs expressed as percentage of Controllable Budget								
	2011/12 Actual %	2021/22 Estimate %	2022/23 Estimate %	2023/24 Estimate %	2024/25 Estimate %	2025/26 Estimate %	2026/27 Estimate %	Difference 11/12-26/27 %
Net	13.47	11.23	9.83	10.14	10.19	10.21	10.68	(20.71)
Gross	15.17	16.83	14.73	16.11	17.66	18.12	18.34	20.90

The second additional indicator below for the General Fund and HRA highlights the impact of the increasing Capital Financing Requirement (Debt) as a ratio of the projected Net Revenue Stream. It is an indicator of financial

sustainability and helps to explain the relationship of debt to the resources available to deliver services.

Indicator								
Capital Financing Requirement (Debt) as a ratio of the Net Revenue Stream								
	2011/12 Actual %	2020/21 Actual %	2021/22 Estimate %	2022/23 Estimate %	2023/24 Estimate %	2024/25 Estimate %	2025/26 Estimate %	2026/27 Estimate %
General Fund	0.72	0.82	0.84	0.89	1.07	1.13	1.10	1.06
Housing Revenue Account (HRA)	2.24	3.78	4.13	4.43	4.97	5.39	5.41	5.35



References

Key Documents

Capital Ambition (Cabinet March 2022)

Investment Property Strategy (Cabinet November 2016)

Corporate Property Strategy an Annual Property Plan (Cabinet December 2021)

Treasury Management Strategy 2022/23 (Council March 2022)

Image Descriptions (in order of appearance)

Cover – City aerial view

Proposed International Sports Village – artistic impression

Grange Gardens

Proposed Channel View development – artistic impression

The Maelfa

Whitchurch Hub

Rhydypenau Hub interior

Crofts St housing development (3 pictures)

Proposed Arena – artistic impression

Track at International Sports Village – artistic impression

E-Collect electric waste collection vehicle

Expansion at Thornhill Cemetery

Work in progress at Highfields PassivHaus development

Grange Gardens

Attachments to the Capital Strategy 2022/23

Capital Investment Programme 2022/23 - 2026/27

Capital Funding 2022/23 - 2026/27



Capital Investment Programme 2022/23 - 2026/27

	Purpose / To Fund	<u>2022/23</u> <u>Including</u> <u>Slippage</u> £000	<u>Indicative</u> <u>2023/24</u> £000	<u>Indicative</u> <u>2024/25</u> £000	<u>Indicative</u> <u>2025/26</u> £000	<u>Indicative</u> <u>2026/27</u> £000	<u>Total</u> £000	
Annual Sums Expenditure								
1	Disabled Adaptations Grants (see also Public Housing)	adaptations and internal modifications to allow the recipient to live independently within their own home.	5,459	5,000	5,000	5,000	5,000	25,459
2	Owner Occupier Costs - Housing Regeneration	owner occupier costs of improvements to housing and boundary walls as part of public housing regeneration schemes. Includes enabling works to improve energy efficiency in areas eligible for Welsh Government grant funding.	330	240	240	140	140	1,090
3	Alleygating	prevention of anti-social behaviour with other benefits such as reduced street cleansing and highway maintenance costs.	161	100	100	100	100	561
4	Neighbourhood Renewal Schemes (NRS)	local regeneration schemes based on ward member priorities.	629	200	0	0	0	829
5	Schools Property Asset Renewal	improving the condition of the schools property stock within the Council in accordance with Directorate Asset Management plans and priority works arising from surveys. Health and Safety and Additional Learning Needs Strategy.	2,302	7,815	5,815	4,815	2,815	23,562
6	Schools Suitability and Sufficiency	increasing accessibility issues in schools, to address rising pupil numbers and works required in schools that are not part of the 21st Century Schools programme.	1,040	1,040	1,040	1,040	1,040	5,200
7	Highway Carriageway Reconstruction	programme to address structural failure, beyond routine repairs.	100	0	0	0	0	100
8	Carriageway Investment	road resurfacing - priorities based on annual engineering inspections.	4,000	3,350	4,350	4,050	3,350	19,100
9	Footway Investment	footway resurfacing including implementation of dropped kerbs - priorities based on annual engineering inspections.	760	755	470	470	470	2,925
10	Footway Improvements around Highway Trees	improving the condition of tree roots and tree pits on footways.	125	125	125	125	125	625
11	Street Lighting Renewals	replacement and installation of new street lighting columns including renewal of electrical cabling.	1,020	1,000	270	270	270	2,830
12	Highway Structures including Bridges	the strengthening or replacement of sub standard bridges, culverts and other highways structures following principal inspection reports.	1,100	1,100	1,100	1,100	1,100	5,500
13	Bus Corridor Improvements	bus corridor improvements with a focus on securing match funding.	565	335	335	335	335	1,905
14	Road Safety Schemes	local network improvements including junction and pedestrian safety improvements, with a focus on securing match funding.	335	335	335	335	335	1,675
15	Telematics / Butetown Tunnel	transportation infrastructure improvements including CCTV systems.	300	600	330	630	630	2,490
16	Transport Grant Match Funding	match funding for Council bids to Welsh Government for transport schemes.	375	375	375	375	375	1,875
17	Strategic Cycle Network Development	implementation and match funding of the Cycling Strategy as prioritised in the integrated network map. Installation of cycle parking and network improvements to improve network permeability.	800	400	400	400	400	2,400
18	Materials Recycling Facility	upgrades to minimise downtime at the Materials Recycling Facility.	45	45	45	45	45	225
19	Waste Recycling and Depot Site Infrastructure	safety improvements at waste management facilities, skip renewal and retaining wall replacement.	300	200	100	100	100	800
20	Non Schools Property Asset Renewal	improvements to the condition of the non-schools property stock within the Council in accordance with Directorate Asset Management Plans and priority works.	2,449	1,855	1,855	1,855	1,855	9,869
21	Parks Infrastructure	improvements to existing parks infrastructure e.g. allotments, hard surfaces, sports fields, parks utilities and outdoor leisure facilities.	140	140	140	140	140	700
22	Play Equipment	replacement of existing play equipment in parks.	290	290	190	190	190	1,150
23	Teen/Adult Informal Sport and Fitness Facilities	improvements to the condition of priority MUGA's, fitness equipment, BMX tracks and skate parks.	350	200	200	200	200	1,150
24	Green Flag Park Infrastructure Renewal	the replacement of ageing infrastructure in existing Green Flag parks to support assessment criteria.	100	100	100	100	100	500
25	ICT Refresh	replacement of failing / non compliant hardware for corporate systems.	1,000	700	400	900	400	3,400
26	Contingency	unforeseen pressures in the Capital Programme that arise in year that cannot be managed within existing resources.	200	200	200	200	200	1,000
TOTAL ANNUAL SUMS			24,275	26,500	23,515	22,915	19,715	116,920

Capital Investment Programme 2022/23 - 2026/27

Purpose / To Fund	<u>2022/23</u> <u>Including</u> <u>Slippage</u> <u>£000</u>	<u>Indicative</u> <u>2023/24</u> <u>£000</u>	<u>Indicative</u> <u>2024/25</u> <u>£000</u>	<u>Indicative</u> <u>2025/26</u> <u>£000</u>	<u>Indicative</u> <u>2026/27</u> <u>£000</u>	<u>Total</u> <u>£000</u>
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Ongoing Schemes / Amendments to Ongoing Schemes

27	City Centre Youth Hub	Council contribution to create a multi agency Youth Hub.	136	1,900	0	0	0	2,036
28	Targeted Regeneration Investment Programme	match funding towards approved regional projects such as Tudor Street Commercial Property and Environmental Improvement scheme.	988	0	0	0	0	988
29	Rhiwbina Hub	refurbishment and alteration of the existing building to develop a Council Hub.	288	0	0	0	0	288
30	Youth Zone	land assembly for key regeneration site at the gateway to Ely. Subject to a report to Cabinet, to enter into a development partnership to create a Youth Zone and subsequent business case and confirmation of grant funding and operating costs being in place.	150	0	0	0	0	150
31	Neighbourhood, District and Local Centre Regeneration	amplify the importance of local spaces, local shopping and services for communities highlighted by the Covid crisis. Together with a further phase of the Neighbourhood Renewal Scheme, further public realm and green space improvements, community safety measures and improved neighbourhood facilities to help communities to adapt and thrive.	250	450	450	450	450	2,050
32	Children's Services Accommodation Strategy	the balance of proceeds from disposal of 150 Thornhill Road ring-fenced for schemes which provide direct benefit to children.	0	229	0	0	0	229
33	Children's Respite Provision	requirements based on an assessment of respite services for children at Ty Storrie, to align service provision with the needs of young people.	100	750	900	0	0	1,750
34	Schools Additional Asset Renewal / H&S and Additional Learning Needs (ALN)	the balance of £25 million additional funds allocated for Schools property improvements including those for Health & Safety and Additional Learning Needs.	7,500	9,000	0	0	0	16,500
35	21st Century Schools Band B (assumed from asset sales)	part of the Council's match funding towards expenditure funded by Welsh Government Grant. £25m of this is assumed to be from the proceeds of asset sales, with the balance being additional borrowing paid by revenue budgets in the Band B financial model.	10,000	2,500	2,500	10,000	0	25,000
36	City Centre Transport Schemes	the design and implementation of City Centre Transport Improvements along with any approved Welsh Government or other external funding sources.	176	1,000	0	0	0	1,176
37	City Centre Transport Impact - enabling works	works and smart corridors to mitigate impact of City Centre transportation improvements, being undertaken as part of the Clean Air Direction, in adjacent wards and key routes.	2,000	1,000	500	0	0	3,500
38	City Centre Transport Schemes - Churchill Way Canal	part of the City Centre East highway works, to expose the existing dock feeder canal at the upper end of Churchill Way. The Canal will be delivered as part of the wider transport scheme and will be used to cleanse highway surface water as part of the Sustainable Drainage infrastructure installed with the scheme. Once constructed, the Canal will provide a new public space with seating areas.	3,000	0	0	0	0	3,000
39	Western Transport Bus Interchange	a public transport interchange in the west of the city as part of the redevelopment of the former Household Waste Recycling Centre.	208	1,100	0	0	0	1,308
40	Cycling Infrastructure (Priority Cycle Routes) - Active Travel	connected routes creating a network for cyclists to safely use and facilitate a significant mode shift from private car to cycling resulting in improved road safety and reducing congestion.	1,000	1,000	2,000	0	0	4,000
41	Bereavement Property Asset Renewal	a segregated property asset renewal allocation for bereavement services from the rest of the property portfolio to allow more of the bereavement reserve to be support the revenue costs of the service and directorate.	103	100	105	225	110	643
42	Coastal Risk Management Programme - construction match funding	a scheme to manage flood and erosion risk at the estuary of the river Rumney, including protection of landfill material, key road infrastructure and the Rover Way travellers site. Subject to design, final business case approval. Welsh Government contribution is assumed in the form of Local Government Borrowing Initiative.	196	500	1,420	0	0	2,116
43	Flooding and Drainage	match funding for implementation of priority schemes to alleviate flooding, where there is an approved business case and WG grant funding is in place following an application process.	475	250	250	0	0	975

Capital Investment Programme 2022/23 - 2026/27

	Purpose / To Fund	2022/23 Including Slippage £000	Indicative 2023/24 £000	Indicative 2024/25 £000	Indicative 2025/26 £000	Indicative 2026/27 £000	Total £000
44	One Planet Strategy - small schemes and match funding	500	900	900	900	0	3,200
45	New Household Recycling and Service Centre	0	200	1,650	1,475	0	3,325
46	Waste Recycling and Collection Review	0	815	0	0	0	815
47	Waste Grants Match funding	100	100	0	0	0	200
48	Indoor Arena Contribution to Delivery (Part)	5,000	0	0	0	0	5,000
49	International Sports Village (Phase 1)	7,400	0	0	0	0	7,400
50	East Cardiff Industrial and Regeneration Strategy	1,500	2,000	5,000	2,000	0	10,500
51	Central Square Public Realm	342	0	0	0	0	342
52	Economic Regeneration Schemes	1,930	0	0	0	0	1,930
53	Cardiff Indoor Market Restoration	69	595	0	0	0	664
54	Community Asset Transfer	25	73	0	0	0	98
55	Flatholm Island - NLHF Project 'A Walk Through Time'	100	100	0	0	0	200
56	Roath Park Dam	1,500	3,800	0	0	0	5,300
57	Upgrading Council Chamber Conference Systems	50	0	0	0	0	50
58	Modernising ICT to improve business processes	130	350	306	0	0	786
59	Cardiff Capital Region City Deal (CCRCD)	0	4,000	5,000	5,000	5,776	19,776
TOTAL ONGOING SCHEMES		45,216	32,712	20,981	20,050	6,336	125,295

Capital Investment Programme 2022/23 - 2026/27

	Purpose / To Fund	2022/23 Including Slippage £000	Indicative 2023/24 £000	Indicative 2024/25 £000	Indicative 2025/26 £000	Indicative 2026/27 £000	Total £000	
New Capital Schemes/Annual Sums (Excluding Invest to Save)								
60	Parking Enforcement Equipment (Earmarked Reserve)	moving traffic offences cameras and equipment for new routes and changing routes that will require enforcement for safety purposes and in order to maintain efficient traffic flows.	125	175	100	250	225	875
TOTAL NEW SCHEMES / ADDITIONAL ANNUAL SUMS			125	175	100	250	225	875

Schemes funded by Grants and Contributions (Further grants subject to approval of bids)								
61	Enable Grant (WG)	support for Independent Living and to be used with the Council's allocation for Disabled Facilities adaptations.	540	540	540	540	540	2,700
62	Travellers Sites (WG)	subject to design, number of pitches, planning and grant approval, the creation of additional pitches at Shirenewton.	250	1,500	1,500	0	0	3,250
63	21st Century Schools Band B (WG)	strategic investment programme for priority schools including land acquisition, funded by Welsh Government grant and subject to approval of individual business cases.	22,240	13,610	58,810	31,210	0	125,870
64	Welsh Medium Capital Grant (WG)	Welsh Medium Provision at Ysgol Mynydd Bychan.	1,000	860	0	0	0	1,860
65	City Centre Eastside Transport Scheme (Metro+CCRCD)	City Centre - Eastside grant with the CCRCD allocation.	1,500	0	0	0	0	1,500
66	Air Quality Direction 2019 - Grant (WG)	measures including; Taxi vehicle emissions incentive; City Centre transport and active travel; Implementation management and monitoring.	5,000	6,600	0	0	0	11,600
67	Safe Routes in Communities (WG)	accessibility and safety improvements to encourage walking and cycling in communities.	600	600	600	0	0	1,800
68	Road Safety Grant (WG)	measures that secure road safety casualty reduction.	0	200	200	0	0	400
69	Local Transport Fund (WG)	integrated, effective, accessible, affordable and sustainable transport systems.	3,000	4,000	5,000	0	0	12,000
70	Active Travel Fund (WG)	increased levels of active travel, improve health and well-being, air quality, connect communities and improve active travel access to employment, education and key services, destinations and public transport.	10,000	6,000	7,000	0	0	23,000
71	Ultra Low Emission Vehicles (WG)	electric vehicle and infrastructure installation.	1,000	0	0	0	0	1,000
72	Circular Economy Fund (WG)	measures to reduce waste generated or move up the Waste Hierarchy, particularly in respect of increasing reuse & repair; Further increases in recycling rates; including for non-domestic premises; Reductions in emissions relating to the circular economy; and Increasing resource efficiency.	1,000	0	0	0	0	1,000
73	Cardiff Heat Network (Heat Network Investment Project)	grant to be provided to Cardiff Heat Network Limited from the Department for Business, Energy & Industrial Strategy Heat Networks Delivery Unit towards the construction of a District Heat Network.	4,178	0	0	0	0	4,178
74	Central Market (Lottery)	the restoration of the Market, subject to final costing and further stage approvals.	0	1,587	0	0	0	1,587
75	Flatholm (Lottery)	the restoration of built and natural heritage on Flatholm Island.	300	330	0	0	0	630
76	Harbour Authority (WG)	critical and non critical asset renewal programme.	26	1,250	430	1,510	124	3,340
77	Planning Gain (S106) and other contributions	various schemes such as improvements to open space, transportation, public realm and community facilities.	4,920	6,839	3,510	1,441	0	16,710
TOTAL SCHEMES FUNDED BY GRANTS AND CONTRIBUTIONS (FURTHER GRANTS SUBJECT TO APPROVAL OF BIDS)			55,554	43,916	77,590	34,701	664	212,425

Capital Investment Programme 2022/23 - 2026/27

	Purpose / To Fund	<u>2022/23</u> <u>Including</u> <u>Slippage</u> <u>£000</u>	<u>Indicative</u> <u>2023/24</u> <u>£000</u>	<u>Indicative</u> <u>2024/25</u> <u>£000</u>	<u>Indicative</u> <u>2025/26</u> <u>£000</u>	<u>Indicative</u> <u>2026/27</u> <u>£000</u>	<u>Total</u> <u>£000</u>	
Additional borrowing undertaken by the Council to be repaid from revenue savings/incidental income (Invest to Save - Subject to Business Case)								
Existing Schemes								
78	Right Homes, Right Support Strategy - Residential Provision for Children Looked After	improvements to the residential offer for Children Looked After by the Council which are currently placed outside of the Council boundaries and with Independent Fostering Agencies, subject to a business case. This includes an emergency pop-up unit, an assessment unit, and additional residential places in the city.	500	500	0	0	0	1,000
79	Young Persons Gateway Accommodation	supported accommodation for young people (16-24) to help them live independently whilst still providing intensive 24 hour support. Additional properties are required and while these can be sourced from Council or housing association stock some works will be needed to bring them up to the required standard for shared housing.	248	0	0	0	0	248
80	21st Century Schools - Band B Financial Model	strategic investment programme for priority schools including land acquisition, funded by additional borrowing.	12,950	17,430	17,490	0	5,740	53,610
81	Residential Street lighting conversion to LED	the roll out of LED street lighting in residential areas resulting in a reduction in costs, carbon emissions and improved lighting.	2,700	1,100	0	0	0	3,800
82	Cardiff Heat Network (loan to CHN Ltd)	Loan from Welsh Government to be provided to Cardiff Heat Network Limited Ltd towards the capital costs arising from the delivery of Phase 1 of the Cardiff Heat Network using waste heat from the Viridor Energy Recovery Facility (the "Project") in a way which de-risks the Project, enabling the delivery of its carbon benefits against a context of relatively high financial risk. Repayable to the Council by CHN Ltd from Heat Revenues over 30 years in line with the business case approved by Cabinet. Loan is repayable by Council to WG, irrespective of the level of income generation.	2,000	6,592	0	0	0	8,592
83	Coastal Risk Management Programme - Construction - WG Local Government Borrowing Initiative	works to address flood and erosion risk at the estuary of the river Rumney, including protection of landfill material, key road infrastructure and the Rover Way travellers Site. Allocation is subject to Council match funding being in place and approval of Welsh Government contribution assumed in the form of Local Government Borrowing Initiative.	4,000	9,000	8,250	0	0	21,250
84	Indoor Arena - enabling costs	a further triggering of the affordability envelope towards costs such as enabling works and Multi Storey Car Park.	3,000	27,080	0	0	0	30,080
85	Indoor Arena - contribution to delivery (part)	part of £24.3m contribution to support construction of the Arena. This £15m would be paid for from a recurring revenue budget held by major projects. The balance of £9.3m is included in the capital programme, expected to be paid for by earmarked receipts including those due from Central Square.	2,000	7,500	5,000	0	0	14,500
86	Indoor Arena - Direct Funding (Replacement for Income Strip Third Party Funding)	Direct borrowing funded by the annual lease income from the arena operator, backed by parent company guarantee.	23,020	69,050	46,030	0	0	138,100
87	Core Office Strategy - Digital Infrastructure	smarter working, digital infrastructure and building adaptations to allow the relinquishment of Willcox House.	5,629	1,500	0	0	0	7,129
88	Waste Vehicle Replacement - Lease or buy	setting an overall limit to be able to undertake effective lease versus buy option appraisal for Waste Collection vehicles, as long as revenue budgets are in place and committed to repay initial acquisition costs.	354	4,870	0	0	0	5,224
89	International Sports Village (Phase 2)	delivery of a velodrome and clubhouse, a cycle circuit, Toys R Us refurbishment, car parking, highways and public space, repayable from potential operator and rental income, subject to a business case and a report to Cabinet.	1,750	6,000	4,500	0	0	12,250
90	Pentwyn Leisure Centre Redevelopment	creation of a bespoke centre and elite training, fitness and conditioning facility, subject to a Cabinet report and business case. Total cost of £5.5m, of which £1.5 million would be from capital receipts, with the balance subject to a business case demonstrating that any additional borrowing can be sustainably repaid from future income.	1,450	2,300	0	0	0	3,750

Capital Investment Programme 2022/23 - 2026/27

	Purpose / To Fund	<u>2022/23</u> <u>Including</u> <u>Slippage</u> <u>£000</u>	<u>Indicative</u> <u>2023/24</u> <u>£000</u>	<u>Indicative</u> <u>2024/25</u> <u>£000</u>	<u>Indicative</u> <u>2025/26</u> <u>£000</u>	<u>Indicative</u> <u>2026/27</u> <u>£000</u>	<u>Total</u> <u>£000</u>
91	CCRCDC - 'Capital expenditure contribution towards Wider Investment Fund in advance of receipt of capital grant'	0	0	3,500	6,000	6,000	15,500
92	CCRCDC - Housing / Projects Fund	0	3,000	3,000	4,000	0	10,000
93	Invest to Save - Annual Bid Allocation	500	500	500	500	500	2,500
New Invest to Save Bids							
94	Independent Living Wellbeing Centre	3,500	1,500	0	0	0	5,000
95	Non Operational Property Strategy - Regeneration Fund	0	1,000	2,000	0	0	3,000
TOTAL INVEST TO SAVE		63,601	158,922	90,270	10,500	12,240	335,533
TOTAL GENERAL FUND		188,771	262,225	212,456	88,416	39,180	791,048
Public Housing Capital Programme (HRA)							
96	Regeneration and Area Improvement	2,650	2,450	2,450	2,450	2,450	12,450
97	External and Internal Improvements	19,150	27,950	25,850	14,650	13,900	101,500
98	New Build and Acquisitions	49,810	77,500	74,485	49,155	34,000	284,950
99	Disabled Facilities Adaptations	3,000	3,350	3,350	3,350	3,350	16,400
TOTAL PUBLIC HOUSING		74,610	111,250	106,135	69,605	53,700	415,300
TOTAL CAPITAL PROGRAMME EXPENDITURE		263,381	373,475	318,591	158,021	92,880	1,206,348

Capital Funding 2022/23 - 2026/27

	<u>2022/23</u>	<u>Indicative</u>	<u>Indicative</u>	<u>Indicative</u>	<u>Indicative</u>	<u>Total</u>	
	<u>£000</u>	<u>2023/24</u>	<u>2024/25</u>	<u>2025/26</u>	<u>2026/27</u>	<u>£000</u>	%
		<u>£000</u>	<u>£000</u>	<u>£000</u>	<u>£000</u>		
General Fund							
WG Unhypothecated Supported Borrowing	(8,901)	(10,630)	(10,630)	(8,901)	(8,901)	(47,963)	6.1
WG General Capital Grant	(6,135)	(7,326)	(7,326)	(6,135)	(6,135)	(33,057)	4.2
Additional Borrowing to balance existing capital programme	(34,953)	(33,901)	(17,690)	(25,719)	(10,805)	(123,068)	15.6
Additional Borrowing - Invest to save/earn schemes to be repaid from revenue savings/incidental income or directorate budgets	(63,601)	(158,922)	(90,270)	(10,500)	(12,240)	(335,533)	42.4
Earmarked Capital Receipts	(14,242)	(2,000)	(5,000)	(2,000)	0	(23,242)	2.9
Non Earmarked Capital Receipts assumption	(5,000)	(5,000)	(3,640)	0	0	(13,640)	1.7
Direct Revenue Financing	(210)	(210)	(210)	(210)	(210)	(1,050)	0.1
Earmarked Reserves	(175)	(320)	(100)	(250)	(225)	(1,070)	0.1
External funding estimates and contributions	(55,554)	(43,916)	(77,590)	(34,701)	(664)	(212,425)	26.9
Total General Fund	(188,771)	(262,225)	(212,456)	(88,416)	(39,180)	(791,048)	100.0
Public Housing (HRA)							
Major Repairs Allowance WG Grant	(9,550)	(9,550)	(9,550)	(9,550)	(9,550)	(47,750)	11.5
Additional Borrowing	(44,415)	(81,595)	(81,685)	(46,615)	(39,650)	(293,960)	70.8
Direct Revenue Financing / Earmarked Reserves	(5,500)	(2,400)	(2,400)	(2,400)	(2,400)	(15,100)	3.6
External funding estimates and contributions	(10,545)	(12,705)	(9,000)	(6,040)	(2,100)	(40,390)	9.7
Capital Receipts	(4,600)	(5,000)	(3,500)	(5,000)	0	(18,100)	4.4
Total Public Housing	(74,610)	(111,250)	(106,135)	(69,605)	(53,700)	(415,300)	100.0
Total Capital Programme Resources Required	(263,381)	(373,475)	(318,591)	(158,021)	(92,880)	(1,206,348)	

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Treasury Management Strategy 2022/23

Cardiff Council



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Treasury Management

1. The Council carries out its treasury management activities in accordance with a Treasury Management Code of Practice for public services. This was updated by CIPFA in December 2021 following a consultation exercise, with the key changes to be fully embedded into processes for the 2023/24 financial year. The key updates to the Code are set out later below. The Code requires the Council to set out the policies and objectives of its treasury management activities and adopt four Clauses of Treasury Management. These were formally adopted by the Council in February 2010. The last section of this strategy includes a glossary of terms used in this document.

2. CIPFA has adopted the following as its definition of treasury management activities:

The management of the organisation's borrowing, investments and cash flows, its banking, money market and capital market transactions; the effective control of the risks associated with those activities; and the pursuit of optimum performance consistent with those risks.

3. The definition of 'Investments' above includes:

- treasury management investments (held for the prudent management of financial affairs), as well as
- non-treasury Investments, undertaken as part of a Capital Strategy either in the course of provision of services; or made for commercial reasons purely to make a financial gain. These are managed outside of normal treasury management activity.

Treasury management investments represent the placement of cash in relation to the section 12 Local Government Act 2003 Act investment powers, i.e., they are the residual cash left in the authority's bank account resulting from the authority's day to day activities. Non-treasury investments tend to relate to section 1 expenditure powers under the Act.

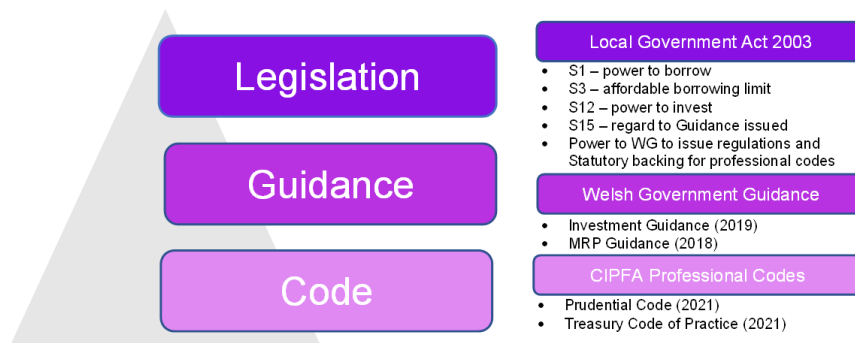
This Treasury Management Strategy covers treasury management investments only.

Governance and Reporting

4. In compliance with Codes and Council policy, full Council receives a report on:
 - the Treasury Management Strategy at the start of a forthcoming year
 - a mid-year update and
 - an outturn report.
5. The Treasury Management Strategy is an integral part of the Council's Strategic and Financial planning framework.



6. In 2004, local authorities were provided with flexibility in relation to the quantum and timing of borrowing decisions. Legislation, guidance and professional codes of practice were introduced to support decision making and ensure investment and borrowing is Prudent, Sustainable and Affordable.



7. The Council has delegated responsibility for treasury management to the Corporate Director of Resources and S151 Officer. The Council's Treasury Management Practices which are updated annually, identifies specific responsibilities of officers as well as setting out schedules highlighting the way in which treasury activities are managed.
8. Responsibility for treasury decisions ultimately remains with the Council, however the Council recognises the value in the use of treasury advisors to support the management of risk and to access specialist skills and resources. Support provided by Link Treasury Services Limited includes advice on timing of decision making, training, credit updates, economic forecasts, research, articles and advice on capital finance.
9. Governance and Audit Committee undertakes scrutiny of the accounting, audit and commercial issues in relation to the Council's Treasury Management Strategy and practices and various reports are produced highlighting treasury management activities in accordance with council policy.

Capital Strategy and Capital Financing Requirement (CFR)

10. The Council's Capital Strategy sets out that successfully delivering the commitments set out in the Council's Capital Ambition will require capital investment. Having a capital

Introduction

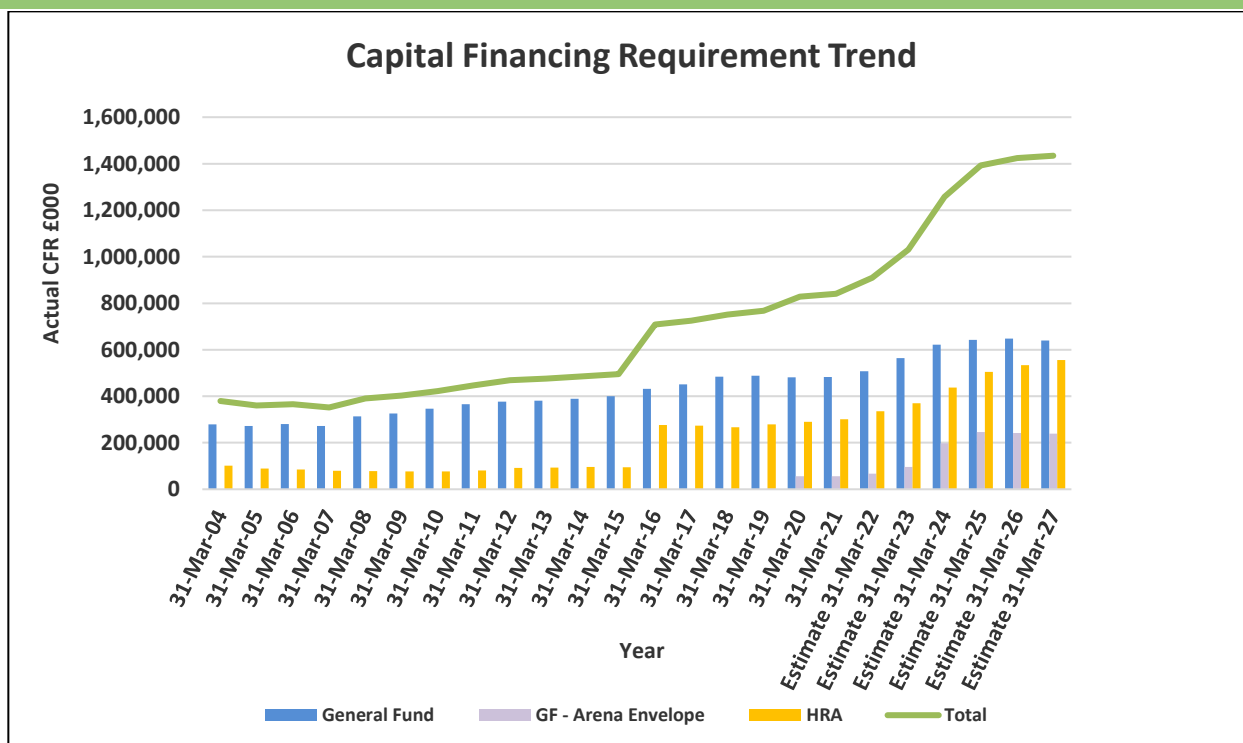
strategy in place informs capital investment decisions by providing a framework, which will:

- provide a longer-term view of capital expenditure plans whilst setting out all the financial risks to which the authority is exposed
- ensure decisions can demonstrate sufficient regard to the proportionality of long-term financing, affordability implications and potential risks to the authority
- provide an overview of the Council's asset management planning arrangements, which includes any maintenance requirements that have resource and business planning implications.

11. The Capital Strategy is approved by Council as part of its budget setting process, with specific commentary required by the Council's S151 Officer in respect to deliverability, affordability and risks. The strategy sets out the approach to:

- Working with partners - recognising the enabling role played by the Council in delivering investment and the need for alignment with Welsh Government on a longer term and sustained approach to capital investment.
- Asset Management Planning - how the Council demonstrates stewardship of assets used in service delivery and the need to understand condition and alternative options as a basis for understanding investment requirements.
- Risk Appetite - the main areas where capital investment paid for by borrowing would be considered and how such decisions are informed.
- Governance and decision-making - identifying priorities for investment, securing value for money, and monitoring and reporting of the approved capital programme.
- Capital Investment Programme - the detailed five-year capital investment programme proposed for 2022/23 to 2026/27.
- Funding the strategy and investment programme - the Capital Resources assumed to be used to fund the 2022/23 to 2026/27 investment programme.
- Affordability - understanding the impact of capital investment decisions on the Council's revenue budget and Medium-Term Financial Plan via the calculation of various prudential indicators to be approved by Council. These include highlighting the percentage of capital financing costs committed as a percentage of the revenue budget.
- Managing the borrowing requirement - identifying the Capital Financing Requirement and setting out the strategy to manage Treasury activities including the borrowing requirement and treasury investments. This is considered in the Treasury Management Strategy.

12. The detailed capital investment programme shows a significant borrowing requirement for a number of reasons. The Capital Financing Requirement for the General Fund, Atlantic Wharf / Arena affordability envelope and Housing Revenue Account are illustrated in the chart below.



13. The CFR projections show a continuing increasing trend. The key reasons for this and assumptions that can impact on the timing of investment include:

- An assumption that the council has the capacity and can implement the capital programme in accordance with the timescale in which funding is requested.
- An assumption that the proceeds from the disposal of assets (Capital Receipts) are achievable and receivable in a reasonable time frame.
- The approach to making prudent provision in the Council’s revenue budgets for the repayment of any capital expenditure incurred on the basis of borrowing.
- The detailed capital programme that includes:
 - Agreed expenditure pre commitments in the capital programme approved in 2021/22 and prior years
 - Additional investment proposed as part of the budget proposals for 2022/23 to 2026/27
 - Investment in the target to deliver 2000 new affordable homes in the Housing Revenue Account
 - Schools’ investment as part of the financial models for 21st Century Schools Band B and for additional asset renewal works to address condition
 - Specific schemes intended to pay for themselves from future revenue income or savings e.g. LED Lighting, District Heat Network, Core Office Strategy. International Sports Village, Pentwyn Leisure Centre and Independent Living Wellbeing Centre
 - Repayable loans offered by Welsh Government for specific schemes and Local Government Borrowing Initiative to tackle Coastal Erosion
 - Agreed council contributions to the Capital Cardiff Region City Deal Wider Investment Fund including expenditure in advance of receiving HM Treasury Grant
 - Expenditure incurred as part of an affordability envelope approved by Council, for the acquisition of the Red Dragon Centre and related land required for the development of an Arena as part of the Atlantic Wharf Regeneration Masterplan.
 - Council contribution to the enabling costs of an arena and to ‘Direct Fund’ the

Arena construction (as an alternative to the original Income Strip / Third Party funding model previously agreed) following the approval by Cabinet in September 2021 of the Full Business Case (FBC). The optimal funding solution is for the Council to provide the funding to construct the arena. Whilst this will increase the Council's Capital Financing Requirement and need to borrow, the costs of solution will be offset over a 45-year period from operator income receivable.

Treasury Management Strategy

14. The strategy covers the following areas:
 - Borrowing to finance the cash requirements arising from the Council's Capital Strategy and detailed capital investment programme. Costs of servicing that financing is included in Medium Term Financial Plans for the General Fund and Housing Revenue Account.
 - Treasury investments determining how short-term cash flows will be safely managed to meet the Council's financial commitments and objectives.
 - Highlighting the approach to non-treasury Management Investments. Whilst these impact on the treasury function, they arise from capital expenditure plans which are reported separately from day-to-day treasury management activities. Accordingly, this strategy focuses on Treasury investments.
15. The Council accepts that no treasury management activity is without risk. However, the overriding objective is to minimise the risk of adverse consequences or loss, whilst at the same time not unduly constraining investment returns or unnecessarily incurring interest costs.
16. The identification, monitoring and control of risk are integral elements of treasury management activities with risks including credit and counterparty, liquidity, interest rate, refinancing, fraud and regulatory. The Council has Treasury Management Practices to address and mitigate these risks which were updated in March 2021.
17. The proposed strategy is an integrated strategy for the Council including the Housing Revenue Account (HRA) and includes:
 - the current treasury position
 - economic background and prospects for interest rates
 - borrowing, including:
 - policy
 - council borrowing requirement based on its capital expenditure plans and choice between internal and external borrowing and
 - borrowing strategy
 - treasury management indicators and limits for 2022/23 to 2026/27
 - investment policy and strategy, including security and investments approved for use
 - CIPFA Treasury Management Code 2021 Update
 - Non-Treasury Investments – Commercial / Service Investment and
 - The Treasury Function.

The Treasury Position

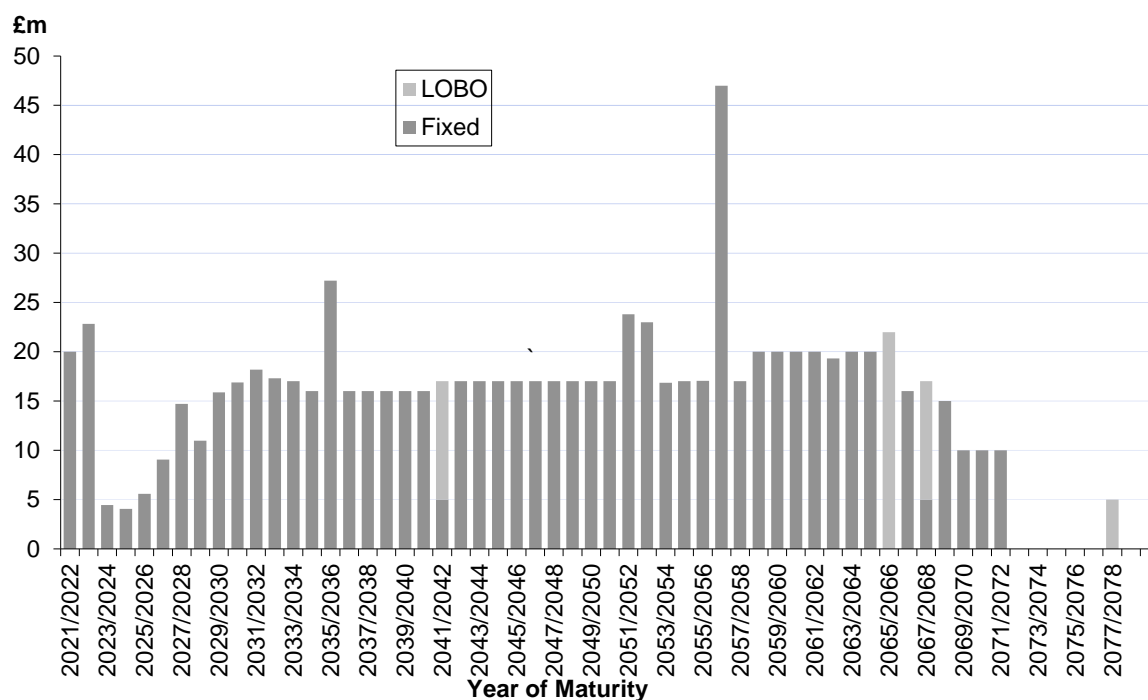
18. Borrowing and investments as at 31 December 2021 and at the same date in the prior year, are shown in the following table. Borrowing is predominantly made up of fixed interest rate loans payable on maturity. Investments fluctuate daily and are represented by fixed term deposits, notice deposit accounts and money market funds. These balances arise due to the timing of cash flows and working capital as well as the existence of reserves, provisions and balances required for future use.

	31 December 2020		31 December 2021	
	Principal	Average	Principal	Average
	£m	Rate %	£m	Rate %
External Borrowing				
Public Works Loan Board (PWLB)	(698.9)	4.5	(763.1)	4.2
Market (Lender Option Borrower Option)	(51.0)	4.0	(51.0)	4.0
Welsh Government	(16.4)	0.0	(23.7)	0.0
Local Authority	(58.3)	1.5	(38.3)	1.3
Total Debt	(828.2)		(876.1)	4.0
Treasury Investments (Internally Managed)*				
Banks	76.0	0.22	111.1	0.18
Building Societies	10.0	0.07	13.0	0.04
Money Market Funds	35.1	0.00	29.0	0.04
Government	20.3	0.01	34.2	0.03
Total Treasury Investments (Net)	141.4	0.12	187.3	0.12
Net Treasury Investments / (Borrowing)	(686.8)		(688.8)	

*Note all investments are currently managed internally and no external fund management arrangements are in place.

19. The Council's debt maturity profile at 31 December 2021 is shown in the following graph on the assumption that all loans run to their final maturity.

The Treasury Position



20. LOBO products are loans to the Council where the lender can request a change in the rate of interest payable by the Council on pre-determined dates. The Council at this point has the option to repay the loan without penalty. The Council has six such loans totalling £51 million.
21. Apart from the option to increase rates, these loans are comparable to PWLB loans and have no other complications such as variation in interest rates or complex terms. Interest rates on these loans range between 3.81% and 4.35%. Details of the loans are shown in the next table.

Lender Option Borrower Option (LOBO) Loans			
Potential Next Repayment Date	Loan Value £m	Option Frequency Every	Full Term Maturity Date
02/03/2022	6	6 months	23/05/2067
23/05/2022	6	6 months	21/11/2041
23/05/2022	6	6 months	21/11/2041
23/05/2022	6	6 months	23/05/2067
17/01/2023	5	5 years	17/01/2078
21/11/2025	22	5 years	23/11/2065

22. It should be noted that £24 million of the LOBO loans are currently subject to the lender potentially requesting a change in the rate of interest payable every six months. A further £5 million and £22 million have call options in January 2023 and November 2025 respectively and every five years thereafter. The likelihood of a request for an increase in rate is negligible.

Economic Background and Prospects for Interest Rates

23. The UK economy faces significant headwinds although some sectors have learned how to cope well with Covid. However, the biggest impact on growth would come from any further lockdowns and risk of further mutations of virus and how quickly vaccines can be modified to deal with them with enhanced testing programmes to contain their spread. Gross Domestic Product growth of 0.1% in October suggested that economic growth had already slowed to a crawl even before the Omicron variant was discovered in late November
24. Recent Monetary Policy Committee (MPC) meetings have been more concerned with combating inflation over the medium term than supporting economic growth in the short term. With inflation expected to peak at over 7% in April, the MPC in February took action to counter inflation by raising base rate to 0.5%, with discussion about raising rates sooner and further in the very near term. Some elements of this inflation are deemed to be transitory e.g., prices of goods being forced up by supply shortages, and shipping costs. There is significant uncertainty as to whether such price rises will subside back to more normal levels, including gas prices and electricity once winter is passed and demand for these falls away or becoming embedded and the current spike in inflation leading to a second-round effect in terms of demand demand for higher wages.
25. The following table gives the Council's treasury management advisor's latest forecast of interest rates taking into account the twenty-basis point certainty rate reduction available for PWLB loans. It is a central forecast, acknowledging for example that there are upside and downside risks.

	Actual 31/12/2021	March 2022	March 2023	March 2024	March 2025
Bank Rate	0.25	0.75	1.25	1.25	1.25
5yr PWLB rate	1.60	2.20	2.30	2.30	2.30
10yr PWLB rate	1.80	2.30	2.40	2.40	2.40
25yr PWLB rate	2.03	2.40	2.60	2.60	2.60
50yr PWLB rate	1.69	2.20	2.40	2.40	2.40

Forecast December 2021

26. Over the last two years, the coronavirus outbreak has done huge economic damage to the UK and to economies around the world. After the Bank of England took emergency action in March 2020 to cut Bank Rate to 0.10%, it left Bank Rate unchanged at its subsequent meetings until raising it to 0.25% at its meeting in December 2021 and to 0.50% in February 2022. The forecast includes four increases in Bank Rate over the forecast period to March 2025, ending at 1.25%. One of the key results of the pandemic has been a rethinking and shift in monetary policy by major central banks to tolerate a higher level of inflation than in the previous two decades when inflation was the prime target to bear down on so as to stop it going above a target rate. There however remains uncertainty on a number of fronts including impact of the pandemic and mutations, embedded inflationary risks due to supply and labour shortages and utility cost increases etc. The overall balance of risks to economic growth in the UK is to the downside.
27. Since the start of 2021, there has been volatility in gilt yields, and hence PWLB rates. Borrowing interest rates fell to historically very low rates as a result of the COVID crisis

and the quantitative easing operations of the Bank of England and still remain at historically low levels. As the table shows, there is forecast to be a steady, but slow rise in borrowing rates, which are based on gilt yields, though there will doubtless be a lot of unpredictable volatility during this forecast period. This includes, financial market uncertainty, inflation pressures, recently announced reversal of quantitative easing, economic growth, public sector borrowing levels, and geo-political risks.

28. It should be noted that following a review of PWLB lending policy, a prohibition is in place to deny access to borrowing from the PWLB for any local authority which includes in its capital programme the acquisition of investment assets bought primarily for yield. The margins over gilt yields that the Council can borrow at from the PWLB is gilt plus 80 basis points following approval of a its certainty rate submission.
29. Gilt yields and PWLB rates remain at remarkably low rates so far during 2021/22. Where there is a borrowing requirement for certainty, there is deemed to be value in borrowing from the PWLB for all maturity periods. The Council will also for strategic investments, consider opportunities and eligibility of borrowing from other sources such as the UK infrastructure bank.

Borrowing Policy

30. Borrowing to pay for capital investment has long-term financial consequences and risks, with decisions taken many years ago impacting currently and in the future in the form of interest and provision for repayment of capital expenditure. Expenditure decisions are assumed in the Capital Strategy and a detailed programme approved by Council with the recurring cost implications factored into Medium Term Financial Plans. All borrowing is undertaken in the name of the Council and secured on all revenues of the Council.
31. The Council can consider various sources and debt instruments to pay for capital expenditure as well as its short-term working capital requirements including unexpected cash outflows. This includes the Public Works Loan Board, the financial markets, Municipal Bond Agency, Local Authorities and other public bodies, leases, public private partnership models and the issuing of bonds for significant levels of funding or smaller bond schemes linked to specific themes such as green growth. These are detailed in the Council's Treasury Management Practices and the advantages and disadvantages of such products would need to be considered including risks, track record and cost of issuance, supported by external advice in respect of different options.
32. The Council's currently maintains a single pool of all Council debt for all activities. Best treasury management practice is that loans are not taken on a project by project basis, however this will be a consideration for specific capital investment such as for the arena, where there is a need to meet specific cash flows and track performance over the life of the project.
33. Whilst interest rates for borrowing are greater than interest rates the Council receives for investments (the cost of carry), it makes financial sense to use any internal cash balances held in the short-term to pay for capital expenditure and minimise costs (internal borrowing), rather than undertake external borrowing. However, there is a risk that the Council may have to borrow at higher rates when it does actually need to borrow in future and so this position is kept under continuous review and delegated to the Corporate Director Resources. Borrowing undertaken is reported as part of reports to Council
34. The Council's Borrowing Strategy considers all options to meet the long-term aims of:
 - Promoting revenue cost stability to aid financial planning and avoid a stop-start approach to service delivery, although it is recognised that this may have a financial impact.
 - Pooling borrowing and investments to ensure the whole Council shares the risks and rewards of treasury activities.
 - Ensuring borrowing plans are aligned to known capital expenditure spending plans and financial reserve levels.
 - Achieving a balanced maturity profile.
 - Having regard to the effects on current and future Council Tax and rent payers.
35. The Council does not intend to borrow in advance of need and will not do so just to gain financially from short term investment of that borrowing. However, this option may be considered if it is felt that borrowing in advance allows opportunities to lock into favourable long-term rates as part of risk mitigation. This will be limited to no more than

the expected increase in the Council's Capital Financing Requirement over a three-year period.

Prudent Repayment of Capital Expenditure – Annual Minimum Revenue Provision (MRP) Policy Statement for 2022/23

36. Where capital expenditure is paid for using borrowing, the Council has a statutory duty to charge an amount to future revenue budgets for the eventual repayment of that expenditure. This spreads the cost of capital expenditure incurred now, and historically, to future revenue budgets. Decisions in respect of the allocation of MRP have short, medium and very long-term impacts across generations.
37. Making minimum and any voluntary provision must be considered to be prudent and results in a reduction in the Council's underlying need to borrow known as the Capital Financing Requirement (CFR). Legislation does not define what constitutes a 'prudent provision'. Instead, Welsh Government has provided guidance and examples in order to interpret that term.
38. A statement on the Council's policy for its annual MRP is required to be submitted to Council for approval before the start of the financial year to which the provision will relate and this is also included in the Council's Capital Strategy for 2022/23.

Council's Borrowing Requirement

39. The following table shows the actual level of external borrowing currently held by the Council, external borrowing taken to date in 2021/22 and scheduled loan repayments in future years. It compares this to the projected CFR i.e. the need to borrow based on estimates and timing of the Council's capital expenditure, proposed MRP policy and indicative funding plans as set out in the budget report for 2022/23. The difference between the projected CFR in 2026/27 (£1,434 million) and the actual level of external borrowing after any planned repayments (£821 million) is £613 million, i.e. there is insufficient cash held by the Council to support this projected level of under borrowing and this means there is a requirement for the Council to undertake further external borrowing in future years.

Borrowing

40. The section below sets out the approach to meeting the known future borrowing requirement including use of temporary cash balances, external borrowing, sources of borrowing and timing.

Borrowing Strategy

41. In the short term, continuing with an approach of internal borrowing, using temporary cash balances available will continue to be a cost-effective way of meeting part of the borrowing requirement. A high-level balance sheet review undertaken suggests that a target level of internal borrowing could be circa £70 million (c7% of the 2022/23 CFR).
42. As mentioned previously, the Council will consider various sources and debt instruments to meet the borrowing requirement. The Council continues to qualify for borrowing at the 'Certainty Rate' (0.20% below the PWLB Standard Rate).
43. Given the risks within the economic forecasts, setting a fixed target for the quantum and timing of borrowing is not deemed appropriate. A pragmatic approach will be adopted by Council's Section 151 Officer due to changing circumstances with the following strategy proposed to manage the Council's Capital Financing Requirement:
- Whilst investment rates remain lower than long-term borrowing rates some internal borrowing will be used to minimise short-term costs.
 - External borrowing (short, medium and long term) will be taken for the balance of the Council's borrowing requirement, with timing delegated to the Council's Section 151 Officer. This will aim to keep internal borrowing to approximately £70 million, subject to balance sheet capacity and future interest rate forecasts.
 - External borrowing is likely to be at fixed rates to meet the long-term borrowing policy aims and current forecasts for rates.

Indicator							
Gross External Borrowing and the Capital Financing Requirement							
	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27
	Actual	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate
	£m	£m	£m	£m	£m	£m	£m
External borrowing at 1 April	829	811	857	838	840	836	830
Known / New borrowing	3	73	4	6	tbc	tbc	tbc
Scheduled repayments	(21)	(27)	(23)	(4)	(4)	(6)	(9)
External Borrowing at 31 March	811	857	838	840	836	830	821
Capital Financing Requirement	841	910	1,030	1,257	1,393	1,424	1,434
Shortfall / (Surplus) borrowing requirement	30	53	192	417	557	594	613
Requirement as % of CFR	3	6	19	33	40	42	43

44. If there was a significant risk of a sharp rise in long and medium-term rates than that currently forecast, then fixed rate external borrowing may be undertaken sooner to

Borrowing

reduce the level of internal borrowing. If there was a significant risk of a sharp fall in rates, then long-medium term borrowing would be deferred, following consideration of internal borrowing capacity.

45. Current interest rates on the Council's existing debt portfolio compared to new borrowing rates and penalty rates charged for early debt repayment, results in limited options for restructuring of debt. Options have previously been considered for early repayment of loans; however, the penalties outweighed the benefits. This position is expected to continue to be the case in the next few years.
46. The Council is required to set treasury management indicators as part of the CIPFA Treasury Management Code of Practice as well as Capital expenditure indicators in the Capital Strategy and overall budget report to consider affordability indicators. Indicators for future years may be impacted in future years as a result of updates to the accounting treatment of leases, which is to be considered and implemented during 2022/23.

Authorised Limit

47. The Council must set and keep under review how much it can afford to borrow from debt or other long-term liabilities for the forthcoming year and at least the following two financial years (the Affordable Borrowing Limit). It must have regard to the Prudential Code and locally determined indicators when setting this limit and be content that the impact upon future Council Taxpayers and Council tenants is acceptable.
48. The Government retains an option to control either the total of all council's plans, or those of a specific council, although this power has not yet been exercised.
49. Based on the capital programme proposed, it is recommended that the Council approve the following authorised limits (Statutory limit under Section 3 (1) of the Local Government Act 2003) and operational boundaries (figures for 2021/22 are for comparison only). The undertaking of other long-term liabilities, within the overall limit, is delegated to the Section 151 Officer based on the outcome of financial option appraisals and best value considerations.

Indicator						
External Debt - Authorised limit						
	2021/22 £m	2022/23 £m	2023/24 £m	2024/25 £m	2025/26 £m	2026/27 £m
Limit for external borrowing and other long-term liabilities	1,472	1,475	1,475	1,475	1,475	1,475

50. This limit is consistent with proposals contained within the budget for capital expenditure with the addition of financing and accounting requirements in relation to landfill obligations. The overall limit for the Council has been set at a constant level of £1,475 million for 2022/23 to 2026/27 and cannot be breached without further Council approval.

Operational Boundary

51. The proposed operational boundary or projected level of external debt (excluding landfill) is set at the anticipated level of the CFR at the end of each year.

Indicator						
External Debt - Operational Boundary						
	2021/22 £m	2022/23 £m	2023/24 £m	2024/25 £m	2025/26 £m	2026/27 £m
Boundary for external borrowing and other long-term liabilities	910	1,030	1,257	1,393	1,424	1,434

52. This will be subject to the level and timing of borrowing decisions and so the actual level of borrowing can therefore be below or above this initial estimate. However, what cannot be breached without a further report to Council is the authorised borrowing limit.

Maturity Structure of Borrowing

53. Limits are set to guard against a large element of the Council's debt maturing and having to be refinanced in a very short space of time, when it may not be economically favourable to do so. The limits have been set to reflect the current debt portfolio, and to allow enough flexibility to enable new borrowing to be undertaken for the optimum period. The table assumes that loans run to their final maturity, however a separate column is also included to show the maturity profile should the Council repay its LOBO loans early.

Indicator				
Maturity structure of borrowing in 2022/23				
	Upper limit	Lower limit	Actual to Maturity	Actual if LOBOs Repaid Early
	%	%	%	%
Under 12 months	10	0	3.34	6.31
12 months and within 24 months	10	0	2.81	3.43
24 months and within 5 years	15	0	1.61	4.33
5 years and within 10 years	20	0	8.12	8.12
10 years and within 20 years	30	0	21.51	21.51
20 years and within 30 years	35	0	21.03	19.55
30 years and within 40 years	35	0	26.32	26.32
40 years and within 50 years	35	0	14.64	10.43
50 years and within 60 years	15	0	0.62	0.00
60 years and within 70 years	5	0	0.00	0.00

Treasury Investment Policy

54. The Council has regard to the CIPFA Treasury Management Code and also complies with Welsh Government guidance on Treasury investments. The Council's investments include those arising from its own temporary cash balances as well as balances held from the activities of Joint Committees for which it is the Accountable body.
55. The Council recognises that given the nature of investments, a trade-off between security, liquidity and yield cannot be avoided i.e. there is risk of default. The Council's risk appetite for treasury investments is low and its current business model for financial assets for treasury management investments is to collect contractual cash flows as part of the prudent management of its financial affairs. It aims to achieve the optimum return on investments commensurate with proper levels of security and liquidity. Risk will be contained by ensuring:
- All investments and repayments are in sterling.
 - Investment instruments identified for use in the financial year are listed under 'Specified' investments and 'non-Specified' investment categories, dependant on their complexity and risk.
 - A list of highly credit worthy counterparties with whom to invest is created and monitored.
 - Diversification of approach, investment product and counterparties are sought where possible to avoid concentration of risk.
 - Any set limits are implemented with immediate effect following approval of this Treasury Management Strategy by the Council.
 - Continual monitoring of treasury activities with the categories of investments that may be used, the credit criteria and associated limits in determining with whom to invest and timing of decisions being delegated to the S151 Officer.
56. The Markets in Financial Instruments Directive (MiFID II) was implemented from 3 January 2018. Where requested by counterparties to do so, the Council has opted up to be classed as a 'professional' client following the submission of qualitative and quantitative information on its treasury activities.
57. Understanding and managing Economic, Social and Governance (ESG) risk is important to the Council and can play an important part in long term investments decision making. However, the key aim for the treasury management of short-term temporary cash balances is Security, Liquidity and then Yield. Credit ratings agencies also incorporate ESG risks alongside more traditional financial risk metrics when assessing counterparty ratings, which the Council uses to determine with whom to invest.

Treasury Investment Strategy

58. The Council will retain access to a range of products and organisations available to manage short term investment balances and to achieve diversification. It uses Welsh Government guidance and judgements to define products available for use as specified or non-specified and sets credit criteria to mitigate credit risk. These are defined in the sections below. Any funds held by the Council on behalf of joint committees

Treasury Management Investments

will be managed in accordance with this strategy and segregated where possible to avoid adverse impacts on Cardiff Council's own performance. This is particularly the case for the Cardiff Capital Region City Deal funds held at part of investments at 31 December 2021, which total c £43 million. A full move to a Corporate Joint Committee is to be considered during 2022/23, where such an entity would manage its own funds.

59. Financial institutions entered the pandemic with strong balance sheets predominantly a result of regulatory changes imposed on banks following the Financial Crisis. All three rating agencies have reviewed banks around the world with similar results in many countries of most banks being placed on Negative Outlook, in some cases these now being reversed.
60. The ability to change credit criteria and the approach to investments is delegated to the S151 Officer. This allows a prompt response to uncertainties in financial markets, with the Council being kept informed of significant changes through the various reports it receives on treasury activities during the course of the year.
61. The Council aims to have sufficient liquid funds to ensure it does not become a forced borrower for a significant period of time at rates in excess of what may be earned on such investments. Short term cash flow forecasts and a longer-term balance sheet review is undertaken as part of the calculation of Prudential Code indicators to determine maximum periods for investments.

Specified Investments

62. A specified investment is defined as one:
 - which is in straightforward easily understood low risk products
 - not involving corporate share or loan capital
 - where the principal sum to be repaid at maturity is the same as the initial principal sum invested.
63. Specified investments may comprise up to 100% of the Council's total investments.

Instruments approved for use	Minimum Credit Criteria
Term deposits – UK government and other Local Authorities	Assumed Government Guarantee
Term deposits – banks and building societies up to one year	Long-term A- /Short-term F1 or Government Equity Support

Non-Specified Investments

64. These are all other investments not meeting the definition of a specified investment which could be used in order to achieve diversification and manage liquidity needs. A maximum upper level of £90 million is to be set for non-specified investments including investments for greater than one year (**Required Prudential Indicator**).

Treasury Management Investments

Instruments approved for use	Min Credit Criteria	Max % of total investments	Max. maturity period
Term deposits – banks and building societies (with maturities in excess of 1 year)	Long-term AA- /Short-term F1+ or part nationalised	30	2 Years
Term deposits with variable rate and variable maturities in excess of 1 year e.g. structured investment products	Long-term AA- /Short-term F1+	10	2 Years
Certificates of Deposit	Long-term AA- /Short-term F1+	10	Maximum 2-year duration
UK Government Gilts and Gilt funds	Assumed Government Guarantee	40	Maximum 3-year duration
Treasury Bills	Assumed Government Guarantee	40	6 months
Collective Investment Scheme structures – Constant as well as Low Volatility Money Market Funds	AAA – (Fitch, Moody's or S&P)	100	Liquid
Collective Investment Scheme Structures – Ultra Short Dated Bond Funds	AAA - (Fitch, Moody's or S&P)	20	Liquid
Collective Investment Scheme Structures - Government Bond Funds, Corporate Bond Funds, Gilt Funds and Floating Rate Notes	AA-	10	Weighted Average Maturity 3 years

65. The Council can utilise collective investment funds which pool together investments in a diversified portfolio of products and sectors. These may include short-term money market instruments such as bank deposits, certificates of deposit, government guaranteed bonds, corporate bonds and commercial papers, together with a weighted average maturity of up to 60 days. It should be noted that any such funds are triple A rated and allow instant access.

Security / Creditworthiness Policy

66. The Council uses Fitch credit ratings as a basis for assessment of credit worthiness of institutions it will invest with. Changes in the criteria and decisions with whom to invest are delegated to the S151 Officer. Commercial organisations (counterparties) on its approved list will have at least the short-term credit rating of F1 and be authorised institutions within the meaning of the Financial Services and Markets Act 2000. The rating F1 infers “Highest Credit Quality” - the strongest capacity for timely payment of financial commitments.
67. Whilst Fitch ratings form the basis of the Council's threshold criteria, the Council will also have regard to the following when determining with whom to invest:

Treasury Management Investments

- rating updates provided by treasury advisors in respect of all three credit rating agencies, as well as other market data
- media reports as well as sovereign credit ratings. No minimum sovereign rating is applied to the UK, however for non-UK based institutions the minimum Fitch sovereign rating is AA-
- the informed judgement of treasury staff and treasury management advisors after consideration of wider economic factors
- financial sector and country exposure
- the extent to which organisations who do not meet the above criteria, are nationalised.

68. Local authorities usually do not have a credit rating but are expected to assume the UK Sovereign rating. In accordance with the Local Government Act 2003, a person lending money to a local authority shall not be bound to enquire whether the authority has power to borrow the money and shall not be prejudiced by the absence of any such power. All loans are secured on future revenues of local authorities, and this includes the ability to take legal action if any debts are not repaid. Inter local authority lending is an option that continues to be available as part of the strategy proposed.

69. The Council's lending list for direct investment in an organisation is based on the following credit criteria, with the maximum limit for direct investment in any one group of related companies, whether ring fenced or otherwise, being £20 million:

Fitch Ratings (minimum)	Long term	Short term	Limit £m
Overnight to three months	A-	F1	6
Overnight to one year	A	F1	12
Overnight to two years	AA-	F1+	15
Money Market Funds	AAA	n/a	12
UK Part Nationalised Banks overnight to two years	n/a	n/a	20

70. Where treasury advisors recommend a shorter duration than would be allowed in accordance with Fitch criteria above, then the shorter period is adhered to.

The Council's current list of approved counterparties is shown below:

	£m	Duration
Australia AAA		
Australia and New Zealand Banking Group	12	1 year
Commonwealth Bank of Australia	12	1 year
National Australia Bank	12	1 year
Canada AA+		
Canadian Imperial Bank of Commerce	15	2 years
National Bank of Canada	12	1 year
Toronto Dominion Bank	15	2 years
France AA		
Credit Industriel et Commercial	12	1 year
Societe Generale	6	3 Months

Treasury Management Investments

Germany AAA

Bayerische Landesbank	6	3 Months
DZ Bank (Deutsche Zentral-Genossenschaftsbank)	15	2 years
Landesbank Hessen-Thuringen Girozentrale	12	1 year

Netherlands AAA

Cooperatieve Rabobank U.A.	12	1 year
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Singapore AAA

Development Bank Singapore	15	2 years
Oversea Chinese Banking Corporation	15	2 years
United Overseas Bank	15	2 years

Sweden AAA

Skandinaviska Enskilda Banken	15	2 years
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Switzerland AAA

UBS AG	15	2 years
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U.K AA-

Barclays Bank (NRFB)	12	1 year
Goldman Sachs International Bank	12	1 year
Handelsbanken	15	2 years
HSBC Bank plc (RFB)	15	2 years
Santander UK plc	12	1 year
SMBC Bank International Plc	12	1 year
Standard Chartered Bank	12	1 year
Bank of Scotland (RFB)	12	1 year
Lloyds Bank (RFB)	12	1 year
National Westminster Bank (RFB) *	20	2 years
Royal Bank of Scotland (RFB)	20	2 years
Coventry BS	6	3 months
Leeds BS	6	3 months
Nationwide BS	12	1 year
Skipton BS	6	3 months
Yorkshire BS	6	3 months
UK Local Authority (Per Authority)	15	2 Years
Debt Management Agency Deposit Facility	n/a	6 months

Money Market Funds

Aberdeen Liquidity Fund	12	Liquid
BlackRock ICS Sterling Fund	12	Liquid
Deutsche Managed Sterling Fund	12	Liquid
Goldman Sachs Sterling Reserves Fund	12	Liquid
HSBC GBP Liquidity	12	Liquid
Insight Sterling Liquidity Fund	12	Liquid
JPMorgan GBP Liquidity LVNAV	12	Liquid
LGIM Sterling Liquidity Fund	12	Liquid

* In respect of the Council's Day to day banking provider, there is a risk that the counterparty limit would be exceeded for a short period on receipt of unexpected funds.

71. The above list has been determined having regard to current participation in the financial markets and brokerages, sovereign countries whose banks we would be content to use and selecting some of their highest rated organisations.
72. The credit ratings of financial institutions are monitored regularly through use of the treasury management advisor's credit service. If a downgrade results in the counterparty or investment scheme no longer meeting the Council's criteria, its further use for new investment will be withdrawn immediately. Investments already held with that counterparty will be reviewed and options to call back funds before maturity would be investigated. It should be noted that any early repayment is only at the discretion of the borrower and often at a penalty.

73. On 20th December 2021, CIPFA issued updates to the Treasury Management Code and Prudential Code. Whilst the reporting requirements do not formally need to be adopted until 2023/24, the Codes are now in force and should be followed when decisions on capital expenditure, treasury, service and commercial investment are being taken. Specific changes that impact on Treasury Management Strategy will be considered during 2022/23, with responsibilities and approach to awareness raising, responsibility and implementation within Directorates to be set out.
74. The revised codes have the following implications which will need to be considered across all stakeholders:
- Clarify what CIPFA expects a local authority to borrow for and what they do not view as appropriate. This will include the requirement to set a proportionate approach to commercial and service capital investment.
 - Principles confirming that an authority must not borrow to invest primarily for financial return, apply with immediate effect.
 - A new requirement to clarify performance and reporting requirements for service and commercial investment, (especially where supported by borrowing/leverage).
 - Address Environmental, Social and Governance (ESG) issues within the Capital Strategy.
 - Require implementation of a policy to review commercial property, with a view to divest where appropriate.
 - Create new Investment Practices to manage risks associated with non-treasury investment (similar to the current Treasury Management Practices).
 - A requirement for the Council to adopt a new debt liability benchmark treasury indicator to support the financing risk management of the Capital Financing Requirement.
 - Ensure that any long-term treasury investment is supported by a business model.
 - A requirement to effectively manage liquidity and longer-term cash flow requirements.
 - Amendment to Treasury Management Practice 1 to address ESG policy within the treasury management risk framework.
 - Amendment to the knowledge and skills register for individuals involved in the treasury management function - to be proportionate to the size and complexity of the treasury management conducted by the council.
 - All investments and investment income to be attributed to one of the following three purposes: -
 - Treasury management
Arising from the organisation's cash flows or treasury risk management activity
 - Non-Treasury Management - Service delivery
Investments held primarily and directly for the delivery of public services including housing, regeneration and local infrastructure.
 - Non-Treasury Management - Commercial return
Investments held primarily for financial return with no treasury management or direct service provision purpose.

75. In addition to treasury management investment activity, local authorities can utilise their powers to borrow in order to undertake capital expenditure and invest in other financial assets. Such activity can include:
- Service Investments - loans supporting service outcomes, investment in or loans to subsidiaries, and investment in existing commercial property holdings either to maintain them or increase value or
 - Investment assets bought primarily for yield (Financial Return) - An 'investment asset' could be a property asset, or interest or right that generates a balance sheet asset (such as, but not limited to a loan, sale and leaseback agreement). As it has been 'bought primarily for yield', the asset serves no direct policy purpose linked to the authority's core functions but has been acquired primarily because it would generate an income stream for the authority, which would most often (but not exclusively) be used to support wider service spending. Examples of such assets is included in the glossary.
76. Whilst these investments impact on treasury management activity, they are managed outside of this Treasury Management Strategy and approved separately as part of the Council's Capital expenditure plans arising from its Capital Strategy. Regulator concerns in relation to the extent of this activity have resulted in the recent updates to CIPFA professional Codes of Practice including the Treasury Management Code. Whilst no national monetary, financial or other controls or limits are in place currently, regulations have been updated to ensure the risks and implications of such activities are clearly governed and understood over a long-term period.
77. The most significant investments currently held by the Council and managed outside of normal treasury management activity are the Council's 100% shareholding in Cardiff Bus, the Council's investment properties, which include various historic freeholds within the City held for income generation or capital appreciation.
78. Proposals for such investments would need to form part of the Council's Capital Strategy and Capital Programme. Investment for non-treasury management purposes requires careful investment management and should be managed as part of agreed processes considering monitoring, decision making and reporting. This will include an appropriate investment management and risk management framework, making it explicit in any decision making:
- The powers under which investment is made.
 - The governance process including arrangements in place to ensure appropriate due diligence to support decision making.
 - The extent to which capital invested is placed at risk and any rewards over a long-term horizon such as 20-30 years.
 - Proportionality of any income to the overall resources available to the Council
 - The impact of potential losses on financial sustainability.
 - The methodology and criteria for assessing performance and changes to market and other conditions.
 - How knowledge and skills in managing such investments is arranged and that these are monitored, reported and highlighted explicitly in the decision making process and due diligence.

79. Where investment is undertaken in assets primarily for yield, these investments should be proportional to the level of resources of the authority, but it should be noted, that if undertaking such investments, the Council would not be able to borrow from the PWLB for this and any other capital expenditure within its programme.
80. This emphasises the importance of the Council's S151 (Responsible Finance) Officer role in ensuring the governance of, risk assessment, informing, reviewing and reporting decisions being made in relation to both Treasury and Non-treasury Investments.

The Treasury Function

81. Treasury management activities are delegated to the S151 Officer and detailed Treasury Management Practices are in place and updated regularly setting out the approach to risk management, reporting, responsibilities and controls. Controls and processes in the Treasury function are subject to a more frequent periodic internal audit.
82. The Treasury function performs a key role including ensuring that sufficient funds are available to meet the Council's financial commitments and is often the payment mechanism of last resort. The requirements to meet high standards, accuracy and governance requirements are significant for a small specialist team. Contingency plans in terms of access to bank and systems were trialled and implemented early (pre the national lockdown in March 2020), demonstrating and allowing continuity of service provision remotely.
83. As highlighted above in the updates to the CIPFA Codes, Treasury Management activities continue to be the subject of regulatory change as well as the complexity of the Council's activities. These challenges and approach to implementing and sustaining changes, continue to test skills and resilience, something that will continue to be monitored closely by the S151 Officer.
84. Treasury staff directly and regularly involved in borrowing and lending activities are provided access to a wide range of training. This includes seminars and workshops organised by treasury advisors bringing together practitioners from different authorities; seminars organised by CIPFA and other national bodies; regular contact with a client relationship manager as well as their briefing notes and articles. Staff responsible for treasury activity on a day-to-day basis have a recognised accountancy qualification and are encouraged to undertake relevant treasury management training.
85. Governance and Audit Committee Members who are responsible for reviewing and seeking assurance on treasury management activities have also been provided with the opportunity for specific internal and external training. The development of further training will be informed by individual and collective Governance and Audit Committee self-assessments.

Glossary of Terms

Bank Rate

The rate of interest set by the Bank of England as a benchmark rate for British banks.

Bonds

A long-term debt security issued by a company, a financial institution, a local authority, national government or its affiliated agencies. It represents an undertaking to repay the holder the fixed amount of the principal on the maturity date plus a specified rate of interest payable either on a regular basis during the bond's life (coupon) or at maturity.

Borrowing

Loans taken out by the authority to pay for capital expenditure or for the prudent management of the Council's financial affairs, which are repayable with interest.

Capital Expenditure

Capital expenditure pays for improvements to existing and new assets used in the delivery of Council services as well as other items determined by Regulation. Capital resources are scarce, costly and also have long term revenue implications over many years and even generations where capital expenditure is funded by borrowing. Hence the requirement of the Prudential Code to ensure what is charged as Capital Expenditure is Prudent, Sustainable and Affordable.

The statutory definition of capital expenditure is given in the Local Government Act 2003, the Local Authorities (Capital Finance) Regulations 2003 and 2004 as amended. Statute relies on the accounting measurement of cost in International Accounting Standard (IAS) 16 to determine whether expenditure is eligible to be capitalised or whether it should be treated as revenue expenditure. Key to what is eligible as capital spend are the following words in IAS 16 - 'Costs directly attributable to bringing the specific asset into working condition for its intended use'.

Capital Financing Requirement (CFR)

An authority's underlying need to borrow for a capital purpose. It measures capital expenditure incurred but not yet financed by the receipt of grants, contributions and charges to the revenue account.

Movement	Opening Capital Financing Requirement (CFR)
+	Capital expenditure incurred in year
-	Grants, contributions, reserves and receipts used for capital expenditure
-	Prudent Minimum Revenue Provision and Voluntary Provision
=	Closing Capital Financing Requirement (CFR)

Capital Market

A market for securities (debt or equity), where companies and governments can raise long-term funds (periods greater than one year). The raising of short-term funds takes place on other markets (e.g. the money market).

Capital Programme

The Capital Programme sets out the Council's capital expenditure plans for the forthcoming financial year as well as for the medium term. It is approved annually at Council and identifies the estimated cost of those schemes, their projected phasing over financial years as well as the method of funding such expenditure.

Certificates of Deposits (CDs)

A certificate issued for deposits made at a deposit-taking institution (generally a bank). The bank agrees to pay a fixed interest rate for the specified period of time and repays the principal at maturity. CDs can be purchased directly from the banking institution or through a securities

Glossary of Terms

broker. An active interbank secondary market exists to buy and sell CDs.

Chartered Institute of Public Finance & Accountancy (CIPFA)

CIPFA is the professional body for accountants in public finance. As a specialised public services body, it provides information, guidance, and determines accounting standards and reporting standards to be followed by Local Government.

Collective Investment Scheme Structures

Schemes whereby monies from a number of investors are pooled and invested as one portfolio in accordance with pre-determined objectives.

Corporate Bonds

Bonds that are issued by a company or other non-government issuers. They represent a form of corporate debt finance and are an alternative means of raising new capital other than equity finance or bank lending.

Counterparty

One of the parties involved in a financial transaction with whom the Council may place investments.

Counterparty / Credit Risk

Risk that a counterparty fails to meet its contractual obligations to the Council to repay sums invested.

Credit Criteria

The parameters used as a starting point in considering with whom the Council may place investments, aimed at ensuring the security of the sums invested.

Credit Default Swaps

A financial transaction which the buyer transfers the credit risk related to a debt security to the seller, who receives a series of fees for assuming this risk. The levels of fees reflect the perceived level of risk.

Credit Rating

A credit rating assesses the credit worthiness of an individual, corporation, or even a country. Credit ratings are calculated from financial history and current assets and liabilities. Typically, a credit rating tells a lender or investor the probability of the subject being able to pay back a loan. Ratings usually consist of a long-term, short term, viability and support indicators. The Fitch credit rating of F1 used by the Council is designated as “Highest Credit Quality” and indicates the strongest capacity for timely payment of financial commitments.

Debt Management Account Deposit Facility (DMADF)

The Debt Management Office provides this service as part of its cash management operations and of a wider series of measures designed to improve local and central government’s investment framework and cash management. The key objective of the DMADF is to provide users with a flexible and secure facility to supplement their existing range of investment options while saving interest costs for central government.

Debt Restructuring

Debt restructuring is a process that allows an organisation to reduce, renegotiate and undertake replacement debt.

Diversification of Investments

The process of creating a portfolio of different types of financial instruments with regard to type, price, risk issuer, location, maturity, etc. in order to reduce the overall risk of the portfolio as a whole.

Duration (Maturity)

The length of time between the issue of a security and the date on which it becomes payable.

External Borrowing

Money borrowed from outside of the Council.

Financial Instrument

Any contract that gives rise to a financial asset of one entity and a financial liability or equity instrument of another. Typical financial liabilities are borrowing and financial guarantees. Typical financial assets include bank deposits, amounts owed by customers, loans receivable and investments.

Fitch Credit Ratings

A commercial organisation providing an opinion on the relative ability of an entity to meet financial commitments, such as interest, preferred dividends, repayment of principal, insurance claims or counterparty obligations. The opinion is usually provided in the form of a credit rating.

Fixed Rate

An interest rate that does not change over the life of a loan or other form of credit.

Floating Rate Notes

A money market security paying a floating or variable interest rate, which may incorporate a minimum or floor.

Four Clauses of Treasury Management

In compliance with the First Clause, this Council will create and maintain, as the cornerstones for effective treasury management:

- A treasury management policy statement, stating the policies, objectives and approach to risk management of its treasury management activities.
- Suitable Treasury Management Practices (TMPs), setting out the manner in which the organisation will seek to achieve those policies and objectives, and prescribing how it will manage and control those activities.

In compliance with the Second Clause, this Council will receive reports on its treasury management policies, practices and activities, including, as a minimum, an annual strategy in advance of the year, a mid-year review and an annual report after its close, in the form prescribed in its TMPs.

In compliance with the Third Clause, this Council delegates responsibility for the implementation and regular monitoring of its treasury management policies and practices to the Cabinet, and for the execution and administration of treasury management decisions to the Corporate Director Resources in accordance with existing delegations, who will act in accordance with the organisation's policy statement, TMPs and CIPFA's Standard of Professional Practice on Treasury Management.

Glossary of Terms

In compliance with the Fourth Clause, this Council requires the scrutiny of the accounting, audit and commercial issues of its Treasury Management Strategy and Practices to be undertaken by the Council's Audit Committee due to the technical nature of the documents.

Fraud / Error Risk

Risk of losses being incurred as a result of fraud, error or corruption in treasury management and failure to institute adequate systems, procedures and other arrangements to prevent irregularities.

Housing Revenue Account (HRA)

The HRA is an account of expenditure and income that every local authority housing department must keep in accordance with the Local Government & Housing Act 1989. The account is kept separate or ring fenced from other Council activities. Income is primarily generated by the rents and service charges paid by tenants, while expenditure is on the management and maintenance of the housing stock, and capital financing charges on the HRA's outstanding loan debt.

Interest Rate Risk

Risk that fluctuations in interest rates could impose extra costs against which the Council has failed to protect itself adequately.

Internal Borrowing

Money borrowed from within the Council, sourced from temporary internal cash balances.

Investment assets bought primarily for yield

Assets that serve no direct policy purpose but are held primarily to generate an income. An 'investment asset' could be a capital or property asset, or interest or right that generates a balance sheet asset (such as, but not limited to a loan, sale and leaseback agreement). As it has been 'bought primarily for yield', the investment asset would serve no direct policy purpose linked to the authority's core functions but has been acquired primarily because it would generate an income stream for the authority, which would most often (but not exclusively) be used to support wider service spending.

Investment assets bought primarily for yield would usually have one or more of the following characteristics: a. buying land or existing buildings to let out at market rate b. buying land or buildings which were previously operated on a commercial basis which is then continued by the local authority without any additional investment or modification c. buying land or existing buildings other than housing which generate income and are intended to be held indefinitely, rather than until the achievement of some meaningful trigger such as the completion of land assembly d. buying a speculative investment asset (including both financial and non-financial assets) that generates yield without a direct policy purpose.

Lender Option Borrower Option Loans (LOBOs)

Loans to the Council where the lender can request a change in the rate of interest payable by the Council at pre-defined dates and intervals. The council at this point has the option to repay the loan.

Liquidity

The ability of the Council to meet its financial obligations as they fall due.

Market Loans

Borrowing that is sourced from the market i.e. organisations other than the Public Works Loan Board or a Public Body.

Glossary of Terms

Medium Term Financial Plan

Plan outlining the financial strategies and actions that are envisaged by the Council in the medium term regarding the budget.

Markets in Financial Instruments Directive (MiFID)

EU legislation that regulates firms who provide financial instrument services. MiFID was applied in the UK from November 2007 but was revised with changes taking effect from **3 January 2018** (MiFID II).

The aim is to ensure financial institutions undertake more extensive checks on their client's suitability for investment products. Organisations undertaking investments will be either classified as 'retail' or 'professional'.

MiFID II requires all Local Authorities to be initially treated as "retail clients" unless they "opt up" to a "professional client". The assumption being that retail clients require a greater level of due diligence and support for investment decision making. Financial institutions will owe a greater duty of care to retail clients, however, they will have no greater financial protection than professional clients.

Minimum Revenue Provision (MRP)

This is the amount which must be charged to the authority's revenue account each year and set aside as provision for repaying external loans and meeting other credit liabilities. The prudent amount is determined having regard to guidance issued by WG. This has the effect of reducing the Capital Financing Requirement (CFR).

Money Market

The market for short-term securities or investments, such as certificates of deposit, commercial paper or treasury bills, with maturities of up to one year.

Money Market Funds

An investment fund which pools the investments of numerous depositors, spreading those investments over a number of different financial instruments and counterparties. Funds with a Constant Net Asset Value (CNAV) are those where the sum invested is the same on maturity, Low Volatility Net Asset Value (LVNAV) are those where any sum invested is likely to be the same on maturity. Funds with a Variable Net Asset Value (VNAV) are those where the sum on maturity could be higher or lower due to movements in the value of the underlying investments.

Net Asset Value (NAV)

The market value of an investment fund's portfolio of securities as measured by the price at which an investor will sell a fund's shares or units.

Pooling

The process whereby investments or loans are held corporately rather than for specific projects or parts of the Council, with recharges to those areas for their share of the relevant income and expenditure using an agreed methodology, where such a recharge is required to be made.

Prudential Code for Capital Finance

The system introduced on 1 April 2004 by Part 1 of the Local Government Act 2003 which allows local authorities to borrow without Government consent, provided that they can afford to service the debt from their own resources and that any such borrowing is prudent and sustainable. This requires the preparation and approval of various indicators.

Public Works Loans Board (PWLB)

The Public Works Loans Board is a statutory body operating within the United Kingdom Debt Management Office, an Executive Agency of HM Treasury. PWLB's function is to lend money

Glossary of Terms

from the National Loans Fund to local authorities and other prescribed bodies, and to collect the repayments.

Refinancing Risk

Risk that maturing borrowing or other financing of capital projects cannot be renewed on terms that reflect existing assumptions and that the Council will suffer extra costs as a result.

Regulatory Risk

Risk that actions by the Council or by any person outside of it are in breach of legal powers or regulatory requirements resulting in losses to the Council, or the imposition of extra costs.

Ring Fencing

The largest UK banks, (those with more than £25bn of retail / Small and Medium-sized Enterprise (SME) deposits), are required, by UK law, to separate core retail banking services from their investment and international banking activities. Whilst smaller banks with less than £25bn in deposits are exempt, they can choose to opt up. Several banks are very close to the threshold already and so may come into scope in the future regardless.

Ring-fencing is a regulatory initiative created in response to the global financial crisis. It mandates the separation of retail and SME deposits from investment banking, in order to improve the resilience and resolvability of banks by changing their structure. In general, simpler activities offered from within a ring-fenced bank, (RFB), will be focused on lower risk, day-to-day core transactions, whilst more complex and “riskier” activities are required to be housed in a separate entity, a non-ring-fenced bank, (NRF). This is intended to ensure that an entity’s core activities are not adversely affected by the acts or omissions of other members of its group.

Security

Protecting investments from the risk of significant loss, either from a fall in value or from default of a counterparty.

Sovereign Credit Ratings

The credit rating of a country. It indicates the risk level of the investing environment of a country, taking into account political risk and other factors.

Sterling

The monetary unit of the United Kingdom (the British pound).

Term Deposits

A term deposit is a money deposit at a banking institution that cannot be withdrawn for a certain "term" or period of time.

Treasury Management

The management of the organisation’s borrowing, investments and cash flows, its banking, money market and capital market transactions; the effective control of the risks associated with those activities; and the pursuit of optimum performance consistent with those risks.

Treasury Bills

Debt securities issued by a government with a short-term maturity of up to 6 months.

Glossary of Terms

UK Government Gilts

Fixed-interest debt securities issued or secured by the British Government. Gilts are always denominated in sterling though the Government occasionally also issues instruments in other currencies in the Eurobond market or elsewhere.

Variable Rate

An interest rate that changes in line with market rates.

Yield

The annual rate of return paid out on an investment, expressed as a percentage of the current market price of the relevant investment.

Appendix 1
CARDIFF COUNCIL BUDGET 2022/23
Support for the Corporate Plan and Future Generations

CORPORATE PLAN	2022/23 BUDGET <i>(includes 5 year capital expenditure, and additional revenue allocations for 2022/23 including one-off sums)</i>
CARDIFF IS A GREAT PLACE TO GROW UP	<ul style="list-style-type: none"> • £205m - 21st Century Schools Band B investment programme • £50.4m - Investment in the existing Schools estate • £8.4m - Net additional revenue support for Children's Services • £9.3m - Net additional revenue support for Schools • £0.5m - To fund a summer engagement programme for children and young people • £0.3m - For the Cardiff Commitment and to prepare for the new curriculum • £1.0m - For youth services, youth justice, and youth sport and physical activity • £2.2m - Capital investment in youth hubs • £3.3m - Capital investment in Right Homes Right Support Strategy for children and investment in children's respite provision and gateway accommodation for young people
CARDIFF IS A GREAT PLACE TO GROW OLDER	<ul style="list-style-type: none"> • £28.2m - Disabled adaptations to enable people to remain in their home (Adults & Children) • £5.0m - Independent Living Wellbeing Centre • £15.5m - Net additional revenue support for Adult Services
SUPPORTING PEOPLE OUT OF POVERTY	<ul style="list-style-type: none"> • Continued payment of the voluntary living wage to staff and support for its payment in the care sector • £0.2m - To continue the temporary expansion of the money advice team linked to the Pandemic • £0.4m revenue support for the Into Work Service
SAFE, CONFIDENT & EMPOWERED COMMUNITIES	<ul style="list-style-type: none"> • £419m - Capital investment in social housing, including new Council Homes • £3.8m - Capital investment in Leisure Centres • £9.8m - Capital investment in Neighbourhood Regeneration with £0.3m revenue support • £13.0m - Capital investment in parks, harbour infrastructure and playground equipment • £5.3m - Roath Park Dam flood mitigation • £0.4m - To support socially valuable bus routes • £0.5m - Sport development fund to help improve local sports facilities • £0.2m - To support community safety and violence prevention • £0.5m - Community engagement and safety in parks, including parks lighting
A CAPITAL CITY THAT WORKS FOR WALES	<ul style="list-style-type: none"> • £45.3m - Support for Cardiff Capital Region City Deal (CCRCD) Projects • £222m - Economic Development Initiatives (reflects significant developer funding contributions) • £37.4m - Investment in Highway Infrastructure Assets • £1.1m - Revenue support for localised highways and footways repairs • £0.7m - for City Recovery and Infrastructure, including additional capacity for planning, transport and business and investment.
POPULATION GROWTH IS MANAGED IN A RESILIENT WAY	<ul style="list-style-type: none"> • £12.8m - Energy sustainability and generation • £77.2m - To develop strategic cycle routes, improve transportation infrastructure and encourage active travel and sustainability, subject to grant funding • £11.6m - Capital support for recycling activity including a new recycling facility in the north of the city • £3.2m - For One Planet Cardiff Strategy match-funding (capital) • £0.4m - Revenue funding to support delivery of the One Planet Cardiff Strategy • £24.3m - To address flooding and coastal erosion • £0.3m - Revenue funding for edible playgrounds and to support Schools active travel • £0.5m - grant support for taxi drivers to transition to cleaner vehicles • £1.3m - Cleaner streets - additional cleansing & enforcement officers and Local Action Teams.
MODERNISING & INTEGRATING OUR PUBLIC SERVICES	<ul style="list-style-type: none"> • £4.2m - Investment in modernising ICT, improving business processes and core office strategy • £17.1m - Investment in non-schools buildings

Appendix 1
CARDIFF COUNCIL BUDGET 2022/23
Support for the Corporate Plan and Future Generations

The Five Ways of Working at the Heart of the Future Generations Act	
LONG TERM	<ul style="list-style-type: none"> • Long-term affordability of the capital programme - prudential & local indicators • Modelling a future budget outlook to understand how today's decisions and assumptions will affect the future shape of the budget • Identifying current and future risks and their potential financial impact • Carefully evaluating the Council's financial resilience and ensuring mechanisms are in place to protect this position • Highlighting that budget opportunities forgone in one year will have a cumulative effect over time • Savings that involve removal of services seen as a last resort • Capital investment directed to areas that support the Council's priorities and emerging issues
PREVENTION	<ul style="list-style-type: none"> • Exploring opportunities for strength based practice and preventing escalation of need – reflected in savings • Increasing the independence of individuals to live in their own homes and signposting to third sector organisations rather than institutionalised care • Carefully evaluating the use of finite resources to try and avoid deterioration of our existing assets, seeking options to relinquish them where feasible to avoid future costs • Revenue support to tackle homelessness and long term investment in new affordable housing
COLLABORATION	<ul style="list-style-type: none"> • Savings predicated upon working with others to continue to deliver services • Work with private and public partners to develop services and investment for the future to support the delivery of Capital Ambition objectives including the Capital Strategy • Support delivery of Cardiff Capital Region City Deal and Corporate Joint Committee
INTEGRATION	<ul style="list-style-type: none"> • Budget proposals are not considered in isolation, with consideration given to the potential impact of any decision on other council services, external partners and service users • Areas of integrated working include Health and Social Services, Community Safety, Regulatory Services and Third Sector • Integration between the key elements of the Financial Strategy (Budget, Capital Programme, Treasury Management Strategy, Capital Strategy, MTFP) as well as the Council's key priorities
INVOLVEMENT	<ul style="list-style-type: none"> • City wide consultation • Effort to engage with groups that have been traditionally less involved • Service user specific consultation on proposals where appropriate • Consideration of consultation feedback in drafting final budget proposal • Budget Scrutiny and engagement with key stakeholders – Schools Budget Forum, Trade Unions, staff

Capital Ambition - Policy Growth

Theme	Directorate	Outline	£000
Young People	Econ Dev.	<p>Youth Sport and Physical Activity- Introduction of Inclusion Officers</p> <p>The creation of five Inclusion Officer posts to supervise, co-ordinate, support and liaise with the sporting community to maximise use of both indoor and outdoor facilities, and engage young people in positive activity in areas of greatest need, these being Canton, Riverside, St Mellons, Trowbridge, Splott, Adamsdown, Tremorfa, Butetown, Grangetown, Llanrumney, Rumney, Careau & Ely.</p>	180
	Education	<p>Youth Services</p> <p>This investment, through a combination of recruitment and increased Youth Innovation Grants to partners, will increase the service's reach into communities, strengthening safeguarding support and delivering a sustainable workforce. Increased capacity will facilitate support for children and young people in communities across the city, including the most vulnerable. High areas of need will be identified and support provided, with particular focus on strengthening Outreach and street-based support, links between community partners to improve access for marginalised groups and increase Welsh language and bilingual youth work. Areas for investment will be further informed by the Youth Services Review.</p>	500
		<p>Youth Justice Service - Education Officer</p> <p>Funding to create the above post in order to:</p> <ul style="list-style-type: none"> • Strengthen the links between Education and Youth Justice. • Deliver improvement projects with key stakeholders to improve the educational achievement of young people in the Youth Justice system. 	50
		<p>Head of Virtual School for Looked After Children</p> <p>Funding to create the above post in order to:</p> <ul style="list-style-type: none"> • Support looked after children in Cardiff, placed in or out of county, to achieve the best possible outcomes in terms of their education and ensure they progress into Education, Employment or training post 16, further enhancing current practice. • Bridge Education and Children's Services to ensure the best outcomes for our looked after children. 	50
		<p>Cardiff Commitment</p> <p>This additional funding will be used to create four permanent posts, through which the service will be able to:</p> <ul style="list-style-type: none"> • Improve the offer available to the city's most vulnerable children and young people (including those with Additional Learning Needs and those educated other than at school (EOTAS)); • Improve the accessibility of post-16 education, training, and employment pathways; and • Reach a wider range of economic growth sectors. 	140
		<p>Child Friendly City</p> <p>Following the successful introduction of the Child Friendly City programme, this funding demonstrates the Council's ongoing commitment to a Child Rights Approach in Cardiff, ensuring the sustainable delivery of the programme's participation and engagement work over the long term, as required by the Wellbeing of Future Generations Act 2015. This work ensures that the views of Children and Young People are represented to local and national decision-making bodies and participation networks</p>	100

Theme	Directorate	Outline	£000
		<p>Data Strategy (Single View of Child Requirements) To deliver the Council's data strategy, with a focus on supporting decision making through a joined up approach to managing, sharing and analysing Council and Public Service data. Key strands of work relate to data and vulnerable children and young people and the development of a 'single view of the child' dashboard.</p>	205
Young People Total			1,225
Cleaner Streets	Recycling & Neighbourhood Services	<p>Street Scene Local Action Team (formerly known as Blitz Teams) The funding would take the Street Scene Local Action Teams to three in total. The teams focus on areas that require a deep cleanse (highways, lanes and parks) in order to enhance the local environment. Work includes clearing weeds, cutting back hedgerows, cleaning / painting street signs and utility boxes, replacement/repair of damaged litter bins, bike racks and benches along with removal of waste/fly tipping as required. There will be a joined approach with Estate Management Local Action Teams.</p>	250
		<p>Additional Cleansing and Enforcement Additional resources for street cleansing and enforcement, particularly to focus on residential areas that do not have Estate Management Local Action Teams, but which experience greater incidence of incorrect waste presentation/littering. Funding can provide additional street cleaners, particularly post waste collection, and targeted cleansing/education/enforcement action as needed to address street scene issues.</p>	452
	Housing & Communities	<p>Estate Management Local Action Team - Expansion</p> <ul style="list-style-type: none"> • The team works with residents encouraging them to take pride in where they live. Work focuses on cleanliness and enhancing the local environment including helping residents remove rubbish from gardens, working with local schools to promote anti-littering, cutting back overgrowth and providing support to vulnerable residents. • Areas currently covered - Butetown, Trowbridge, Fairwater, Tremorfa, Caerau, Llandaff North, Ely and Llanrumney. • The proposal is to create an additional estate management team in order to extend services into the following areas with Council Housing stock - Grangetown, Llanishen, Pentyrch, Pentwyn, Plasnewydd, Riverside, Rumney, Tongwynlais and Whitchurch. • The Estate Management teams would work closely with partners including schools, hubs and volunteering groups. Central to this would be a joint work programme with the Street Scene Local Action Teams (formerly known as Blitz Teams), to help deliver a cleaner Cardiff. This would see a deep cleanse of surrounding areas following the work outlined above. 	500
Cleaner Streets Total			1,202

Theme	Directorate	Outline	£000
Community Improvement & Safety	Performance & Partnerships	Situational Response to Community Safety Issues Supporting the Council's and partners approach to improving community safety and tackling anti-social behaviour and violence prevention initiatives. This will include expanding the multi-agency problem solving approach to tackling anti-social behaviour hot-spots that was successfully piloted in 2021/22.	100
		Violence Prevention, with focus on vulnerable young people: To develop the Council and partner approach to violence prevention, with focus on vulnerable young people. This will include the development and delivery of the new statutory Violence Prevention strategy and initiatives, and delivery of a cross-Council and public service preventative approach to safeguarding young people.	82
		Bilingual Cardiff Strategy The establishment of a Bilingual Cardiff Policy Officer post to provide enhanced policy advice and assurance of compliance across Council services, with a focus on Education and Services for young people. This post will support the delivery of the Bilingual Cardiff Strategy 2022-27, the Welsh in Education Strategic Plan, and responds to the recommendation of the independent review of the Bilingual Cardiff Strategy 2017-22.	53
		Race Equality Task Force To lead on the Council's response to the recommendations of the Race Equality Task Force, whose final report will be presented to Council in March 2022.	50
	Economic Development	Community engagement and safety in parks The funding will provide additional capacity to support community engagement and safety in parks, specifically: <ul style="list-style-type: none"> • A Parks Community Liaison Officer to increase the service's interface with South Wales Police, and involvement in respect of safety in parks. • Two additional Community Park Ranger Staff • A Friends Group Support Officer to support emerging friends groups, increase volunteer activity, submit grant applications and support the emerging interest in the National Park City, Cardiff Movement. 	197
		Repair and maintenance of parks infrastructure Additional revenue maintenance budget for parks infrastructure including in relation to footpaths, gates, fences, signs and site furniture.	60
	Housing & Communities	Neighbourhood Regeneration Team Restructure The proposed restructure would: <ul style="list-style-type: none"> • Increase bid writing/funding capacity to maximise further funding opportunities. • Strengthen the team with further skills in urban and building design work. • Provide support to other Council teams to understand, design and deliver their capital projects. • Increase work with external delivery partners such as CAVUHB, to deliver shared aims around bringing together services such as combined Health & Wellbeing Hubs 	319
Community Improvement & Safety Total			861

Theme	Directorate	Outline	£000
One Planet Cardiff	Planning, Transport & Environment	One Planet Cardiff Delivery <ul style="list-style-type: none"> The 2021/22 Budget included temporary funding for four key posts to support the project delivery of schemes identified in One Planet Cardiff. This funding places those posts on a permanent basis. 	216
		One Planet Cardiff Delivery <p>The funding will drive forward the One Planet programme by:</p> <ul style="list-style-type: none"> Enabling a full understanding of how Council buildings and facilities are being used, developing strategies to change. Developing a service road map to become a fully green Council and Partner organisations. Undertaking focussed engagement across the Council and Partners to ‘win hearts and minds’ – changing behaviours (e.g. bespoke surveys, training initiatives and monitoring around waste or travel). Developing a parallel programme of engagement and behaviour change across the City. 	200
	Education	School Active Travel <p>Permanent funding for two posts to:</p> <ul style="list-style-type: none"> Co-ordinate activities to support travel behaviour change and improve active travel infrastructure in and around school sites. Provide focussed support to schools with Active Travel Plan implementation. Project-manage small infrastructure schemes e.g. active travel/safety improvements. Collaborate with key external partners (WG, Public Health Wales, Regional Partnerships and the third sector) as well as with other Council departments to support active travel behaviour change and infrastructure programmes. 	103
One Planet Cardiff Total			519

Theme	Directorate	Outline	£000
City Recovery & Infrastructure	Planning, Transport & Environment	Highways - Carriageways and Footways To place on a permanent basis additional funding to support highway repair. This includes the repair of defective carriageways to improve network condition, safety and accessibility, and footway improvements to improve safety and complement the Active Travel agenda. Work would be prioritised taking into account condition, network hierarchy and demand, with an annual allocation for the city centre.	1,000
		Transport team - Additional Staffing The funding will place on a permanent basis additional capacity to support delivery of ambitions in the Transport White Paper and active travel agenda. The posts will lead on support for future cycleways, city centre schemes, cross city bus corridors, design of new signalised traffic junctions, configuration of existing junctions to tie into new scheme designs - Smart Corridors, and delivery of multiple intelligent transport system solutions.	219
		Additional Planning Team Capacity Additional planning posts to support: <ul style="list-style-type: none"> • The statutory planning function, One Planet Actions, statutory Biodiversity and Resilience of Ecosystems Duty (BRED), and extra requirements in planning applications. • The delivery and implementation of the City Recovery Strategy, and associated actions including site master planning, policy development and projects. 	164
	Economic Dev.	Economic development capacity The re-establishment of a Business and Investment Team to provide sector specialism, research capacity and an apprenticeship opportunity. The roles would support project development, indigenous business support and the attraction of external investment.	205
		City Centre Management Additional Staffing Funding to provide additional city centre stewarding as outlined in the City Recovery Strategy. This would be part of establishing a wider Joint Enforcement Team to provide greater ability to manage city centre issues in conjunction with city centre partners.	105
City Recovery & Infrastructure Total			1,693
TOTAL			5,500

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Appendix 3 (a)

CARDIFF COUNCIL: FEES AND CHARGES 2022/23

		<i>Price changes are based on a review of costs and market conditions</i>					
No.	Income Source	Current Charge	Proposed Price Change	% Change	Effective Date	Comment	
Economic Development							
Charges in respect to filming in the City							
1	Charges in respect to filming in the City	£100.00 - £250.00	Nil	Nil	1 April 2022	No proposed increase	
Workshop Rents							
2	Workshop Rents	See Comment			1 April 2022	Subject to condition of lease. Rents reviewed on a commercial basis.	
Land and Building Rents							
3	Land and Building Rents	See Comment			1 April 2022	Subject to condition of lease.	
Business Development							
4	Loan Administration Fee - one off payment	£250.00	Nil	Nil	1 April 2022	No proposed increase	
5	Equity Administration - one off payment	£1,000.00					
Venues							
6	Commercial Catering	Various	Various	5.00%	1 April 2022	The proposed increase is 5% on catering charges	
St David's Hall							
7	Auditorium Hire		Nil	Nil	1 April 2022	No proposed increase	
	• Standard Hire						
	- Morning or Afternoon	£2,590.00					
	- Evening	£5,761.00					
	- Full Day	£8,351.00					
	• Concessionary Hire						
	- Morning or Afternoon	£2,072.00					
	- Evening	£4,609.00					
	- Full Day	£6,681.00					
	8	Lefel 1 Studio - Per session - Standard & Concessionary					£272.00
	9	Level 2 Foyer - Per session					£190.00
	10	Level 3 - Per session - AM, PM or Evening					£428.00
	11	Daystage (Level 3) - Evening					£1,175.00
	12	Ivor Novello Room - AM, PM or Evening					£92.00
	13	Viscount Tonypandy Room - AM, PM or Evening					£92.00
	14	Green Room - AM, PM or Evening					£211.00
	15	St Asaph Room - AM, PM or Evening					£211.00
	16	Ticket postage fee					£1.50
	17	Cloakroom charge					£1.00
	18	Resale of tickets					20% of ticket value
	19	Issuing ticket duplicates for lost tickets					£2.50
	20	Purchase of ticket from being on Waiting List					£2.50
	21	Exchange ticket to another performance					£2.00
	22	Ticket Protection					£1.85
23	Friend of St David's Hall - With Digital brochure	£20.00					
24	Friend of St David's Hall - With Digital & printed brochure	£25.00					
25	Group discounts	Various - See Comment				Negotiated with promoters	
26	Programme price	Various - See Comment				Programme prices are set by promoters	
Cardiff Castle							
27	Cardiff Castle Gift Shop	Various	Nil	Nil	1 April 2022	No proposed increase	
28	Castle Key	£7.00					
29	Cardiff Castle Tours	£3.90	£0.10	2.56%		The proposed new charge is £4.00	
30	Castle Banquet	£49.95	£4.05	8.11%		The proposed new charge is £54.00	
31	Castle Room Hire	£675.00	£25.00	3.70%		The proposed new charge is £700.00	

Appendix 3 (a)

No.	Income Source	Current Charge	Proposed Price Change	% Change	Effective Date	Comment
City Hall / Mansion House						
32	Assembly Room Hire • Mon to Fri (6 hours) • Weekends, Evenings & Bank Holidays (6 hours)	£1,900.00 £2,500.00	£50.00 £100.00	2.63% 4.00%	1 April 2022	The proposed new charges are: • Mon to Fri (6 hours) £1,950.00 • Weekends, Evenings & Bank Holidays (6 hours) £2,600
33	Marble Hall Hire • Mon to Fri (6 hours) • Weekends, Evenings & Bank Holidays (6 hours)	£1,700.00 £1,700.00	£50.00 £50.00	2.94% 2.94%		The proposed new charges are: • Mon to Fri (6 hours) £1,750.00 • Weekends, Evenings & Bank Holidays (6 hours) £1,750.00
34	Lower Hall Hire • Mon to Fri (6 hours) • Weekends, Evenings & Bank Holidays (6 hours)	£1,150.00 £1,800.00	£50.00 £50.00	4.35% 2.78%		The proposed new charges are: • Mon to Fri (6 hours) £1,200.00 • Weekends, Evenings & Bank Holidays (6 hours) £1,850.00
35	Ferrier Hall Hire • Mon to Fri (4 hours) • Weekends, Evenings & Bank Holidays (4 hours)	£390.00 £600.00	£10.00 £20.00	2.56% 3.33%		The proposed new charges are: • Mon to Fri (4 hours) £400.00 • Weekends, Evenings & Bank Holidays (4 hours) £620.00
36	Council Chamber Hire • Mon to Fri (4 hours) • Weekends, Evenings & Bank Holidays (4 hours)	£330.00 £500.00	£10.00 £20.00	3.03% 4.00%		The proposed new charges are: • Mon to Fri (4 hours) £340.00 • Weekends, Evenings & Bank Holidays (4 hours) £520.00
37	Syndicate Rooms Hire • Mon - Fri (Full Day) • Weekends, Evenings & Bank Holidays (4 hours)	£430.00 £360.00	£20.00 £20.00	4.65% 5.56%		The proposed new charges are: • Mon to Fri (Full Day) £450.00 • Weekends, Evenings & Bank Holidays (4 hours) £380.00
38	All City Hall Room Hire - Discounted for Registered Charities	30%	Nil	Nil		No proposed increase
39	Mansion House Hire • 4 hour session • Evening 6 hour session	£550.00 £1,050.00	£20.00 £50.00	3.64% 4.76%		The proposed new charges are: • 4 hour session £570.00 • Evening 6 hour session £1,100.00
40	Mansion House Hire Charges - discount for registered charities	20%	Nil	Nil		No proposed increase
Cardiff Caravan & Camping Park Charges						
41	Pitches (Other than during events) per night • Maximum 2 Adults or Family (2 adults, 2 children) - With electric - Without electric • Single Occupancy - With electric - Without electric • Hiker	£32.00 £28.00 £27.00 £24.00 £20.00			1 April 2022	No proposed increase
42	Pitches (During events) per night • Maximum 2 Adults or Family (2 adults, 2 children) - With electric - Without electric	£40.00 £35.00				
43	Additional Person charge per night • Child • Adult • Adult (Events)	£4.00 £10.00 £15.00	Nil	Nil		
44	Extra Vehicles	£10.00				
45	Calor Gas • Propane - 3.9kg bottle - 6.0kg bottle - 13.0kg bottle • Butane - 4.5kg bottle - 7.0 kg bottle - 15.0kg bottle	£17.30 £20.40 £26.00 £17.90 £22.85 £36.60				
46	Tokens • Washer • Dryer	£3.00 £2.00				

Appendix 3 (a)

No.	Income Source	Current Charge	Proposed Price Change	% Change	Effective Date	Comment
Cardiff Story Museum						
47	Hire of Cardiff Story Museum galleries for events outside normal operating hours (4 hours) • Corporate Rate • Charity Rate	£900.00 plus staffing costs £630.00 plus staffing costs				
48	Talks by Museum Professional Staff - per hour	Various - from £70				
49	Museum formal education / school visits (Formal education and school packages are tailored according to the teacher's requirements.)	Range from £1.00 per pupil to £4.50 per pupil and / or £25.00 to £80.00 per led session.				
50	Children's birthday parties	Various - from £75.00				
51	Left Luggage facility • Small lockers • Medium lockers • Large lockers • Overnight 24 hours	£5.00 £8.00 £10.00 £20.00	Nil	Nil	1 April 2022	No proposed increase
52	Hire of Learning Suite • 10am - 4pm - Standard Rate - Charity Rate • Evening - Standard Rate - Charity Rate • Additional Hours (per hour)	£120.00 £85.00 £285.00 + staffing costs £220.00 + staffing costs £40.00				
Events - Park & Ride/Parking						
53	Major Event Park & Ride • Pre Book • On Day	£8.00 £10.00				
54	City Centre Parking • Pre Book • On Day	£12.00 £15.00	Nil	Nil	1 April 2022	No proposed increase
55	Mini buses & Coaches	£25.00				
56	Parking (small local events)	Various from £3.00				
57	City Centre Parking (small local events)	£10.00				

Appendix 3 (a)

No.	Income Source	Current Charge	Proposed Price Change	% Change	Effective Date	Comment
County Hall Venue Hire						
58	1 x committee room/council chamber • Weekday (4 hours) • Weekday (6 hours)	£220.00 £360.00	Nil	Nil	1 April 2022	No proposed increase
59	1 x committee room including kitchen • Weekday (6 hours) • Weekend (6 hours)	£650.00 £880.00				
60	2 x committee rooms including kitchen • Weekday (6 hours) • Weekend (6 hours)	£1,025.00 £1,455.00				
61	3 x committee rooms including kitchen • Weekday (6 hours) • Weekend (6 hours) • Weekend (6 hours) including Staff Canteen	£1,400.00 £1,920.00 £2,450.00				
62	Staff Canteen	£350.00				
63	Bank holiday rate	Additional £550.00				
64	Car Park Hire -Exclusive use x 586 spaces	£2,344.00				
65	Car Park Hire - per Space	£5.00				
66	Room Hire - Discounted for Registered Charities	10%	See Comment			This is the discount available to registered charities
Parks						
67	Allotments (Per Annum) - Full Price • Category A per pitch • Category B per pitch • Category C per pitch • Chalet • Brick cubicle	£12.96 £12.54 £12.00 £122.25 £28.13	See Comment		2 February 2022	Allotment year runs from 2nd February. Fees are reviewed annually in line with the delegated authority set out in the Budget Report.
68	Allotments (Per Annum) - Concession • Category A per pitch • Category B per pitch • Category C per pitch • Chalet	£6.48 £6.27 £6.00 £61.13				
Parks Outdoor						
69	Roath Park • Duck or Fish food • Postcards	£0.60 (£1.00 both) £0.50 (£2.50 Pack of 6)	Nil	Nil	1 April 2022	No proposed increase
70	Roath Park Conservatory	£2.00 - £26.00 depending on type and size of group				
71	Roath Park Conservatory - School/Group Booking Fees	£4.00				
72	Bowls - buy back of maintenance of Greens - annual charge	£6,300.00				
73	Pavilions • Half Day • Full Day	£38.10 £57.00	£1.90 £2.85	5.00%	1 April 2022	The proposed new charges are: • Half Day £40.00 • Full Day £59.85
74	Football Pitch & Changing Facilities	£60.50	£3.02			
75	Football Pitch only	£48.50	£2.42			
76	Rugby Pitch & Changing Facilities	£82.50	£4.12			
77	Rugby pitch only	£66.00	£3.30			
78	Cricket Pitch & Changing Facilities	£72.50	£3.62			

Appendix 3 (a)

No.	Income Source	Current Charge	Proposed Price Change	% Change	Effective Date	Comment
79	Cricket - Pitch only	£60.50	£3.02	5.00%	1 April 2022	The proposed new charge is £63.52
80	Baseball Pitch & Changing Facilities	£72.50	£3.62			The proposed new charge is £76.12
81	Baseball - Pitch only	£60.50	£3.02			The proposed new charge is £63.52
82	Training area & changing facilities	£30.00	£1.50			The proposed new charge is £31.50
83	3G Pitch - Gold/Silver Accredited - per hour	£66.00	£3.30			The proposed new charge is £69.30
84	3G pitch - Bronze/Standard Accredited - per hour	£66.00	£3.30			The proposed new charge is £69.30
85	3G pitch - Non Accredited - per hour	£66.00	£3.30			The proposed new charge is £69.30
86	3G pitch - Off Peak - per hour	£40.00	£2.00			The proposed new charge is £42.00
Channel View						
87	All Weather pitch outside 3G Peak times	£66.00	Nil	Nil	1 April 2022	No proposed increase
88	All Weather pitch outside 3G Off Peak	£40.00				
89	3G Outside Off peak and weekends	£31.50				
90	3G Outside Peak	£36.50				
91	3G Inside Off peak and weekends	£43.50				
92	3G Inside Peak times	£48.50				
93	Upper Activity area (per hour)	£34.00				
94	Committee Room / Crèche (per hour) off peak	£18.00				
95	Committee Room / Crèche (per hour) Peak	£25.50				
96	Meeting Room 3 (Peak times per hour)	£14.50				
97	Children's party	£135.00				
98	Adult Activities 1hr	£7.00				
99	Spin / TRX / Kettlebells/Boxmaster	£7.00				
100	School Holiday - Children's activities	£3.90				
101	Junior Activities	£3.90				
102	Soft Play	£3.80				
103	50 + (access to gym, specific classes at off peak times)	£3.90				
Cardiff Riding School						
104	Spectator	£0.50	Nil	Nil	1 April 2022	No proposed increase
105	Competition Entry - Pony Club/Riding Club members discounted	£12.50				
106	Competition Entry - non members	£15.50	£0.50	3.23%		The proposed new charge is £16.00
107	Work Livery 6 hrs per week (Horse worked)	£110.00	Nil	Nil	1 April 2022	No proposed increase
108	Work Livery 9 hrs per week (Horse worked)	£89.00				
109	Work Livery 12 hrs per week (Horse Worked)	£60.00				
110	1 night livery	£27.50	£0.50	12.50%	1 April 2022	The proposed new charge is £4.50
111	Certificate	£4.00				
112	Child Disability 1hr pony lesson	£20.00	Nil	Nil		No proposed increase
113	Stable Management 1 hr Private	£40.00	Nil	Nil		No proposed increase
114	Stable Management 1 hr group	£12.00	£1.00	8.33%		The proposed new charge is £13.00
115	Stable Management 1 hr long term (yr fee)	£45.00	£3.00	6.67%		The proposed new charge is £48.00
116	Uni 1 hr group lesson	£22.50	Nil	Nil	1 April 2022	No proposed increase
117	Course 1 hr group lesson	£22.50				
118	1/2 hr Private up to 2 persons	£30.00	Nil	Nil	1 April 2022	No proposed increase
119	1/2 hr Private up to 3 persons	£22.00				
120	1 hour Private up to 2 persons	£42.00				
121	1 hour Private up to 3 persons	£40.00				
122	Hire of Hats	£2.50				
123	1/2 hr group weekday lesson	£14.00				
124	1/2 hr group weekend lesson	£15.50				
125	1 hr group weekday lesson	£22.50				
126	1 hr group weekend lesson	£23.50				
127	Pony Club Day (extended lesson)	£45.00				
128	Pony Club Stable Management (1hr)	£12.00	£1.00	8.33%		The proposed new charge is £13.00
129	Pony Club 1/2 hr group	£14.00	Nil	Nil	1 April 2022	No proposed increase
130	Pony Club 1 hr group	£22.50				
131	Stable Management 1.5 hours	£16.50				

Appendix 3 (a)

No.	Income Source	Current Charge	Proposed Price Change	% Change	Effective Date	Comment
132	Riding Club 1.5 hours	£18.00	£1.50	8.33%	1 April 2022	The proposed new charge is £19.50
133	Riding Club 1hr Ride+ 1 SM	£36.50	£1.50	4.11%		The proposed new charge is £38.00
134	Riding Club Day	£45.50	£1.00	2.20%		The proposed new charge is £46.50
135	Assisted Livery	£80.00	Nil	Nil		No proposed increase
136	Full Livery Care Only	£155.00				
137	Loan of Pony (2 x 1/2hr sessions plus SM per week)	£22.50				
138	Manure (per bag)	£1.00	Nil	Nil		The proposed new charge is £9.50
139	Christmas Show Entry	£8.50				
140	Adult Gloves	£7.00				
141	Child Gloves	£4.00				
142	Plain Whip	£8.00				
143	Schooling Whip	£13.00				
144	Holiday Club	£8.00				
145	Pony Ride (Sat/Sun)	£7.50	£0.50	6.67%		The proposed new charge is £8.00
146	Party	£230.00	Nil	Nil		No proposed increase
147	DIY Livery (per week)	£66.00				
148	Snr Pony Club	£32.00				
149	Pony Club 1hr Ride+ 1 Stable Management	£35.50	£0.50	1.41%		The proposed new charge is £36.00
Canton Community Hall						
150	Parents & Tots	£3.10	Nil	Nil	1 April 2022	No proposed increase
151	Parents & Tots (MaxActive)	£1.55				
152	Parents & Tots (Extra Child)	£2.10				
153	Little Tiddlers/Ti a Fi	£3.10				
154	Photocopying	£0.20				
155	Circuits	£5.40				
156	Boxacise	£5.40				
157	Pilates	£5.40				
158	Adult Archery	£5.60				
159	Adult Max Active Fitness	£2.70				
160	Junior Archery	£3.50				
161	Junior Football	£2.50				
162	Junior Streetgames	£1.50				
163	Junior Pool Club	£2.00				
164	Junior Holiday Activities	£2.70				
165	Friday Parties	£130.00				
166	Weekend Parties	£155.00				
167	Badminton Court Booking	£12.10				
168	Table Tennis	£4.70				
169	Whole main Hall	£39.00				
170	Function Room	£13.50				
171	Committee Room	£13.00				
172	Multi Use Games Area (Off Peak)	£25.00				
173	Multi Use Games Area (Peak)	£42.00				
174	Active Card Membership	£20.00				

Appendix 3 (a)

No.	Income Source	Current Charge	Proposed Price Change	% Change	Effective Date	Comment
Sailing Centre						
175	Windsurfing - 2 day - Adult	£200.00	£5.00	2.50%	1 April 2022	The proposed new charge is £205.00
176	Windsurfing - 2 day -Youth	£135.00	£5.00	3.70%		The proposed new charge is £140.00
177	Multi Activity - 2 day -Youth	£135.00	£5.00	3.70%		The proposed new charge is £140.00
178	Supervised Sailing & Windsurfing (3 hour session)	£26.00	Nil	Nil		No proposed increase
179	Supervised Sailing & Windsurfing - 5 x 3hr Sessions	£120.00				
180	Supervised Sailing & Windsurfing - 10 x 3hr Sessions	£235.00				
181	Youth Sailing Courses					The proposed new charges are: • 2 day No proposed increase • 3 day £200.00 • 5 day £330.00 • 6 week No proposed increase • 10 week No proposed increase • After School Club £150
	• 2 day	£135.00	Nil	Nil		
	• 3 day	£195.00	£5.00	2.56%		
	• 5 day	£320.00	£10.00	3.13%		
	• 6 week	£215.00	Nil	Nil		
	• 10 week	£350.00	Nil	Nil		
• After Schools club	£145.00	£5.00	3.45%			
182	Youth Sailing Taster 1/2 day	£35.00	Nil	Nil		No proposed increase
183	Scout Sailing Taster 1/2 day	£23.00	£1.00	4.35%		The proposed new charge is £24.00
184	Sailing Schools Group (per pupil)	£12.50	£0.50	4.00%		The proposed new charge is £13.00
185	Adult Level 1: 2 day	£200.00	£5.00	2.50%		The proposed new charge is £205.00
186	Adult Level 1: 6 week	£300.00	Nil	Nil	No proposed increase	
187	Adult Sailing Taster 1/2 day	£50.00	£1.50	3.00%	The proposed new charge is £51.50	
188	Corporate Sailing Taster				The proposed new charges are: • Half day £80.00 • Full day £160.00	
	• Half Day	£78.00	£2.00	2.56%		
189	Sailing/Windsurfing				The proposed new charges are: • Half day £135.00 • Full day £270.00	
	• Full Day	£260.00	£10.00	3.85%		
Sailing Centre (Powerboat & Shore based)						
190	Powerboat Level 1	£130.00	£5.00	3.85%	1 April 2022	The proposed new charge is £135.00
191	Powerboat Level 2	£250.00	£10.00	4.00%		The proposed new charge is £260.00
192	Powerboat Safety Boat	£250.00	£10.00	4.00%		The proposed new charge is £260.00
193	Powerboat Intermediate	£285.00	£10.00	3.51%		The proposed new charge is £295.00
194	Powerboat Advanced	£305.00	£10.00	3.28%		The proposed new charge is £315.00
195	Private Tuition - Powerboat	£260.00	£5.00	1.92%		The proposed new charge is £265.00
196	Royal Yachting Association (RYA) First Aid	£95.00	Nil	Nil		No proposed increase
197	Royal Yachting Association (RYA) VHF/DSC	£95.00				
Activity Adventure Program Cardiff Bay Water Activity Centre						
198	Archery session (1.5 hours)	£25.00	Nil	Nil	1 April 2022	No proposed increase
199	Archery course (4 x 1.5 hours)	£75.00				
Fishing						
200	Fishing Licences - Day		Nil	Nil	1 April 2022	No proposed increase
	• Junior	£4.60				
	• Concession	£5.00				
201	Fishing Licences - Annual		Nil	Nil	1 April 2022	No proposed increase
	• Junior	£25.00				
	• Concession	£33.00				
	• Adult	£50.00				

Appendix 3 (a)

No.	Income Source	Current Charge	Proposed Price Change	% Change	Effective Date	Comment
Slipway Fees and Charges						
202	Single occupancy launch	£5.00	Nil	Nil	1 April 2022	No proposed increase
203	Multi occupancy launch	£15.00				
204	Sail boat launch	£15.00				
205	Motor boat launch	£15.00				
206	Boat Launch - Season Tickets per metre	£26.00				
Rowing						
207	Level 1 Blades Junior (4 x 2.5 hours)	£75.00	Nil	Nil	1 April 2022	No proposed increase
208	Level 1 Blades Adult (3 x 2.5 hours)	£85.00				
209	Level 2 Blades Junior (4 x 1.5 hours)	£70.00				
210	Level 2 Blades Adult (3 x 2 hours)	£80.00				
211	Private Tuition (1.5 hours)	£35.00				
212	Recreational Rowing - per hour	£5.00				
213	Ergo Room Junior - per hour	£4.00				
214	Ergo Room Adult - per hour	£4.00				
Cardiff International White Water						
215	White Water Rafting	£60.00	Nil	Nil	1 April 2022	No proposed increase
216	White Water Rafting (Extreme)	£55.00				
217	Park and Play (PP per session cost)	£10.00				
218	Retained Water Pool Park & Play	£6.00				
219	IRF Award	£180.00				
220	Zero to Hero	£120.00				
221	Zero to Hero	£120.00				
222	1 Day Paddle course	£95.00				
223	Multi Activity half day non school	£35.00				
224	River Board	£65.00				
225	Tubing (NEW)	£65.00				
226	Hot Dog	£65.00				
227	Paddle Party (Now a 90 minute session)	£15.00				
228	School 2 Hour Session (6 Week Block)	£6.00				
229	SUP Ladies Only	£110.00				
230	SUP Taster	£35.00				
231	Paddle School	£200.00				
232	Surf School	£120.00				
233	1-2-1 Coaching (White Water & Flat Water)	£35.00				
234	Multi Activity Week	£210.00				
235	Air Trail	£12.00				

Appendix 3 (a)

No.	Income Source	Current Charge	Proposed Price Change	% Change	Effective Date	Comment
Harbour - Car Parking						
236	Car parking fees - Havannah Street • 1 hour • 2 hours • 3 hours • 4 hours • 5 hours • 6 hours • 7 hours • 8 hours • 9 hours • 10 hours • 11 hours • 24 hours	£2.10 £3.40 £4.10 £5.10 £6.10 £8.60 £9.40 £10.00 £10.80 £11.50 £14.40 £24.00	Nil	Nil	1 April 2022	No proposed increase
237	Barrage Car Park • 1 hour • 2 hours • 3 hours • 4 hours • 5 hours • 6 hours • 7 hours • 8 hours	£2.20 £3.30 £4.40 £5.50 £7.20 £9.60 £11.40 £13.20				
Harbour - Navigation & Mooring						
238	Navigation Fee - per metre	£26.20 Yacht clubs and marinas are entitled to 10% discount.	£1.25	4.80%	1 April 2022	The proposed new charge is £27.45. Yacht clubs and marinas are entitled to 10% discount.
239	Permission to Moor - per metre	£17.85	£0.85	4.76%		The proposed new charge is £18.70. Yacht clubs and marinas are entitled to 10%
240	Provision of Mooring	£97.85	Nil	Nil		No proposed increase
241	Commercial operator's licence	£192 plus £0.10 per passenger carried	£9.21	4.80%		The proposed new charge is £201.21 plus £0.10 per passenger carried
242	Use of Harbour Authority landing stages.	£433.00	£21.00	4.85%		The proposed new charge is £454.00
243	Short stay moorings - Inner Harbour- per hour	£1.00	Nil	Nil		No proposed increase

Appendix 3 (a)

No.	Income Source	Current Charge	Proposed Price Change	% Change	Effective Date	Comment	
Recycling & Neighbourhood Services							
Waste - Enforcement							
244	Abandoned Trolley Recovery Fee	£75.00	Nil	Nil	1 April 2022	No proposed increase	
245	Waste Fixed Penalty Notices						
	• Section 46 Notice	£100.00					
	• Section 47 Notice	£100.00					
	• WTNR	£300.00					
246	Paid For Additional Black Bag Collection						
	• Domestic	Various					
247	• Litter Commercial DOC	£100.00					
	• Litter Domestic DOC	£100.00					
	Fixed Penalty Notices						
	• Dog Fouling	£100.00					
	• Litter from a Vehicle	£100.00					
248	• Litter General	£100.00					
	• Litter Smoking from a Car	£100.00					
	• Litter smoking related	£100.00					
	Highways Fixed Penalty Notices						
	• Flytipping	£400.00					
249	• Flytipping - Duty of Care	£300.00					
	• Flytipping - Litter	£100.00					
	• Waste Carrier Request	£300.00					
	Waste - Commercial Recycling Centre						
249	General Waste (per tonne)	£150.00	£5.00	3.33%	1 April 2022	The proposed new charge is £155.00	
250	Hardcore and Rubble (per tonne)	£45.00	£5.00	11.11%		The proposed new charge is £50.00	
251	Wood (per tonne)	£85.00	£5.00	5.88%		The proposed new charge is £90.00	
252	Garden Waste (per tonne)	£62.00	£3.00	4.84%		The proposed new charge is £65.00	
253	Plasterboard (per tonne)	£110.00	Nil	Nil		No proposed increase	
254	Cardboard (per tonne)	£0.00					
255	Tyres (per tyre)	New Charge - See Comment				1 April 2022	Previous charge was per tonne. The proposed new charge is £10 per car tyre and £50 per tractor tyre.
256	Oils (Mineral/Engine/Vegetable) (per tonne)	£400.00	Nil	Nil			No proposed increase
257	Commercial Fridge (per unit)	£100.00	Nil	Nil			
258	Large Domestic Appliances (per unit)	£90.00	Nil	Nil			
259	Small Domestic Appliances (per unit)	£45.00	Nil	Nil			
260	Scrap Metal/Car Batteries	£0.00	Nil	Nil			
261	Public Weigh In	£20.00	Nil	Nil			
262	Mattresses per item	New Charge - See Comment			New charge for 2022-23. The proposed charge is £45.00		
Waste - Collections							
263	Bulky Item Collections	£12.50 for every 2 items	Nil	Nil	1 April 2022	No proposed increase	
264	Green bags, food liners & kerbside caddies	£0.00	Nil	Nil		No proposed increase	
265	Replacement reusable garden sacks	£3.50	Nil	Nil		No proposed increase	
266	Replacement/new wheeled bin or equivalent striped bag provision	£25.00	Nil	Nil		No proposed increase	
267	Replacement Garden Bin	£35.00	Nil	Nil		No proposed increase	

Appendix 3 (a)

No.	Income Source	Current Charge	Proposed Price Change	% Change	Effective Date	Comment
Waste - Sales (HMO's/businesses)						
268	Communal bin 660 litre	£300.00	£65.00	22%	1st April 2022	The proposed new charge is £365.00
269	Communal bin 110 litre	£390.00	£69.50	18%		The proposed new charge is £459.50
270	Exchange - Communal Bin 660 litre exchange litre bin for 1100 litre bin (Green or Silver General Waste Bin)	£45.00	£5.00	11%		The proposed new charge is £50.00
271	Exchange - Communal Bin Exchange 940 litre bin for 1100 litre bin (Green or Silver General Waste Bin)	£45.00	£5.00	11%		The proposed new charge is £50.00
272	Bin Area Signage 1310mm x 750mm Refuse & Bulky Items (Supply & Delivery)	New Charge - See Comment				New charge for 2022-23. The proposed charge is £87.00
273	Bin Area Signage 1260mm x 750mm Recycling (Supply & Delivery)	New Charge - See Comment				New charge for 2022-23. The proposed charge is £87.00
274	Standard Replacement Bin Lid 1100L General/Recycling Bin 'Delivery & Fit'	£42.90	Nil	Nil		No proposed increase
275	Standard Replacement Bin Lid 660L General/Recycling Bin 'Delivery & Fit'	£42.90	Nil	Nil		No proposed increase
276	Replacement Aperture Bin Lid 1100L General/Recycling Bin 'Delivery & Fit'	£42.90	Nil	Nil		No proposed increase
277	Replacement Bin Wheel 'Delivery & Fit'	£25.00	Nil	Nil		No proposed increase
278	Bung Replacement - all bin sizes 'Delivery & Fit'	£4.17	Nil	Nil	No proposed increase	
Education and Lifelong Learning						
Schools' Catering						
279	School Meals - per meal • Primary • Secondary • Adults	£2.60 £3.05 £3.10 (£3.72 inc VAT)	Nil	Nil	1 April 2022	No proposed increase
Music Service						
280	Music Service Charges per hour • Maintained Schools • Non Maintained Schools	£42.00 £43.50	Nil	Nil	1 April 2022	No proposed increase
281	Music Service Choir Ensemble Fees	£42.00				
282	Music Service Beginners/Junior/Intermediate Fees	£52.00				
283	Music Service Orchestra/Band Fees	£62.00				
Storey Arms						
284	Storey Arms • Cardiff LA schools • Other schools	£88.50 to £354.00 £160.00 to £376.00	Nil	Nil	1 September 2022	No proposed increase
285	UWIC Level 1 2 day Team Building (per head)	£168.00				
286	Mountain Leader Award Training (6 day) adult training	£485.00				
287	2 day non-residential National Governing Body (NGB) award – adult training	£178.00				
288	1 day National Governing Body (NGB) award assessment – adult training	£209.00				

Appendix 3 (a)

No.	Income Source	Current Charge	Proposed Price Change	% Change	Effective Date	Comment				
Housing & Communities										
Gypsy & Traveller Sites										
289	Gypsy Sites - Rent - per pitch - per week • Rover Way • Shirenewton	£75.47 £83.77	£4.08 £4.53	5.40%	1 April 2022	The proposed new charges are: • Rover Way £79.55 • Shirenewton £88.30				
290	Gypsy Sites - Estate Maintenance - per pitch - per week	£5.48	Nil	Nil			No proposed increase			
Disabled Facilities Services										
291	6% admin costs on Home Improvement Loans	6%	Nil	Nil	1 April 2022	No proposed increase				
292	Disabled Facility Grant Income	£900.00 or 15% whichever the greater								
Libraries/Hubs										
293	Late return penalty charge • Non-children's book per day (capped at £10.00) • Spoken word per day (capped at £10.00) • Music recording per week • DVD, video or CD ROM per week • Children's DVD or video per week	£0.25 £0.45 £0.65 £2.60 £1.50	Nil	Nil	1 April 2022	No proposed increase				
294	Loan charge • Spoken word - 3 weeks • Music recording per week • DVD, video or CD ROM per week • Children's DVD or video per week	£1.70 £0.65 £2.60 £1.50								
295	PC printouts • A4 • A3	£0.25 £0.45								
296	Photocopies • B/W (A4/A3) • Colour - A4 - A3	£0.15 £1.10 £1.60								
297	Reservations for stock from outside Cardiff (interlibrary loans)	£10.20								
298	Replacement card • Adult • Child	£2.50 £0.60								
299	Gallery/Exhibitions - commission from exhibition sales	20% of all sales and orders								
300	Hubs room hire • Private • Charity / Community Group	£20.00 £10.00								
Libraries/Hubs - Local Studies Dept										
301	Research fee - per hour	£16.00					Nil	Nil	1 April 2022	No proposed increase
302	Scanned or digital images fee - per item	£3.10								
303	Photocopies by staff • B/W (A4/A3) • Colour - A4 - A3	£0.25 £2.10 £3.10								
304	Reproduction • Individual/not for profit • Commercial organisation	£11.00 £26.00								
305	Document filming	£20.30								

Appendix 3 (a)

No.	Income Source	Current Charge	Proposed Price Change	% Change	Effective Date	Comment
Libraries/Hubs - Central Library						
306	Meeting Room 4 Hire • Per Hour • Half Day • Full Day • Per Hour for Charities/Community groups	£50.50 £202.00 £404.00 £20.60	Nil	Nil	1 April 2022	No proposed increase
307	Creative Suite Hire • Per Hour • Half Day • Full Day • Per Hour for Charities/Community groups	£60.60 £252.50 £505.00 £20.60				
308	ICT Suite Hire • Half Day • Full Day • Per Hour for Charities/Community groups	£202.00 £404.00 £20.60				
Adult Community Learning						
309	Category A (Full Fee) - hourly course fee	£6.00	Nil	Nil	1 April 2022	No proposed increase
310	Category B (State Pension or FT Student)	£4.50				
311	Disability Inclusion in Community Education (DICE) courses - (Learning for Life Programme) - hourly charge	£4.50				
312	Severn Road Adult Centre (Room hire per hour)	£12.50				
Adult Community Learning - Llanover Hall						
313	Theatre hire per hour • Commercial rate • Weekend rate • Charity/Community group rate • Rehearsal / Research	£22.00 £27.50 £18.00 £16.50	£1.00 £1.50 £1.00 £1.00	4.55% 5.45% 5.56% 6.06%	1 April 2022	The proposed new charges are: • Commercial rate £23.00 • Weekend rate £29.00 • Charity/Community group rate £19.00 • Rehearsal / Research £17.50
314	Green Room hire per hour	£13.50	£0.50	3.70%		The proposed new charge is £14.00
315	Pottery Room hire per hour • Without materials/firing • With materials/firing	£16.50 £21.50	£1.00 £1.00	6.06% 4.65%		The proposed new charges are: • Without materials/firing £17.50 • With materials/firing £22.50
316	Meeting Room hire per hour	£13.50	£0.50	3.70%		The proposed new charge is £14.00
317	Multi Arts Room hire per hour	£15.50	£0.50	3.23%		The proposed new charge is £16.00
318	Life Drawing Room hire per hour	£16.00	£0.50	3.13%		The proposed new charge is £16.50
319	Jewellery Room Hire per hour	£10.50	Nil	Nil		No proposed increase
320	Stained Glass Workshop	£20.00				
321	Computer Room hire per hour	£10.50				
322	Fashion Room hire per hour	£10.50				
323	Arts/Craft classes - per term	£56.00	£3.00	5.36%		The proposed new charge is £59.00
324	Pottery classes (includes materials & firing) - per term	£78.00	£4.00	5.13%		The proposed new charge is £82.00
325	Youth Drama (3 hour class)	£79.00	£3.00	3.80%		The proposed new charge is £82.00
Childcare Workforce Development						
326	Paediatric First Aid	£50.00	Nil	Nil	1 April 2022	No proposed increase
327	Food Hygiene (Classroom)	£35.00				
328	Food Hygiene (eModule)	£25.00				
329	Emergency First Aid At Work	£35.00				
330	Health And Safety (eModule)	£35.00				
331	Fire Safety (eModule)	£10.00				
332	Infection Prevention and Control (eModule)	£5.00				
333	Basic Child Protection	£25.00				
334	Advanced Child Protection	£35.00				
335	Agored Food and Nutrition	£20.00				
336	Agored Refresher	£5.00				
337	Connection Before Correction	£20.00				
338	Rubicon Dance	£20.00				

Appendix 3 (a)

No.	Income Source	Current Charge	Proposed Price Change	% Change	Effective Date	Comment	
339	Makaton Level 1	£35.00	Nil	Nil	1 April 2022	No proposed increase	
340	Makaton Level 2	£35.00					
341	Visual Strategies in Early Years	£20.00					
342	Introduction to Social Communication and Autism	£20.00					
343	Supporting the Development of Play	£20.00					
344	Expectations in the Early Years	£20.00					
345	Managing and Supporting Children Who Bite	£20.00					
346	Writing Risk Assessments in the Early Years	£20.00					
347	Digital Literacy	£20.00					
348	Sensory Experiences	£20.00					
349	WRAP Training	£5.00					
350	Childminding Course	£200.00					
Early Help Room Hire - The Conference Centre							
351	Monmouth Suite		Nil	Nil	1 April 2022	No proposed increase	
	• Internal rate half day	£50.00					
	• Internal rate full day	£75.00					
	• External rate half day	£100.00					
• External rate full day	£175.00						
352	Lecture Theatre						
	• Internal rate half day	£175.00					
	• Internal rate full day	£250.00					
	• External rate half day	£250.00					
• External rate full day	£300.00						
353	Brecon Suite						
	• Internal rate half day	£50.00					
	• Internal rate full day	£75.00					
	• External rate half day	£100.00					
• External rate full day	£175.00						
354	Ogmore						
	• Internal rate half day	£50.00					
	• Internal rate full day	£75.00					
	• External rate half day	£100.00					
• External rate full day	£175.00						
Planning, Transport & Environment							
Bereavement & Registration Services							
355	Cremation	£740.00	£40.00	5.41%	1 April 2022	The proposed new charge is £780.00	
356	Burial	£855.00	£25.00	2.92%		The proposed new charge is £880.00	
357	Grave purchase	£970.00	£30.00	3.09%		The proposed new charge is £1,000.00	
358	Cremated Remains Burial	£350.00	£10.00	2.86%		The proposed new charge is £360.00	
359	Cremated Remains Purchase	£430.00	£20.00	4.65%		The proposed new charge is £450.00	
360	Memorial Income - Wide Range of Services	Various	See Comment			The proposed new charges are based on cost of providing service and reinvestment into the service.	
361	Registration Ceremony - St Dwynwen's Room	• Monday - Thursday	£170.00	£10		5.88%	The proposed new charges are: • Monday - Thursday £180.00 • Friday No proposed increase
		• Friday	£195.00	Nil		Nil	
362	Registration Ceremony - St David's Room	• Monday - Thursday	£295.00	£15.00		5.08%	The proposed new charges are: • Monday - Thursday £310.00 • Friday £350.00 • Weekends £385.00
		• Friday	£335.00	£15.00		4.48%	
		• Weekends	£365.00	£20.00	5.48%		
363	Registration Ceremony - Approved Premises	• Monday - Thursday	£460.00	£25.00	5.43%	The proposed new charges are: • Monday - Thursday £485.00 • Friday No proposed increase • Weekends £585.00 • Bank Holidays £650.00	
		• Friday	£500.00	Nil	Nil		
		• Weekends	£560.00	£25.00	4.46%		
		• Bank Holidays	£600.00	£50.00	8.33%		

Appendix 3 (a)

No.	Income Source	Current Charge	Proposed Price Change	% Change	Effective Date	Comment
364	Webcast Ceremony	£100.00	Nil	Nil	1 April 2022	No proposed increase
365	Keepsake of ceremony	£125.00				
366	Registry Office Ceremony	£46.00				
367	Notice Fee	£35.00				
368	Notice Fee (Immigration/Referrals)	£47.00				
369	Citizenship ceremonies	£80.00				
370	Private Citizenship ceremonies	£150.00				
371	Photos for Citizenship Ceremonies	£10.00				
372	Certificate	£11.00				
373	Copy Certificates - Priority Service (same day)	£35.00				
374	Registrars Certificate	£11.00				
375	Registrars Fees to Attend Church	£90.00				Statutory Fees - No Proposed Increase
Dogs Home						
376	Dogs Home - Puppies Rehoming	£250.00	£10.00	4.00%	1 April 2022	The proposed new charge is £260.00
377	Dogs Home - Other Dogs Rehoming	£200-£550	Nil	Nil		No proposed increase
Planning						
378	Planning Fees (Statutory)	Various	Nil	Nil	1 April 2022	These are statutory charges - No proposed increase
379	Building Control Charges (Statutory)	Various				
380	Building Control Charges	Various based on size of scheme				
381	Tree Preservation Orders - search and copy of information					
	• Extract	£15.00				No proposed increase
	• Full Copy	£30.00				

Appendix 3 (a)

No.	Income Source	Current Charge	Proposed Price Change	% Change	Effective Date	Comment
Pre Application Advice						
382	Pre Application Advice - Statutory Charges <ul style="list-style-type: none"> • Householder • Minor Development - (1-9 dwellings; floor space including change of use less than 999m²) • Major Development - (1—24 dwellings, floor space including change of use 1,000 to 1,999m²) • Large Major Development (More than 24 dwellings, floor space including change of use more than 1,999m²) 	£25.00 £250.00 £600.00 £1,000.00				These are statutory charges - No proposed increase
383	Pre Application Advice Category 'A' Strategic Development <ul style="list-style-type: none"> • 25 or more residential units (including conversion) • 2,000m² or more of commercial floor space • change of use of buildings or land over 2000m² • mixed use development of a site of 1ha and over • development requiring an Environmental Impact Assessment 	£2,500 plus VAT with additional hourly rate of £100 plus VAT (Initial meeting - no charge)				
384	Pre Application Advice Category 'B' Major Development <ul style="list-style-type: none"> • 10-24 residential dwellings (including conversion) • 1000m² – 1999m² of commercial floor space • change of use of buildings or land between 1000m² – 1999m² • development of a site of 0.5ha – 0.99ha • mixed use developments with a combined floor space of 1000m² – 1999m² 	£1,250 plus VAT with additional hourly rate of £100 plus VAT (Initial meeting - no charge)	Nil	Nil	1 April 2022	No proposed increase
385	Pre application Advice CATEGORY 'C' – Minor Development <ul style="list-style-type: none"> • 1-9 residential dwellings (including conversion) • 100m² – 999m² of commercial floor space • change of use of buildings or land between 100m²-999m² • mixed use developments with a combined floor space of less than 0.5ha • telecommunications equipment and masts not being confirmation of permitted development • advertisement applications • agricultural developments Pre application advice - development 	£250 plus VAT with additional hourly rate of £100 plus VAT				
386	Pre Application Advice CATEGORY 'D' – Domestic / Miscellaneous Development and Exemptions	£50 plus VAT without additional hourly rate				

Appendix 3 (a)

No.	Income Source	Current Charge	Proposed Price Change	% Change	Effective Date	Comment
Transportation						
387	Section 38 (Creation of New Public Highways)	This charge is based on 2 elements, a fixed 7% fee applied to a rate of £1,224.00 per linear metre for standard residential roads and 7% applied to £1,938.00 per linear metre for new Spine Roads and Avenues.				
388	Section 278 Agreement	7.5% engineering fee - cost under £1 million 7% - cost over £1 million				
389	Road and Street Works Act (RASWA)	Various based on size of scheme				
390	SAB - Sustainable Drainage Approval Body - Ordinary Watercourse Consent	£50.00	Nil	Nil		No proposed increase
391	SAB - Sustainable Drainage Approval Body - Application • Per application Plus an additional amount up to a maximum of £7,500 calculated by reference to the size of the construction area as follows: • each 0.1 hectare or fraction of 0.1 hectare, for the first 0.5 hectare • each 0.1 hectare or fraction of 0.1 of a hectare, from 0.5 hectare up to and including 1.0 hectare • each 0.1 hectare or fraction of 0.1 of a hectare, from 1.0 hectare up to and including 5.0 hectares • each additional 0.1 hectare or fraction of 0.1 hectare in excess of 5.0 hectares	£350.00			1 April 2022	
		£70.00				
		£50.00				
		£20.00				
		£10.00				
392	SAB - Sustainable Drainage Approval Body - Pre application advice package (includes Review of submitted information & creation of Report) • Minor Development (1-9 dwellings up to 999m ²) • Major Development (10-24 dwellings between 1,000- 1,999m ²) • Large Major Development (more than 24 dwelling over 1,999m ²)	£150.00	£50	33.33%		The proposed new charges are: • Minor Development (1-9 dwellings up to 999m ²) £200.00 • Major Development (10-24 dwellings between 1,000- 1,999m ²) £450.00 • Large Major Development (more than 24 dwelling over 1,999m ²) £700.00
		£400.00	£50	12.50%		
		£650.00	£50	7.69%		
393	SAB - Sustainable Drainage Approval Body - Pre application advice (includes Review of submitted information, 1hr meeting & creation of Report) • Minor Development (1-9 dwellings up to 999m ²) • Major Development (10-24 dwellings between 1,000- 1,999m ²) • Large Major Development (more than 24 dwelling over 1,999m ²)	£250.00	£50	20.00%		The proposed new charges are: • Minor Development (1-9 dwellings up to 999m ²) £300.00 • Major Development (10-24 dwellings between 1,000- 1,999m ²) £600.00 • Large Major Development (more than 24 dwelling over 1,999m ²) £800.00
		£500.00	£100	20.00%		
		£750.00	£50	6.67%		
394	SAB - Sustainable Drainage Approval Body - Other services • Site Visit (if required over & above the pre application package) • Technical Advice	£168.00 per visit	Nil	Nil		No proposed increase
		£50.00 per hour				
395	3D Scanner (To provide 3D images of structures, highways, areas to monitor possible deterioration)	£800.00				

Appendix 3 (a)

No.	Income Source	Current Charge	Proposed Price Change	% Change	Effective Date	Comment
396	Road Safety Audits (RSA) • Desktop check/Advice • Essential RSA • Minor RSA • County RSA • Full RSA	£183.50 £291.00 £550.00 £810.00 £1,200.00	£5.50 £9.00 £16.00 £24.00 £36.00	3.00% 3.09% 2.91% 2.96% 3.00%	1 April 2022	The proposed new charges are: • Desktop check/Advice £189.00 • Essential RSA £300.00 • Minor RSA £566.00 • County RSA £834.00 • Full RSA £1,236.00
397	Road Safety Learn to Ride Courses • Level 1 Holiday Course • Level 2 Holiday Course	£20.00 £10.00	Nil	Nil		No proposed increase
398	Signage Application/Feasibility Study Design and Signals	£255.00				
399	Equality Impact assessments & access audits	£500.00				
400	Sign Design and Signals	Various based on size of scheme	See Comment			Charge is based on size of scheme
401	Clamping & Removal of Untaxed Vehicles • Release from clamp or compound if within 24hrs of offence • Release from pound 24hrs or more after offence • Surety Fee (deposit in lieu of tax) - Motorcycles, light passenger vehicles and light goods vehicles - Buses, recovery vehicles, haulage vehicles and goods vehicles - Exceptional vehicles such as large lorries or coaches • Storage per complete day at pound (if instantly removed the first 24hrs is not charged)	£100.00 £200.00 £160.00 £330.00 £700.00 £21.00	Nil	Nil		No proposed increase
402	Clamping & Removal of Illegally Parked Vehicles • Clamp removal fee • Vehicle removal charge • Storage per day, or part of day during which the vehicle is impounded • Vehicle disposal charge	£40.00 £105.00 £12.00 £50.00				
403	Abandoned Vehicle - Fixed Penalty Notice	£200.00				This is a statutory charge - No proposed increase
404	Accident Information Partial = a plan of where the collisions occur Full = all background information on collisions in requested area • Up to 40 collisions - Partial - Full • Between 40-80 collisions - Partial - Full • >80 collisions	£281.00 £413.00 £556.00 £826.00 Adhoc	£8.50 £12.50 £17.00 £25.00	3.02% 3.03% 3.06% 3.03%		The proposed new charges are: • Up to 40 collisions - Partial £289.50 - Full £425.50 • Between 40-80 collisions - Partial £573.00 - Full £851.00
405	Temporary Traffic Regulation Orders (for both Emergency & Full TROs)	£2,000.00	Nil	Nil		No proposed increase
406	Traffic Data - Per Junction • Signal layout drawing inc Method Of Control • SCOOT and/or fixed time plan timings • Controller specification which would include the phase mins, intergreens, phase delay	£72.50 £72.50 £124.50	£2.20 £2.20 £3.70	3.03% 3.03% 2.97%	The proposed new charges are: • Signal layout drawing inc Method Of Control £74.70 • SCOOT and/or fixed time plan timings £74.70 • Controller specification which would include the phase mins, intergreens, phase delay £128.20	
407	CCTV requests in connection with Data Protection Act (CD/DVD)	£10.00	Nil	Nil	No proposed increase	
408	Traffic Signal - Switch Offs	£380.00 per switch off/on plus a £60.00 admin charge per invoice	£13.00 per switch off Admin fee remain same	3.42%	The proposed new charge is £393.00 per switch off/on plus a £60 admin charge per invoice	
409	Land / Property Searches	£97.00	£3.00	3.09%	The proposed new charge is £100.00	

Appendix 3 (a)

No.	Income Source	Current Charge	Proposed Price Change	% Change	Effective Date	Comment
410	Licence for Digital Advertising sites on the Highway per Advertising Panel	£1,200.00	Nil	Nil	1 April 2022	No proposed increase
411	Fixed Penalty Notices for Highways/Environment Offences	£100.00				
412	Trade/Shop Front Displays on the Highway	£200.00				
413	H Bar Markings	£158.00				
414	Skip Licence - Standard Charge					
	• 7 days	£37.74	£1.13	2.99%		The proposed new charges are:
	• 28 days	£75.48	£2.26	2.99%		• 7days £38.87
						• 28 days £77.74
415	Section 171 Opening Up Notice	£275.00	£8.25	3.00%		The proposed new charge is £283.25
416	Section 171 Licence - Building Materials on the Highway	£0.00	£55.00	Nil		New charge for 2022-23. The proposed new charge is £55.00
417	Section 50 - Installation of Equipment, In ,On or Above the Public Highway - per 200m	£560.00	£16.80	3.00%		The proposed new charge is £576.80
418	Road Space Booking	£30.00	£5.00	16.67%		The proposed new charge is £35.00
419	Containers Sited on the Public Highway					The proposed new charges are:
	• Initial 28 days:					• Initial 28 days:
	- Residential	£102.00	£3.00	2.94%		- Residential £105.00
	- Commercial	£255.00	£8.00	3.14%		- Commercial £263.00
	• Renewals	£102.00	£3.00	2.94%		• Renewals £105.00
420	Cherry Picker/Mobile Elevating Work Platform (MEWP)	£183.60	£5.50	3.00%		The proposed new charge is £189.10
421	Mobile Cranes	£510.00	£15.00	2.94%		The proposed new charge is £525.00
422	Tower Crane Oversail	£510.00	£15.00	2.94%		The proposed new charge is £525.00
423	Permits for Hoardings on the Public Highway					The proposed new charges are:
	• Initial 28 days:					• Initial 28 days:
	- Residential permit per street	£107.10	£3.20	2.99%		- Residential permit per street £110.30
	- Commercial permit per street	£331.50	£9.90	2.99%		- Commercial permit per street £341.40
	• Renewal (28 days):					• Renewal (28 days):
	- Residential	£102.00	£3.00	2.94%		- Residential £105.00
	- Commercial	£280.50	£8.50	3.03%		- Commercial £289.00
424	Scaffold Licences - Residential					The proposed new charges are:
	• Initial 28 days	£107.10	£3.20	2.99%		• Initial 28 days £110.30
	• Renewal	£107.10				• Renewal £110.30
425	Scaffold Licences - Commercial					The proposed new charges are:
	• Initial 28 days:					• Initial 28 days:
	- Small	£153.00	£5.00	3.27%		- Small £158.00
	- Medium	£255.00	£8.00	3.14%		- Medium £263.00
	- Large	£561.00	£17.00	3.03%		- Large £578.00
	• Renewal per week - all	£102.00	£3.00	2.94%		• Renewal per week - all £105.00
426	Vehicle Crossovers	£183.60	£5.50	3.00%		The proposed new charge is £189.10
427	Confirmation payment for Vehicle crossovers	£127.50	£3.80	2.98%		The proposed new charge is £131.30
428	Advertising Frame Permits - New Applications	£193.80	£5.80	2.99%		The proposed new charge is £199.60
429	Advertising Frame Permits - Renewals	£142.80	£4.30	3.01%		The proposed new charge is £147.10
430	Tables & Chairs on the Public Highway					The proposed new charges are:
	• 1-2 Tables up to 8 chairs	£224.40	£6.60	2.94%		• 1-2 Tables up to 8 chairs £231.00
	• 3-4 Tables up to 16 chairs	£561.00	£17.00	3.03%		• 3-4 Tables up to 16 chairs £578.00
	• 5-10 Tables up 40 chairs	£1009.80	£30.20	2.99%		• 5-10 Tables up 40 chairs £1,040
	• 11+ Tables	£1009.80 plus £35.70 for every chair over 40	£30.20 plus £1.10 per chair	2.99% plus 3.08% per chair		• 11+ Tables £1,040 plus £36.80 per chair
431	Smoking Enclosures					The proposed new charges are:
	• Up to 12 square metres	£229.50	£6.90	3.01%		• Up to 12 square metres £236.40
	• Over 12 square metres	£382.50	£11.59	3.03%		• Over 12 square metres £394.09
432	Charges for Temporary Signs	£70.00	£2.00	2.86%		The proposed new charge is £72.00
433	Additional Inspections	£60.00	£2.00	3.33%		The proposed new charge is £62.00

Appendix 3 (a)

No.	Income Source	Current Charge	Proposed Price Change	% Change	Effective Date	Comment
434	Road and Street Works Act (RASWA) Supervisory Charge	£47.50	Nil	Nil	1 April 2022	No proposed increase
435	Road and Street Works Act (RASWA) - All Inspections	£47.50				
436	Fixed Penalty Notice for New Roads & Street Works Act	£80.00				
437	Section 74 Notice - Charges for Overstays	£100-£2,500				
438	Highways Fixed Penalty Notices					
	• Skips breach of Licence	£100.00				
	• Skips no Licence	£100.00				
	• A boards	£100.00				
	• Street Cafés	£100.00				
	• Fly Posting	£100.00				
	• Free Distribution of Literature	£100.00				
439	School Transport Bus Passes	£450.00			1 September 2022	
	440	Replacement of School Bus Passes				
441	Replacement Bus Passes Concessionary Travel (per pass)	£10.00			1 April 2022	
442	Disclosure Barring Service (DBS) check for School Transport)	£44 for charge £10 admin charge				
443	Shopper Park & Ride (Excluding Cardiff East)					
	• One person in car	£4.40				
	• Two or more people in car	£5.50				
444	Hiring Out Vehicles to School Transport	Based on cost of vehicle plus 10% - administration fees				
445	Bus Service Publicity & Infrastructure	Based on cost of work plus 10% - administration fees				
Parking						
446	Parking Penalty Charge Notices	£35.00	Nil	Nil	1 April 2022	Fees set by Welsh Government. This charge becomes £70.00 after 14 days.
447	Moving Traffic Offences	£35.00				
448	Replacement Blue Badges	£10.00				
449	Blue Badge Fraud (Maximum Claimable)	£360.00				
450	Application for Disabled Bays	£24.00				
451	Infrastructure Charge for Disabled Bays	£150.00	Nil	Nil	No proposed increase	
452	Parking Dispensations		Nil	Nil	1 April 2022	No proposed increase
	• Prohibited Parking Areas	• £20 Application Fee plus £15 per day or part day				
	• Permitted Parking Areas	• £20 Application Fee plus £10 per day or part day				
453	Parking Suspensions		Nil	Nil	1 April 2022	No proposed increase
	• City Priority Zones	• £58 Application fee plus £15 per 6m of vehicle or £15 per pay & display or limited waiting bay				
	• All Other Areas	• £58 Application fee plus £10 per 6m of vehicle or £10 per pay & display or limited waiting bay				
454	Trade Waivers		Nil	Nil	1 April 2022	No proposed increase
	• 1 hour	£3.00				
	• 1 day	£8.00				
	• 7 days	£24.00				
	• 28 days	£60.00				
455	Medical Permits	£10.00	Various - see comment			New charge for 2022-23. The proposed new charge is between £3.25-£7.50
456	Motorcycle permits	£0.00				
457	Carer permits	£0.00				

Appendix 3 (a)

No.	Income Source	Current Charge	Proposed Price Change	% Change	Effective Date	Comment				
458	Car Park Season Passes • 1 month • 3 months • 6 months • 12 months	£130.00 £360.00 £660.00 £1,230.00	Nil	Nil	1 April 2022	No proposed increase				
459	Business Permits - On Street Based on CO2 emissions >100 101-110 111-225 226+ Vehicles registered before March 2021 Diesel Surcharge No band	£40.00 £60.00 £80.00 £100.00 £80.00 £20.00 £120.00								
460	Business Permits - Car Parks >100 101-110 111-225 226+ Vehicles registered before March 2021 Diesel Surcharge No band	£40.00 £60.00 £80.00 £100.00 £80.00 £20.00 £120.00								
461	On Street Parking	Various								
462	Car Parks	Various								
463	Resident Parking Permits • 1st permit & visitor only • 2nd permit & visitor	£7.50 £30.00								
464	Resident Parking Permits - Digital • visitor only • 2nd permit & visitor	£7.50 £30.00								
Charges for Street Numbering of Properties										
465	All Street naming & Numbering	£125.50 per street plus £53 per unit (plot/unit)					£3.75 per street £1.50 per unit	2.99% per street 2.83% per unit	1 April 2022	The proposed new charge is £129.25 per street plus £54.50 per unit (plot/unit)
466	Searches/Address Confirmation	£51.00					£1.50	2.94%		The proposed new charge is £52.50

Appendix 3 (a)

No.	Income Source	Current Charge	Proposed Price Change	% Change	Effective Date	Comment
Governance & Legal Services						
Searches						
467	Search Fees	£125.00	Nil	Nil	1 April 2022	No proposed increase
Property Fees						
468	Sale of Land	Charge based on time spent. Minimum fee £620	£15.00	2.42%	1 April 2022	The proposed new minimum charge is £635.00
469	Purchase/Exchange of land	Charge based on time spent min £620	£15.00	2.42%		The proposed new minimum charge is £635.00
470	Registration fee on notice of assignment / underletting / charge	£105.00	£5.00	4.76%		The proposed new charge is £110.00
471	Consent for Assignment/Underletting/Change of Use/Alterations	£485.00	£5.00	1.03%		The proposed new charge is £490.00
472	Grant of Shop Lease	Charge based on time spent	See Comment			Charge based on time spent
473	Workshops Lease	£300.00	£10.00	3.33%		The proposed new charge is £310.00
474	Grant of Industrial Lease	Charge based on time spent	See Comment			Charge based on time spent
475	Market Tenancies	£360.00	£5.00	1.39%		The proposed new charge is £365.00
476	Lease Renewals	£360.00	£5.00	1.39%		The proposed new charge is £365.00
477	Variations/Surrenders	£400.00	£5.00	1.25%		The proposed new charge is £405.00
478	Easements	£470.00	£5.00	1.06%		The proposed new charge is £475.00
479	Wayleaves/licences	£320.00	£5.00	1.56%		The proposed new charge is £325.00
480	Deed of Postponement	£120.00	£5.00	4.17%		The proposed new charge is £125.00
481	Release of Covenant	£380.00	£5.00	1.32%		The proposed new charge is £385.00
482	Transfers subject to mortgage	£270.00	£5.00	1.85%		The proposed new charge is £275.00
483	Vacating receipts	£80.00	£5.00	6.25%		The proposed new charge is £85.00
484	Sales of freehold /lease extensions	£600.00	£10.00	1.67%		The proposed new charge is £610.00
485	Deeds of variations (RTB leases)	£250.00	£5.00	2.00%		The proposed new charge is £255.00
486	Nursing home charge fees	£85.00	£5.00	5.88%		The proposed new charge is £90.00
487	Shared equity scheme resales redemptions	£420.00	£10.00	2.38%		The proposed new charge is £430.00
488	Miscellaneous bespoke agreements - minimum fee, charge actual time spent	Charge based on time spent	See Comment		Charge based on time spent	
489	Legal charges/debentures	Charge based on time spent	See Comment		Charge based on time spent	
Planning Fees						
490	Standard S106 - minimum fee, charged at actual time spent	Minimum Fee - £1,560	£10.00	0.64%	1 April 2022	The proposed new minimum charge is £1,570.00
491	Complex S106 agreements - e.g. phased development etc. minimum fee charge based on actual time spent	Minimum fee - £2,320	£10.00	0.43%		The proposed new minimum charge is £2,330.00
492	Unilateral obligations for S106	£990.00	£10.00	1.01%		The proposed new charge is £1,000.00
493	Unilateral obligations for S106 in relation to Appeals	£990.00	£10.00	1.01%		The proposed new charge is £1,000.00
494	Deed of variation for S106	£690.00	£10.00	1.45%		The proposed new charge is £700.00
495	Consent to disposals under S106 restriction	£85.00	£5.00	5.88%	The proposed new charge is £90.00	
Highway Agreements						
496	Highway Licences (S177 115 & 142)- minimum fee charge on actual time spent	Minimum charge £550	Nil	Nil	1 April 2022	No proposed increase
497	Section 38/278 Highway Agreements	1.5% of Bond Sum				
498	Miscellaneous Deeds of Variation, Deed of Dedication or Highway documentation - minimum fee charge on actual time spent	Minimum charge £550				

Appendix 3 (a)

No.	Income Source	Current Charge	Proposed Price Change	% Change	Effective Date	Comment			
Resources									
Meals on Wheels									
499	Meals on Wheels - Hot meal only	£3.98	£0.12	3.02%	1 April 2022	The proposed new charge is £4.10			
500	Meals on Wheels - Hot meal with dessert	£4.60	£0.14	3.04%		The proposed new charge is £4.74			
Telecare (24/7 Services)									
501	Community Alarm Service - Contact Only - per week	£2.54	£0.08	3.15%	1 April 2022	The proposed new charge is £2.62			
502	Community Alarm Service - Contact and Mobile Response - per week	£5.26	£0.16	3.04%		The proposed new charge is £5.42			
503	Telecare Plus Packages - per week (Adult Services referrals)	£5.26	Nil	Nil		No proposed increase			
504	Telecare SIM Units - monthly charge	£6.50							
505	Supply and installation of telecare monitoring unit	£125.00							
506	Installation of telecare monitoring unit	£35.00							
507	Installation of telecare monitoring unit AND pendant	£50.00							
508	Replacement Telecare pendant	£40.00							
509	Supply / installation of keysafe for mobile response customer	£50.00							
510	Supply / installation of keysafe for contact only customer	£65.00							
511	Supply / installation of keysafe for non-Telecare customer	£99.00							
Telecare (for Housing Associations)									
512	Community Alarm Service - Contact Only - per week (Housing Association)	£1.99			Nil		Nil	1 April 2022	No proposed increase
513	Community Alarm Service - Contact Only - per week (Housing Association - BLOCK PURCHASE)	£1.25							
514	Community Alarm Service - Contact and Mobile Response - per week	£4.13							
515	Community Alarm Service - Contact and Mobile Response - per week (Housing Association - BLOCK PURCHASE)	£2.58							
516	Building/Welfare Checks - Weekly Travel Charge (per site, covers multiple tenants) - WEEKDAYS (5)	£30.89							
517	Building/Welfare Checks - Weekly Travel Charge (per site, covers multiple tenants) - WEEKEND (2)	£17.19							
518	Weekly Charge for Building Checks (per tenant/property) - WEEKDAYS (5)	£0.80							
519	Weekly Charge for Building Checks (per tenant/property) - WEEKENDS (2)	£0.48							
520	Weekly Charge for Welfare Checks (per tenant/property) - WEEKDAYS (5)	£0.60							
521	Weekly Charge for Welfare Checks (per tenant/property) - WEEKENDS (2)	£0.36							
522	Out of Hours Call Handling - Cost per Call	£3.50							
Security (24/7 Services)									
523	Annual charge per site for holding keys	£250.00	Nil	Nil	1 April 2022	No proposed increase			
524	Alarm Monitoring (Fire, Intruder, Environmental) - Annual charge per service	£250.00							
525	Lift Monitoring (Annual, per lift)	£300.00							
526	Call out charge for first hour on site - weekday	£30.00							
527	Charge per hour after first hour - weekday	£15.00							
528	Call out charge first hour on site - unsociable hours	£35.00							
529	Charge per hour after first hour - unsociable hours	£18.90							
530	Call out charge first hour on site - weekends	£40.00							
531	Charge per hour after first hour - weekends	£21.32							
532	Public holiday call out	£45.00							
533	Charge per hour after first hour - public holiday	£35.00							
534	Lone Worker Monitoring Device	£113.00							
535	Cognitive Impairment Monitoring Device	£116.00							
536	Lone Worker / Cognitive Impairment - monthly monitoring cost	£9.99							

Appendix 3 (a)

No.	Income Source	Current Charge	Proposed Price Change	% Change	Effective Date	Comment
Social Services						
537	Maximum Charge for Non-Residential Care Services - per week	£100.00	See Comment		1 April 2022	Maximum charge set by WG. Actual charge subject to means testing.
Externally Set						
538	Rent Smart Wales - licensing / registration charges	Various - See Comment			1 April 2022	These fees are set and approved by Welsh Government
539	Shared Regulatory Service					These fees are set either by the Shared Regulatory Service Joint Committee or by statute/other regulation.
Cardiff Port Health Authority						
540	Port Health - Sanitation Inspection (Up to 1,000 tonnes)	£105.00	Nil	Nil	1 April 2022	No proposed increase
541	Port Health - Sanitation Inspection (1,001 - 3000 tonnes)	£140.00				
542	Port Health - Sanitation Inspection (3,001 - 10,000 tonnes)	£210.00				
543	Port Health - Sanitation Inspection (10,001 - 20,000 tonnes)	£270.00				
544	Port Health - Sanitation Inspection (20,001 - 30,000 tonnes)	£345.00				
545	Port Health - Sanitation Inspection (Over 30,000 tonnes)	£405.00				
546	Port Health - Vessels with 50 - 1000 persons	£405.00				
547	Port Health - Vessels with over 1000 persons	£690.00				
548	Port Health - Extensions	£75.00				

Appendix 3 (b)

CARDIFF COUNCIL: HRA FEES AND CHARGES 2022/23

No.	Income Source	Current Charge £	Proposed Price Change	% Change	Effective Date	Comment
1	Pre-assignment enquiries	£100.80	Nil	Nil	4 April 2022	No proposed increase
2	Landlord consents for leaseholders	£185.00				
3	Postponement of Right to Buy charge	£100.80				
4	Administration charge for major works	12% (capped at £250)				
5	Leaseholders Sub-Letting Charge	£10.00				
6	Leaseholder Management Fee	£163.08				
7	Council Dwellings Rent, including sheltered dwellings (per week)	Various	See Comment	3.10%		As per Welsh Government guidance
8	All Property Cleaning Charge (per week)	£0.50	£0.02	4.00%		The proposed new charge is £0.52
9	Retirement Complex - Telecare (per week)	£2.76	Nil	Nil		No proposed increase
10	Retirement Complex - Fire and safety building checks (per week)	£2.35				
11	Retirement Complex - Cleaning (per week)	£9.56	£0.30	3.14%		The proposed new charge is £9.86
12	Retirement Complex - Service Charges (per week)	Various	Various	19.4%		In line with costs at each complex
13	Retirement Complex - Communal Maintenance (per week)	£6.57	£0.20	3.04%		The proposed new charge is £6.77
14	Retirement Complex - Scheme Management (per week)	£7.68	£0.24	3.13%		The proposed new charge is £7.92
15	Grounds & Pest Control (per week)	£1.13	£0.04	3.54%		The proposed new charge is £1.17
16	Flats Service Charge - Communal Maintenance (per week)	£1.15	£0.04	3.48%		The proposed new charge is £1.19
17	Flats Service Charge - Reduced Cleaning Charge (per week)	£2.63	£0.08	3.04%		The proposed new charge is £2.71
18	Discretionary Repairs (per week)	£1.85	£0.06	3.24%		The proposed new charge is £1.91
19	Sheltered Service Charges - Personal Heating (per week)	Various	See Comment	6.69%		In line with costs at each complex
20	Water Charges Sheltered Complex (per week)	Various		-0.90%		
21	Service Charge for Assisted Living Properties (per week)	£74.66	£2.31	3.09%		The proposed new charge is £76.97
22	Carport (per week)	£4.52	£0.14	3.10%		The proposed new charge is £4.66
23	Garages - Attached (per week)	Various	Various	3.10%		As per Welsh Government guidance
24	Garage rents - Tenants (per week)	£6.60	£0.20	3.03%		The proposed new charge is £6.80
25	Garage rents - Private Let (per week)	£10.99	£0.34	3.09%		The proposed new charge is £11.33
26	Garage rents with water - Tenants (per week)	£6.87	£0.21	3.06%		The proposed new charge is £7.08
27	Garage rents with water - Private Let (per week)	£11.26	£0.35	3.11%		The proposed new charge is £11.61
28	Garage Rent at sheltered complex (Electricity) (per week)	£9.30	£0.29	3.12%		The proposed new charge is £9.59
29	Hardstandings (per week)	£2.40	£0.07	2.92%		The proposed new charge is £2.47
30	Lock up Hardstanding (per week)	£3.30	£0.10	3.03%		The proposed new charge is £3.40
31	Concierge Service Butetown/Arc (per week)	£1.09	£0.03	2.75%		The proposed new charge is £1.12
32	Concierge Service Litchfield Court (per week)	£16.53	Nil	Nil		No proposed increase
33	Flats Service Charge - Cleaning Rota scheme (per week)	£4.72	£0.15	3.18%		The proposed new charge is £4.87
34	Flats Service Charge - Cleaning Cleaner on site (per week)	£5.31	£0.16	3.01%		The proposed new charge is £5.47
35	Flats Service Charge - Cleaning Reduced communal area (per wk)	£1.19	£0.04	3.36%		The proposed new charge is £1.23
36	Flats Service Charge - Lighting (per week)	£1.02	£0.03	2.94%		The proposed new charge is £1.05
37	Flats Service Charge - Door Entry (per week)	£0.66	£0.02	3.03%		The proposed new charge is £0.68
38	Hostel Service Charges (per week)	Various	Various	3.10%		As per Welsh Government guidance
39	TV Licence - Hostels (per week)	£0.44 / £0.53	Nil	Nil		In line with costs
40	Drainage Service - Tai Penlan (per week)	£5.79				
41	Hostel Rent (per week)	Various	Various	3.10%		As per Welsh Government guidance
42	Tresillian Hostel Communal Heating & Lighting (per week)	£6.93	£0.21	3.03%		The proposed new charge is £7.14
43	Litchfield Court Temporary accommodation (per week)	Various	Various	3.10%		The proposed % increase to the various charges is 3.1%
44	Additional refuse collection (weekly) at Courtenay Road flats	£1.19	£0.04	3.36%		The proposed new charge is £1.23
45	Contracted out Grounds Maintenance Services	Various	See Comment			In line with costs
46	Lock up Hardstanding Private Let (per week)	£5.50	£0.17	3.09%		The proposed new charge is £5.67
47	John Kane Court Service Charge	Various	See Comment	3.10%		In line with costs
48	John Kane Court Heating	£4.38	£0.14	3.20%		The proposed new charge is £4.52
49	John Kane Court - Water	£3.84	£0.29	7.55%		The proposed new charge is £4.13
50	Private Leasing Scheme	Various	See Comment			As per LHA rate set by Welsh Government

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By virtue of paragraph(s) 14, 21 of Part(s) 4 and 5 of Schedule 12A of the Local Government Act 1972.

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Financial Resilience Mechanism 2022/23

One-off use for 2022/23		£000
Young People	<p>Youth Services</p> <p>This additional one-off funding will support a more targeted approach to provide bespoke support and diversionary activities, including evening and weekend engagement. The ability to identify young people needing support via the Vulnerability Assessment Profile will be enhanced, through the inclusion of Youth Justice Service and SAFE data, in addition to that currently available from schools. Development of virtual youth clubs will improve access for marginalised groups and communities, and facilitate development of face-to-face open access</p>	250
	<p>Summer of Smiles 2022 Programme</p> <p>Building on the success of last summer's programme, this one-off funding will provide centre-based and community activities for children referred by a number of teams within the Council, with a clear focus on ensuring that the most vulnerable Children & Young People in the city will benefit. The programme will be targeted to support the recovery of lost social, recreational, sport and leisure experiences and to build self-esteem and confidence, through re-engagement and well-being activities, as a response to the impact of Covid and as an integral part of the Council's Child Friendly Recovery Agenda.</p>	500
	<p>Preparation for new curriculum, to develop meaningful learning and creativity through a range of contexts and experiences that meet the needs of their learners.</p> <p>In preparation for the new curriculum, this one-off funding will be used to develop meaningful learning and creative experiences, including:</p> <ul style="list-style-type: none"> • An Expressive Arts Programme, building partnerships with the Creative Sector to optimise the range of authentic learning accessible to schools, and to strengthen the talent pipeline into the creative sector in the city region. • A Science & Technology Programme to build partnerships with the growth sectors in Science, Technology, Engineering and Maths (STEM), enabling learners to develop a deep understanding through investigative and problem-solving projects. • A One Planet Programme linked to the Humanities area of learning and experience, to encourage and support engagement with the important issue of Climate Change and to develop skills to interpret and help tackle the challenges ahead. • A Citizenship Programme, integral to the Council's key purpose to develop 'Ethical, informed citizens of Wales and the World'. This would connect work on children's rights, racial equality and social justice, to provide children and young people with opportunities to access experiences and develop skills that would build their confidence to engage with the challenges and opportunities facing humanity today, and to contribute to considered, ethical and sustainable action. 	200
	<p>Edible Playgrounds</p> <p>A second year of funding to take forward edible playground projects in Cardiff schools during 2022/23, with the aim of supporting outside play, pupil well-being, the new curriculum and behavioural change aligned with One Planet Cardiff objectives.</p>	250
	<p>Bilingual Cardiff Youth Forum</p> <p>To support the Bilingual Cardiff Youth Forum to organise and deliver social opportunities for children and young people to use Welsh outside of the school gates, supporting the goals of the Bilingual Cardiff Strategy and Welsh in Education Strategic Plan.</p>	10
	Young People Total	1,210

One-off use for 2022/23		£000
Community Improvement & Safety	Continue increased capacity in the Money Advice Team for 2022/23 Funding to continue the temporary expansion of the money advice team to increase the capacity of the service, and enable it to meet the anticipated increase in demand for advice in the aftermath of the Coronavirus Pandemic.	245
	Into Work Services Funding for the Into Work Service in order to: <ul style="list-style-type: none"> • Maintain the additional employment mentor delivery team • Increase the Barriers Fund (£60k) • Increase the capacity of the training team by an additional Works Skills Trainer post to support recruitment work with the Care Sector in light of the pandemic. 	398
	Sport Development Fund A fund to enable external partners such as local sports clubs to improve facilities through pump-prime investment to increase participation and engagement, with the possibility of asset transfer to empower local clubs. Together with existing resources, this will provide a total fund of £0.3 million for 2022/23.	300
	Lighting in Parks Funding for lighting in local parks that would not benefit from Active Travel Funding. Funds will be prioritised following an assessment exercise based on the framework agreed by Cabinet in January 2022.	250
	Situational Response to Community Safety Issues To support the purchase of community safety and anti-social behaviour related equipment and initiatives identified by the Council and partners. This would include CCTV/lighting upgrades/ software & apps to support reporting and case management / other relevant infrastructure/ youth work.	25
	Socially Valuable Bus Routes To support the provision of a social subsidy to bus routes where deemed necessary. The funded bus services support multiple areas and wards across the city, helping residents access work, education and health provision.	430
	Total	1,648
	Cleaner & Greener	Taxi Grants A pilot to compliment the Electric Vehicle grant from Clean Air, to provide taxi drivers with grant support towards the cost of transitioning to 'cleaner' diesel vehicles as an interim measure due to the cost of electric vehicles.
Segregated Waste To fund the continuation of the segregated waste trial for nine months in 2022/23.		170
Total		670

One-off use for 2022/23		£000
City Infrastructure	Enforcement Teams To support the introduction of active and sustainable travel initiatives and to further improve network management, enforcement of parking contraventions within cycle lanes and tracks, illegal use of bus lanes and pavement parking is essential. Traffic Regulation Orders will need to be written up and sealed and new technologies employed to enable the delivery of an effective enforcement strategy. Automatic and attended cameras will be introduced in targeted areas alongside the deployment of staff resources and camera cars to ensure appropriate coverage is maintained. In addition, this will be supported by road markings, signage, potentially kerb edge bollards, & enforcement cameras. Finally, approaches to prevention and public education will be developed.	150
	Localised Highway Asset Improvements To support the repair of defective carriageways, improving the condition of the network, safety and accessibility.	122
	Total	272
Grand Total		3,800

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Consultation on Cardiff Council's 2022/23 Budget

Research Findings
February 2022



Gweithio dros Gaerdydd, gweithio gyda'n gilydd
Working for Cardiff, working together



#gweithiogydangilydd
#workingtogether



Cardiff Research Centre

Cardiff Research Centre is part of the City of Cardiff Council's Policy, Partnerships & Community Engagement service. We strive to deliver research, information and consultation services for the City of Cardiff Council and its partner organisations.

Services include:

- Collection, analysis and interpretation of primary survey data;
- Analysis and interpretation of a wide range of secondary demographic and socioeconomic data including the Census and all other sources from the wider data environment;
- Specialised studies on a wide range of topics including social, economic and demographic data sources and their uses;
- Quantitative and qualitative research and consultation projects;
- Supporting the Cardiff Debate Community Engagement exercise with other public service partners;
- Management of the Cardiff Citizens' Panel;
- Focus Group facilitation;
- Advice and support on all aspects of research including survey & questionnaire design, &
- GIS thematic & schematic mapping services.

For further information please contact:

Cardiff Research Centre

Email: research@cardiff.gov.uk or consultation@cardiff.gov.uk



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1. Background

In its Capital Ambition vision, Cardiff Council set out how it wants to make Cardiff a greener, fairer, stronger city.

Delivering these ambitions will rely on great local public services. Everyone in Cardiff uses or benefits from a council service every day. Schools, roads, recycling, bin collections, social care, maintaining parks, libraries and street lighting are just some of the many services the Council provides to meet people's daily needs.

With a growing population and some of the highest levels of poverty in Wales, the pressure on these services is increasing each and every year. Over the past decade of austerity, which saw the council save over £220m as the pressure on services increases, the Council has done all it can to protect front line services while balancing the books.

The 2021 Ask Cardiff survey asked respondents to identify how they would prioritise the Council's available resources both for the next financial year and in the longer term by selecting the overarching services they considered to be the most important. This Budget Consultation looked at the priority areas identified in greater detail.

2. Consultation methodology

Consultation on the Council's budget proposals for 2022/23 was undertaken by the Cardiff Research Centre. The bilingual consultation ran from 14th January to 6th February 2022, following the budget announcement from the Welsh Government on 21st December 2021.

Throughout 2020 and 2021, the COVID-19 pandemic had a major impact on both the delivery of Council services, and on the lives of residents. Lockdown restrictions were introduced, eased and re-introduced at various points, both locally and nationally, in response to the spread of the virus. At the time of consultation, the whole of Wales was under Alert Level 2, in response to the predicted wave due to the Omicron variant, which required residents to wear face coverings in all indoor public places, limited organised indoor events to a maximum of 30 people and advised people to work from home where possible.

These restrictions made the traditional methods of engagement impossible. In previous years, paper copies of the survey would be made available to residents in public buildings such as Hubs, libraries and community centres across the city. The 2022-23 Budget Consultation was therefore delivered solely online.

Other methods used to promote the survey, such as emails to schools, and flyers and posters in GP surgeries were also not available this year, given the additional demands on these services.

The Cardiff Research Centre worked closely with partnership organisations to ensure as representative a response as possible. In a bid to ensure the survey was promoted as widely as possible, the survey was promoted via:

a) Email

- Organisations known to work with less frequently heard groups (see Appendix 6)
- Cardiff Youth Council
- Cardiff's Citizen's Panel

b) Internet/intranet

The survey was hosted on the Council website, at www.cardiff.gov.uk/budget, on the Have Your Say page, and the scrolls on the homepage, with pop-ups promoting the consultation appearing on busy pages of the website. It was also promoted to Council employees via DigiGov, Intranet and Staff Information.

A separate link to an accessible version of the survey (for use with screen readers) was made available alongside the link to the main survey.

c) Social media

The survey was promoted on the Council's corporate Facebook, Twitter, Instagram and Linked In accounts by the Corporate Communications Team throughout the consultation period (to a combined audience of 175,266 followers).

Looking at unpaid messaging on these accounts, the Facebook campaign achieved 70,176 impressions and 256 clicks through to the Budget Consultation page; on Twitter, there were 27,369 impressions and 256 link clicks, Instagram saw 20,472 impressions, and 422 were achieved through Linked In.

Targeted promotion was facilitated via stakeholder's social media accounts and Facebook 'boosts' of paid advertising aimed at those less frequently heard i.e. under 25's, Minority Ethnic groups and those living in the 'Southern Arc'¹ of the city. This was viewed 178,988 times, with 2,509 clicks through to the Budget Consultation page.

A separate survey was distributed to secondary schools across Cardiff and to the Youth Council.

After data cleansing to remove blank and duplicated responses, a total of 1,547 responses were received from the three surveys.

¹ See [Appendix 5](#) for map of 'Southern Arc'

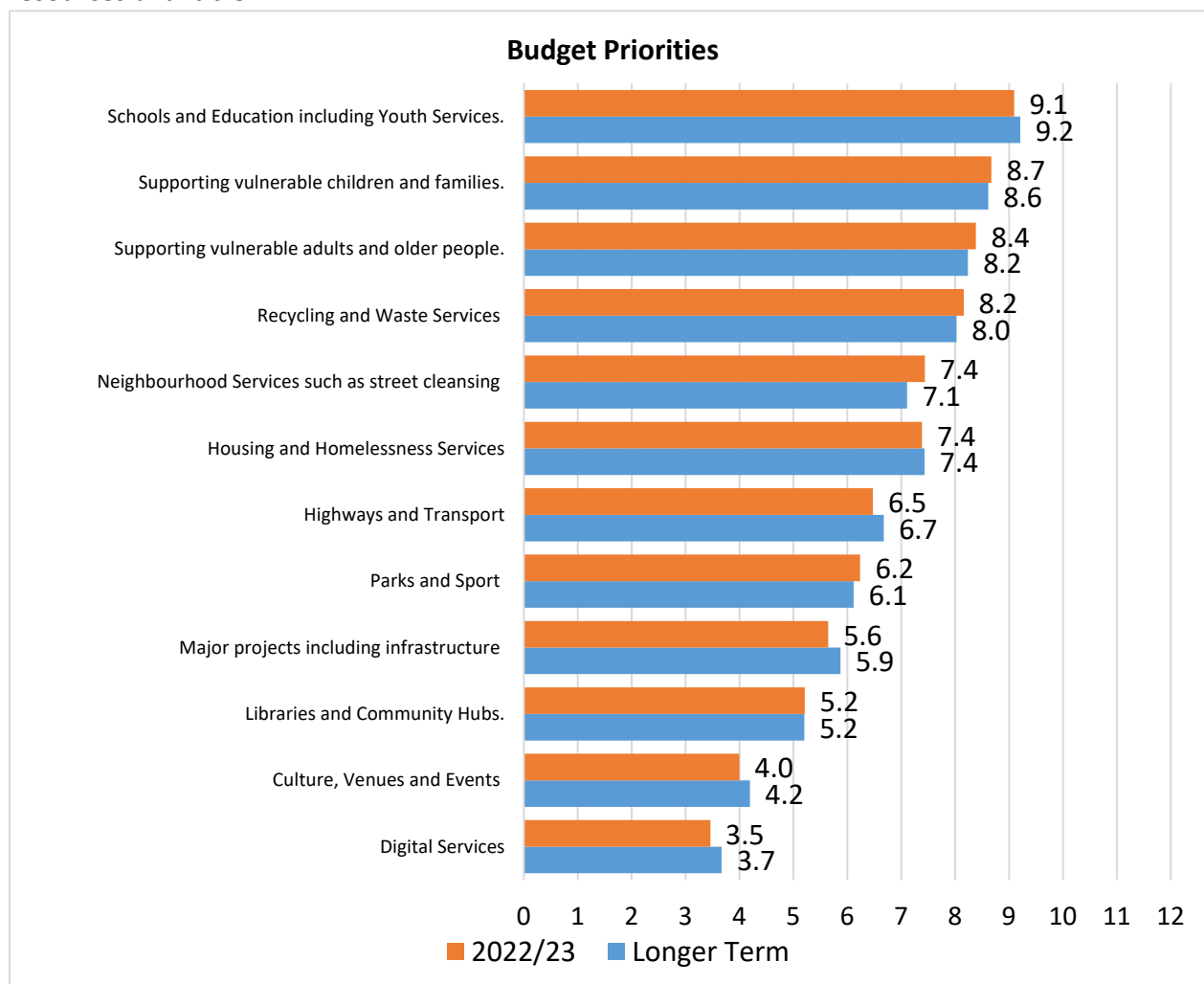
3. Results / Council Service Priorities

The 2021 Ask Cardiff survey (Oct-Dec 2021) asked respondents to identify how they would prioritise the Council’s available resources both for the next financial year and in the longer term by selecting the overarching services they considered to be the most important.

Scores were generated based on the number of votes for first place, second place and so on, giving each service a total score out of 12 – the higher the score, the more important the service. The results can be found in Table 1 below.

Table 1: Budget Priorities (Ask Cardiff 2021)

Q. The Council is facing a budget gap of £21.3 million next year and £80.9 million over the medium term. Each year the Council must set a balanced budget that reflects the priorities of residents and ensures statutory services can continue to be provided within the limited resources available.



The Ask Cardiff 2021 survey therefore identified top service priorities to be:

1. Education and Youth Services
2. Supporting vulnerable children and families
3. Supporting vulnerable adults and older people
4. Recycling and Waste Services
5. Neighbourhood services such as street cleansing
6. Homelessness and housing

This Budget Consultation looked at the priority areas identified in greater detail.

Responses to the ranking questions were validated to exclude non-responses, therefore including only those giving at least one exclusive ranking score per priority.

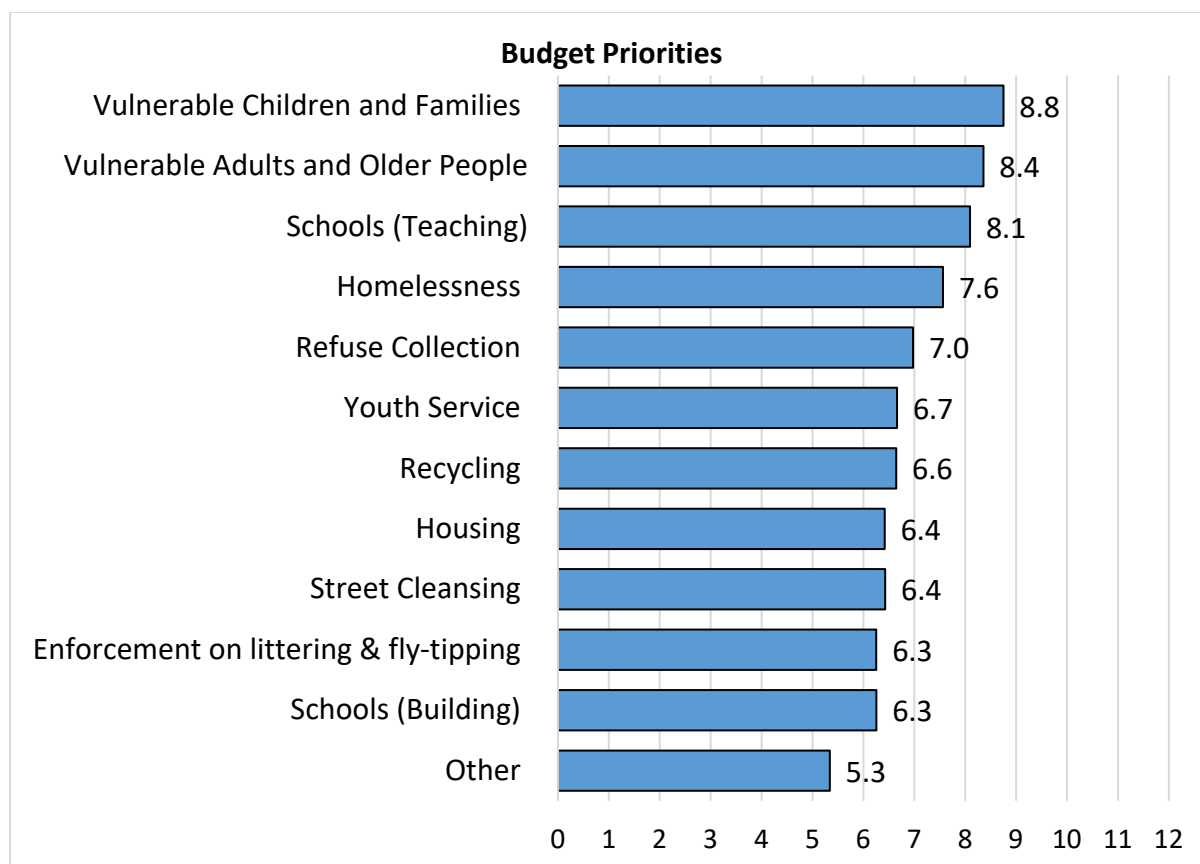
Scores were calculated by assigning twelve points for each first place ranking, eleven points for each second place ranking and so on, down to one point for twelfth place; this combined figure was then divided by the overall number of respondents answering this question, to give a final score for each option.

Budget Consultation: Results

Q1. Within each of the broad headlines identified above, we would like you to tell us if there are more specific services in which you would like to see investment? We have given some examples below, but please feel free to include any other related services you feel may not be listed.

Overall results:

Respondents were given a list of 11 Council Services, and asked to rank these in order of importance, along with an option to identify a different service they felt to be important.



Scores were calculated by assigning 12 points for each 1st place ranking, 11 points for each 2nd place ranking and so on, to 1 point for each 12th place ranking; this combined figure was then divided by the overall number of respondents giving an answer for each option, to give a final score.

‘Supporting vulnerable children and families’ and ‘Supporting vulnerable adults and older people’ were ranked as the most important services for investment, scoring 8.8 out of 12 and 8.4 out of 12 respectively. These were followed by investment in teaching in schools (8.1 out of 12).

All of the services listed achieved a score of at least 6.3 out of 12.

Analysis by demographic group

These results were analysed by demographic groups, and by Deprivation Fifths, looking at areas of differing levels of deprivation.

- Teaching was considered to be most important by respondents with children in their household, who gave a score of 9.6 (the highest score for any service across all of the demographic groups analysed), and men, with a score of 8.5.
- Women placed the greatest importance on 'supporting vulnerable children and families, generating a score of 9.4 out of 12.
- Respondents identifying as disabled rated 'supporting vulnerable adults and older people' as most important, with a score of 9.0.
- Respondents living in the most deprived areas of the city were more likely to place importance on Youth Services (7.0), Housing (7.0), Street Cleaning (6.8) and Enforcement on littering & fly-tipping (6.7).
- Those living in the least deprived areas were more likely to place importance on Schools (Teaching) (9.1, a full point higher than the average score) and Schools (Building) (7.2).

A full breakdown of priorities by demographic and deprivation is available in [Appendix 2](#).

Additional analysis

'Other' services identified as the most important priorities included:

Theme	No.	%	Example Comments
Roads / Pavements / Pot holes	35	36.1	<ul style="list-style-type: none"> – Road repairs to key roads – Road repairs – Road building and repair to accommodate the increase in traffic due to the amount of new housing. – Potholes in the roads and fixing broken pavements
Climate Change / Environment	22	22.7	<ul style="list-style-type: none"> – Climate change – Cycling and walking infrastructure, green transport – Environment
Public Transport	9	9.3	<ul style="list-style-type: none"> – adequate public transport – improved public transport, to enable and empower young people to travel around the city safely and independently.
Total	97	-	

The top three areas ranked as important, regardless of ranking, were:

Theme	No.	%	Example Comments
Roads / Pavements / Pot holes	106	27.0	<ul style="list-style-type: none"> – <i>The improvement of road surfaces (i.e. removal of pot holes)</i> – <i>Roads and pavements repairs</i> – <i>Road surface improvement in the district centres i.e. Roath, Cathays, etc.</i> – <i>Improving road infrastructure</i> – <i>Roads. Our roads are in poor state of repair with potholes and drains causing damage to council tax payers' vehicles.</i>
Climate Change / Pollution / Green Space Protection / Parks	93	23.7	<ul style="list-style-type: none"> – <i>Ecology, green infrastructure</i> – <i>Green spaces, especially in housing developments, both private and council</i> – <i>More environmental protection given to the city's wildlife.</i> – <i>Nature and climate emergencies</i> – <i>Net zero progress</i>
Public Transport	51	13.0	<ul style="list-style-type: none"> – <i>adequate public transport</i> – <i>Cheap, regular public transportation</i> – <i>Public transport improved.</i> – <i>Metro</i>
Total	393		

A full list of most important, and all other priorities, is available in [Appendix 3](#).

Q2. Do you have any other comments?

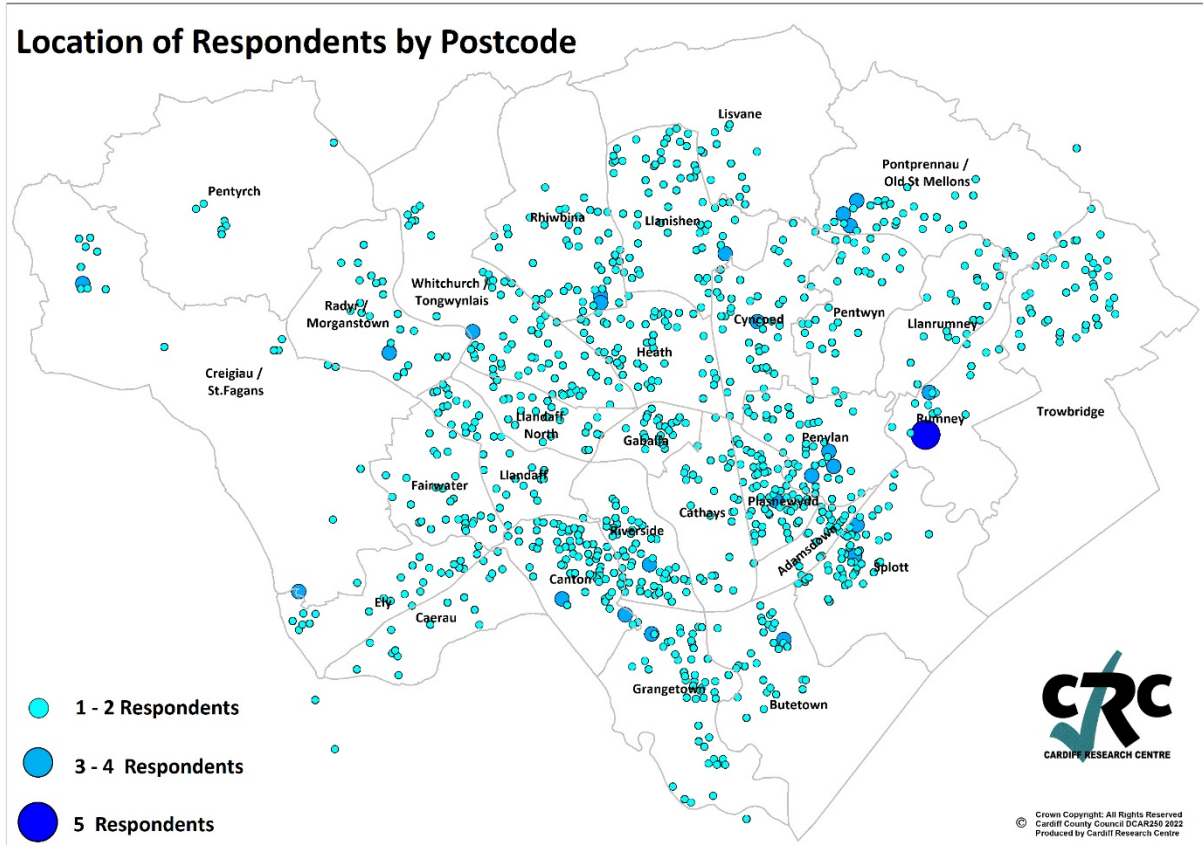
Respondents were given the opportunity to leave any additional comments they had in relation to the survey. A total of 623 comments were received, which have been grouped in to themes, with the top three shown below. A full list of themes is available in [Appendix 4](#).

Theme	No.	%	Example Comments
Street cleaning / Litter / Fly-tipping	80	16.0	<ul style="list-style-type: none"> – Cardiff is a dirty city, more street and public areas cleaning needed – Clean up the litter – We need to make the most of our environment and encourage people to be responsible for keeping it clean and tidy. Need to take more actions against people who don't recycle and leave waste for others to tidy up. Need to provide more bins and recycling facilities in public areas. Look at initiatives to financially reward people for the collection of plastic and tin cans at recycling hubs. – So many areas of the city look like dumping ground because waste, recycling, bulky waste, recycling centres and enforcement against fly tipping just don't join up – The streets of Cardiff are an embarrassment to the city and need cleaning up
Don't Waste Money / Poor Value for Money	70	14.0	<ul style="list-style-type: none"> – Cut back on spending cut your cloth to match your funds – Stop wasting money on worthless projects that are barely used, and vanity projects to pander to a minority like bilingual road signs – Money seems to be spent on cycle lanes and the Bay. How about putting some resources into other areas of Cardiff? – Too much money is spent on schools – Stop wasting money whilst telling poor people to budget better on thin air.
Roads / Pavements / Infrastructure	65	13.0	<ul style="list-style-type: none"> – Fix the roads – Being disabled with mobility issues, i am fed up of not being able to walk up my street without tripping over broken and uneven slabs. – Roads are a disgrace it makes me wonder if this is why the slowing of traffic is to compensate for this. – Seriously, the roads around the vast majority of Cardiff are in a dreadful state of repair. – Spend more money on making conditions better for motorists not cyclists.
Total	501	-	

Appendix 1 - About You

Please provide your postcode below to allow us to more accurately pinpoint respondents' views and needs by area:

Overall, 1,044 respondents provided their postcode:



What was your age on your last birthday?

There was an under-representation of respondents aged 16 - 34 (18.8% compared with 41.1% for the 2020 Mid-Year Estimate for the population as a whole, down from 26.8% in last year's consultation despite schools being asked to promote the survey). There was an over-representation of those aged 55 and over of 8.0 percentage points, up from 4.5 in the 2021-22 consultation.

	No.	%
Under 16	2	0.1
16-24	38	2.7
25-34	230	16.1
35-44	320	22.4
45-54	250	17.5
55-64	272	19.0
65-74	205	14.4
75+	68	4.8
Prefer not to say	43	3.0
Total	1428	100.0

	%	MYE 2020
16-34	18.8	41.1
35-54	39.9	28.7
55+	38.2	30.2

Are you...?

	No.	%
Female	685	48.1
Male	668	46.9
Other	5	0.4
Prefer not to say	65	4.6
Total	1423	100.0

Do you identify as Trans?

	No.	%
Yes	3	0.2
No	1317	92.2
Prefer to self-describe	12	0.8
Prefer not to say	97	6.8
Total	1429	100.0

How many children live in your household?

	No.	%
No children	992	71.1
Yes, under 5 years old (pre-school)	146	10.5
Yes, aged 5 - 11 (primary school)	168	12.0
Yes, aged 11 - 16 (secondary school)	142	10.2
Yes, aged 16 - 18 in full-time education, or working	69	4.9
Yes, aged 16 - 18 but not in full time education or working	11	0.8
Total	1396	-

NB. Percentages do not total 100% as respondent could have children in more than one age group

Do you care, unpaid, for a friend or family member due to illness, disability, a mental health problem or an addiction, cannot cope without your support?

	No.	%
Yes	236	17.6
No	1103	82.4
Total	1339	100.0

Which of the following best describes what you are doing at present?

	No.	%
Working full-time (30+ hours per week)	798	56.2
Working part-time (less than 30 hours per week)	170	12.0
On a zero-hour contract	5	0.4
In full time education	31	2.2
Unemployed - Registered Job Seeker	7	0.5
Unemployed - Unregistered but seeking work	9	0.6
Permanently sick or disabled person	42	3.0
Wholly retired from work	295	20.8
Looking after home	10	0.7
Caring for a child or adult	27	1.9
Other	27	1.9
Total	1421	100.0

Which best describes your housing tenure?

	No.	%
Owned outright	512	36.7
Owned with a mortgage	631	45.3
Rented from the Local Authority	29	2.1
Rented from a Housing Association	31	2.2
Private rented	164	11.8
Other	27	1.9
Total	1394	100.0

Are you or a member of your household...?

	You		A member of your household	
	No.	%	No.	%
Currently serving	11	0.7	8	0.5
An armed forces service leaver (Veteran)	33	2.1	22	1.4

Do you identify as a disabled person?

	No.	%
Yes	182	13.1
No	1124	80.7
Prefer not to say	86	6.2
Total	1306	100.0

Please tick any of the following that apply to you:

	No.	%
Deaf/Deafened/Hard of Hearing	95	6.8
Learning impairment/difficulties	36	2.6
Wheelchair user	11	0.8
Long-standing illness or health condition (e.g. cancer, HIV, diabetes or asthma)	242	17.4
Mental health difficulties	129	9.3
Visual impairment	31	2.2
Mobility impairment	103	7.4
Prefer not to say	122	8.8
Other	22	1.6
Total	1392	-

NB. Percentages do not total 100% as respondent could answer more than one option

Do you regard yourself as belonging to a particular religion?

	No.	%
No, no religion	703	50.9
Christian (Including Church in Wales, Catholic, Protestant and all other Christian denominations)	530	38.4
Muslim	14	1.0
Buddhist	9	0.7
Hindu	2	0.1
Jewish	2	0.1
Sikh	0	0.0
Other	20	1.4
Prefer not to answer	102	7.4
Total	1382	100.0

How would you describe your sexual orientation?

	No.	%
Bisexual	71	5.2
Gay Woman/Lesbian	16	1.2
Gay Man	67	4.9
Heterosexual/Straight	1030	75.3
Other	18	1.3
Prefer not to answer	166	12.1
Total	1368	100.0

Do you consider yourself to be Welsh?

	No.	%
Yes	930	67.9
No	440	32.1
Total	1370	100.0

How would you describe your Welsh language skills?

	No.	%
Fluent	80	5.8
Moderate	78	5.7
Basic	327	23.7
Learner	235	17.0
None	659	47.8
Total	1379	100.0

What is your ethnic group?

Overall, 82.6% of those giving their ethnicity were of a white background, broadly reflecting that of the population of Cardiff as a whole (84.7%), according to the 2011 Census.

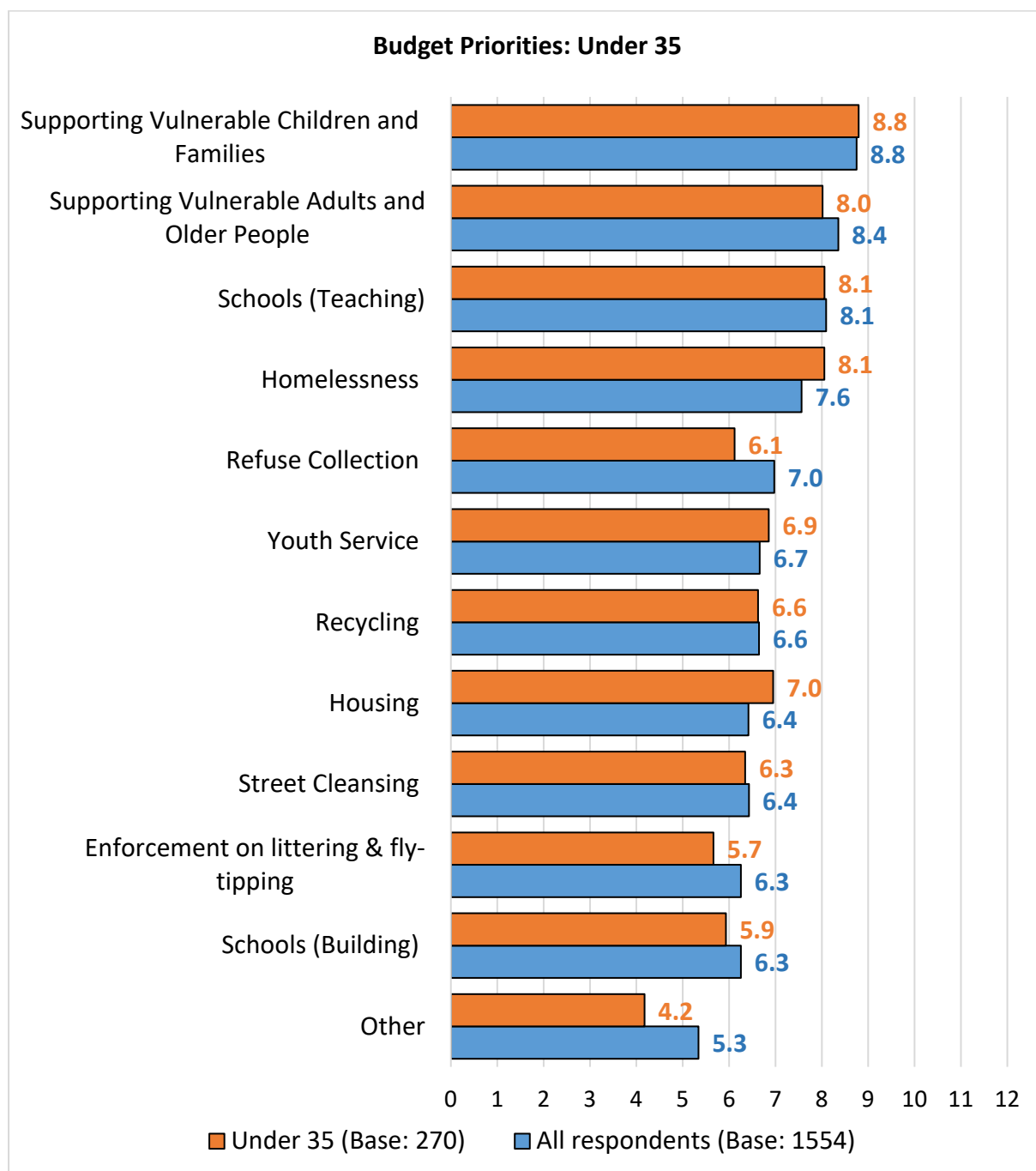
	No.	%
White - Welsh/English/Scottish/Northern Irish/British	1148	82.6
White - Any other white background	68	4.9
White - Irish	16	1.2
Any other ethnic group	11	0.8
Mixed/Multiple Ethnic Groups - Any other	10	0.7
Mixed/Multiple Ethnic Groups - White & Asian	10	0.7
Asian/Asian British - Indian	8	0.6
Mixed/Multiple Ethnic Groups - White and Black	7	0.5
Asian/Asian British – Chinese	6	0.4
Arab	6	0.4
Black/African/Caribbean/Black British - African	4	0.3
Black/African/Caribbean/Black British – Caribbean	4	0.3
Asian/Asian British – Bangladeshi	2	0.1
Asian/Asian British – Pakistani	2	0.1
Asian/Asian British - Any other	2	0.1
Prefer not to say	85	6.1
Total	1389	100.0

Appendix 2 – Priorities by Demographic

Respondents under the age of 35 prioritised:

1. *Supporting vulnerable children and families, scoring 8.8*
2. *Schools (Teaching) and Homelessness, both scoring 8.1*
3. *Supporting vulnerable adults and older people, scoring 8.0*

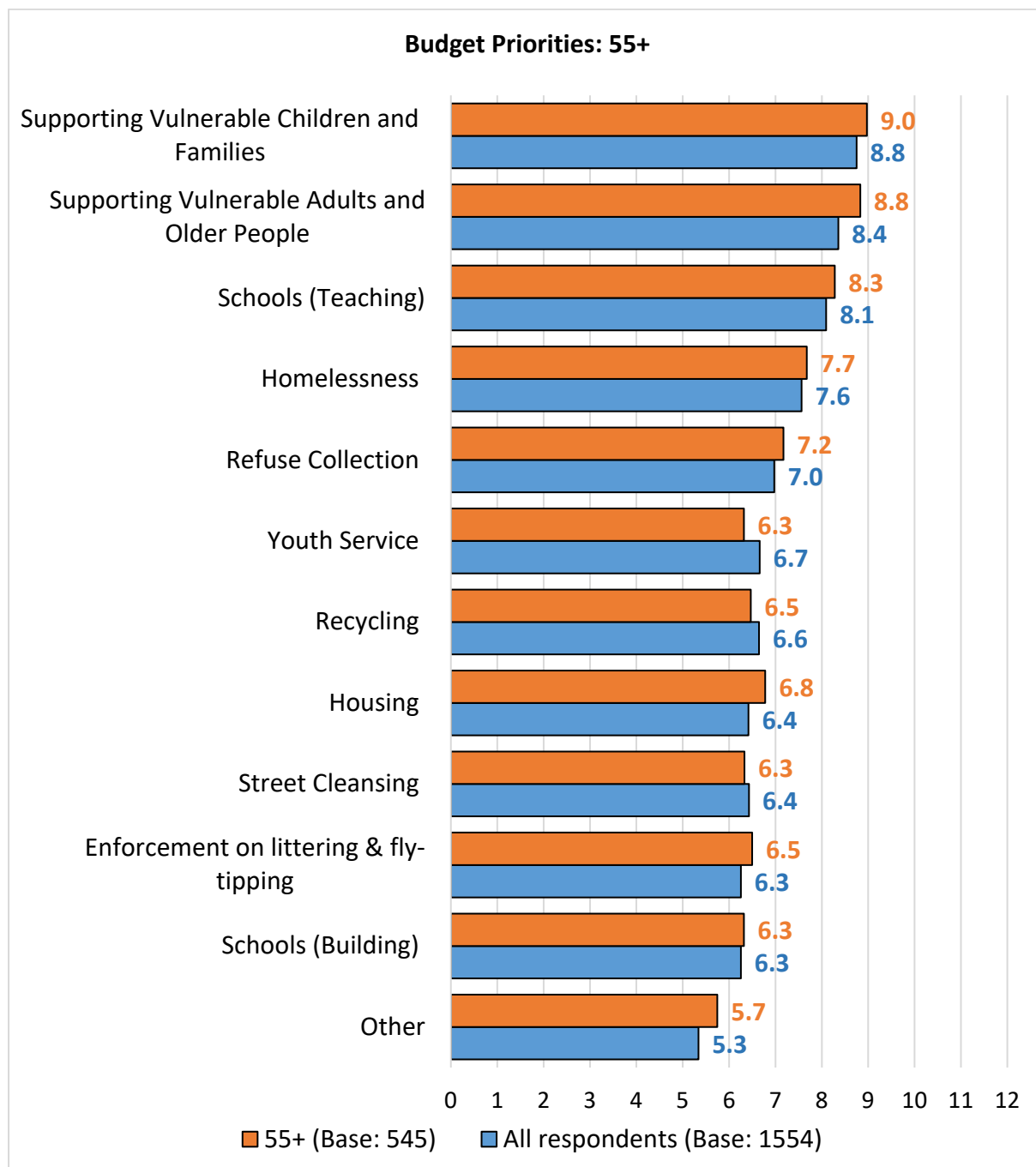
The lowest priority from the suggested options was *Enforcement on littering & fly-tipping, scoring 5.7*



Respondents aged 55 and over prioritised:

1. *Supporting vulnerable children and families, scoring 9.0*
2. *Supporting vulnerable adults and older people, scoring 8.8*
3. *Schools (Teaching), scoring 8.3*

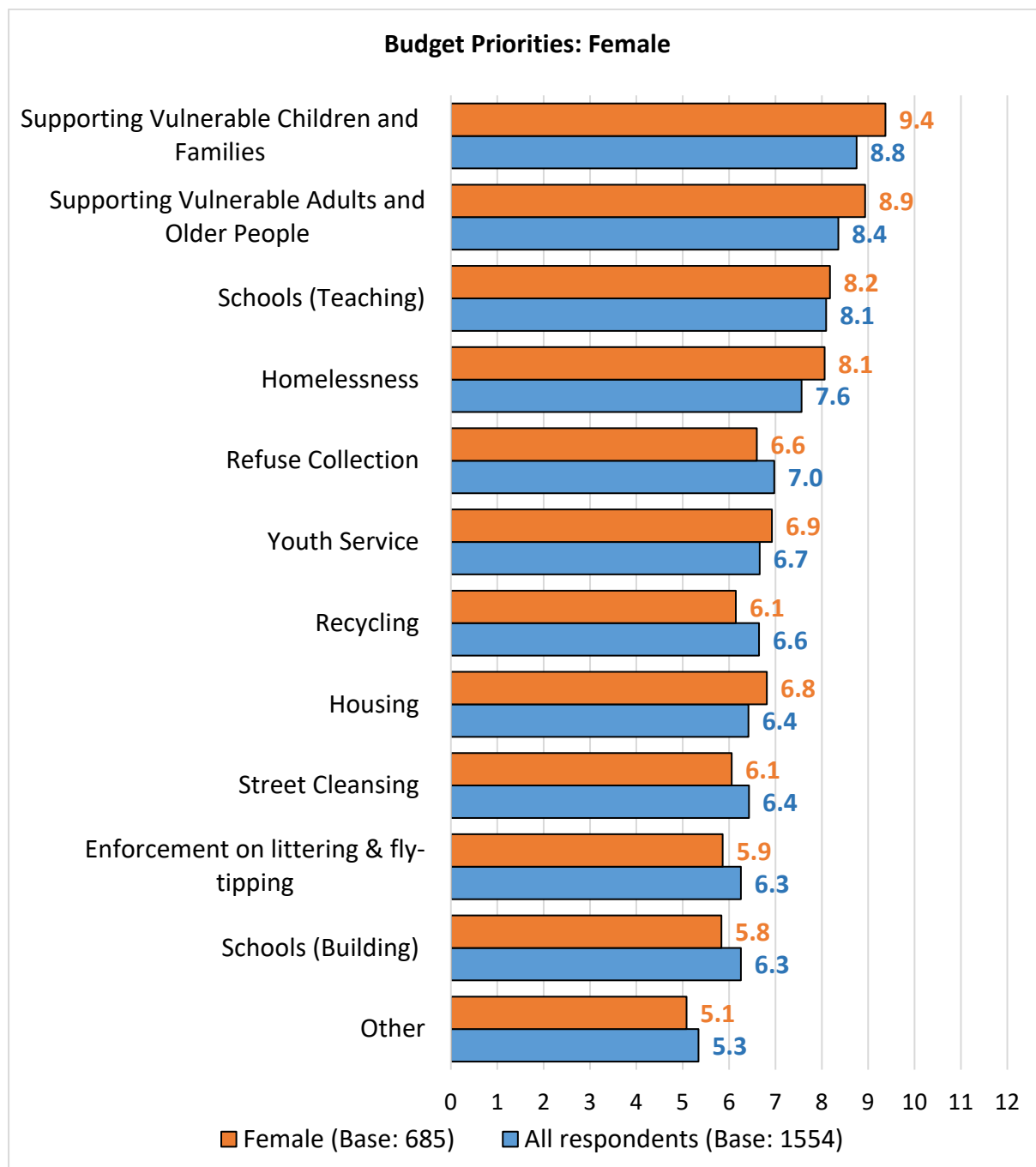
The lowest priority from the suggested options was *Schools (Building), scoring 6.3*



Female respondents prioritised:

1. *Supporting vulnerable children and families, scoring 9.4*
2. *Supporting vulnerable adults and older people, scoring 8.9*
3. *Schools (Teaching), scoring 8.2*

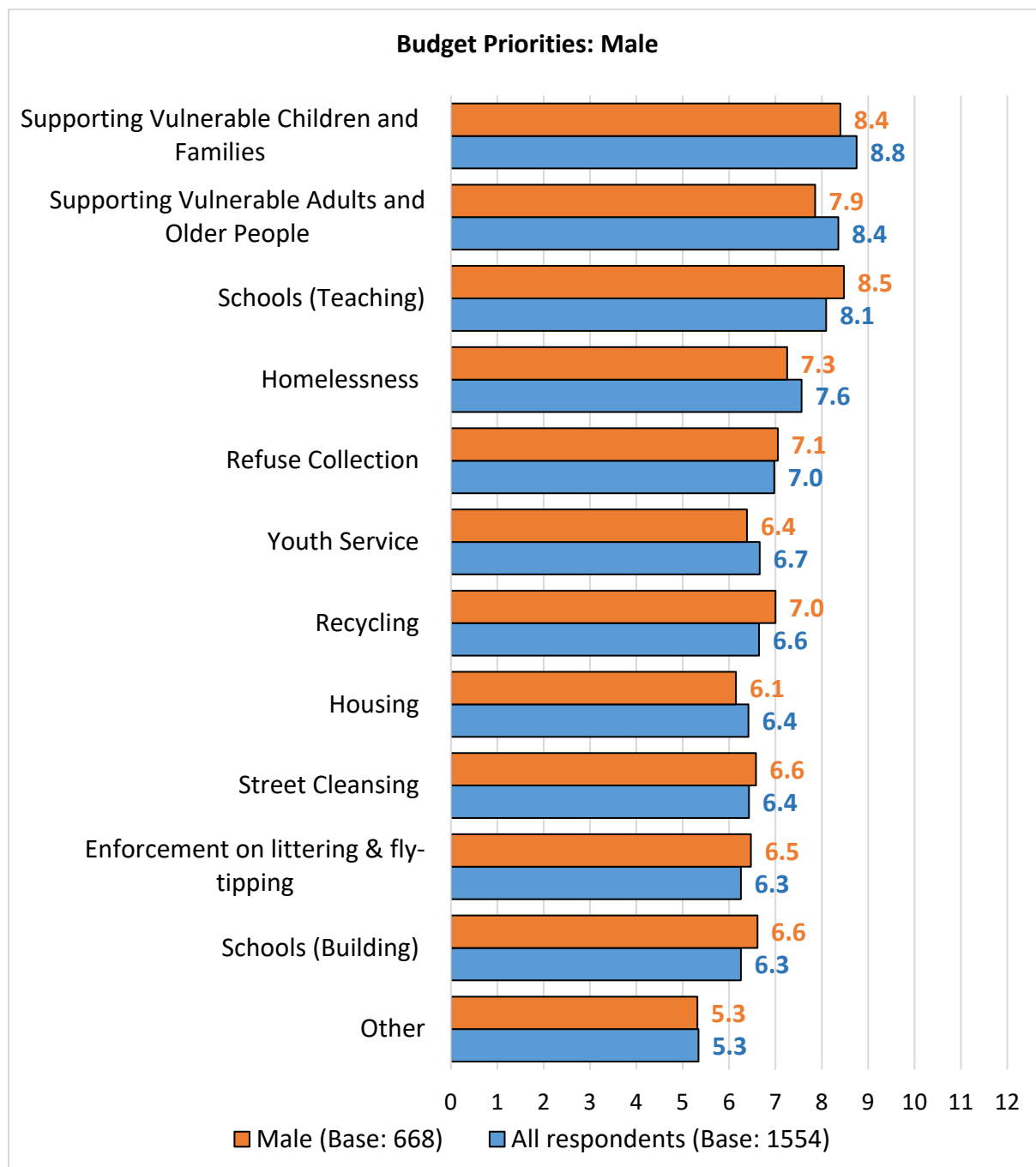
The lowest priority from the suggested options was *Schools (Building), scoring 5.8*



Male respondents prioritised:

1. *Schools (Teaching)*, scoring **8.5**
2. *Supporting vulnerable children and families*, scoring **8.4**
3. *Supporting vulnerable adults and older people*, scoring **7.9**

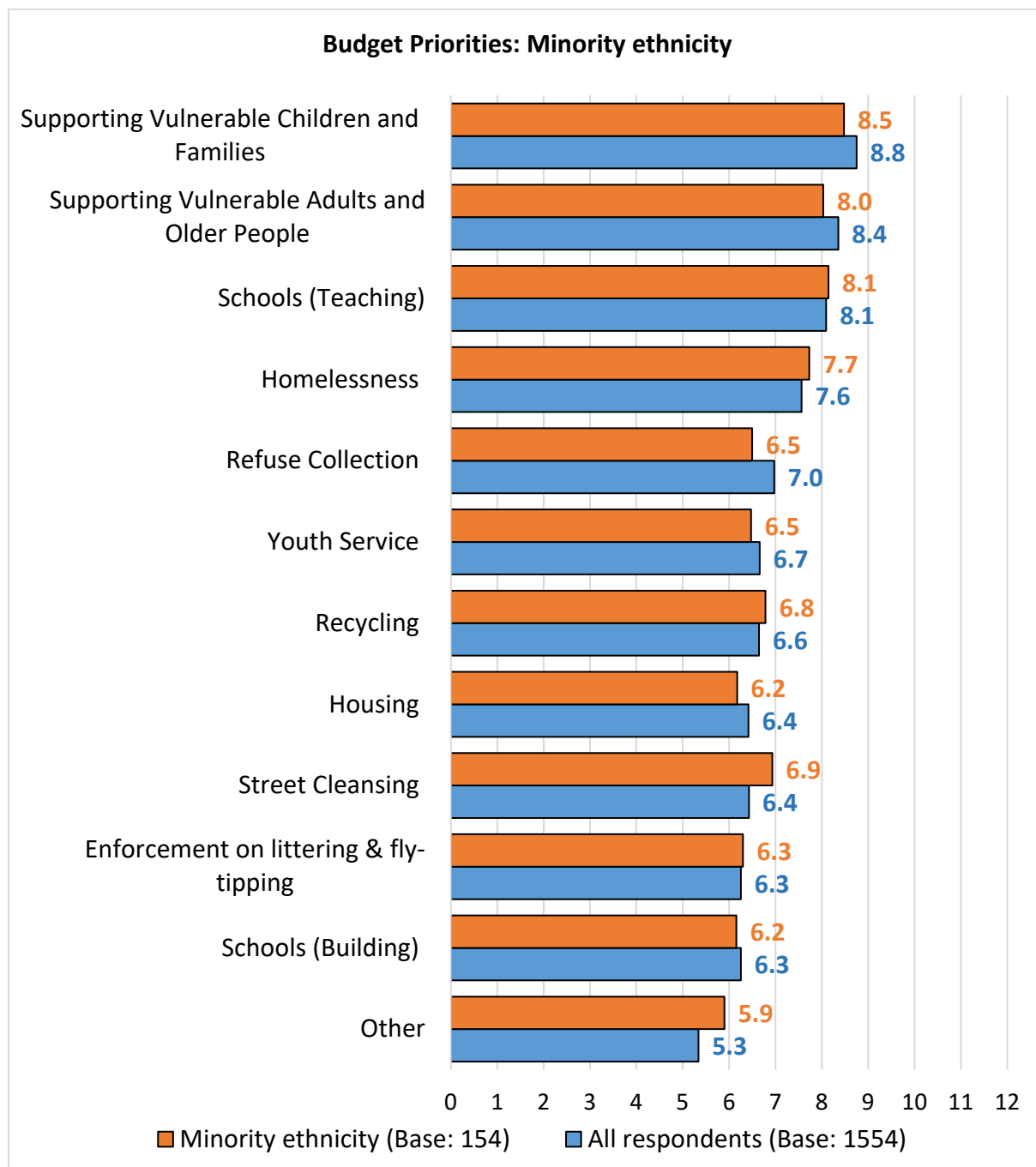
The lowest priority from the suggested options was *Housing*, scoring **6.1**



Respondents from a minority ethnicity prioritised:

1. *Supporting vulnerable children and families, scoring 8.5*
2. *Schools (Teaching), scoring 8.1*
3. *Supporting vulnerable adults and older people, scoring 8.0*

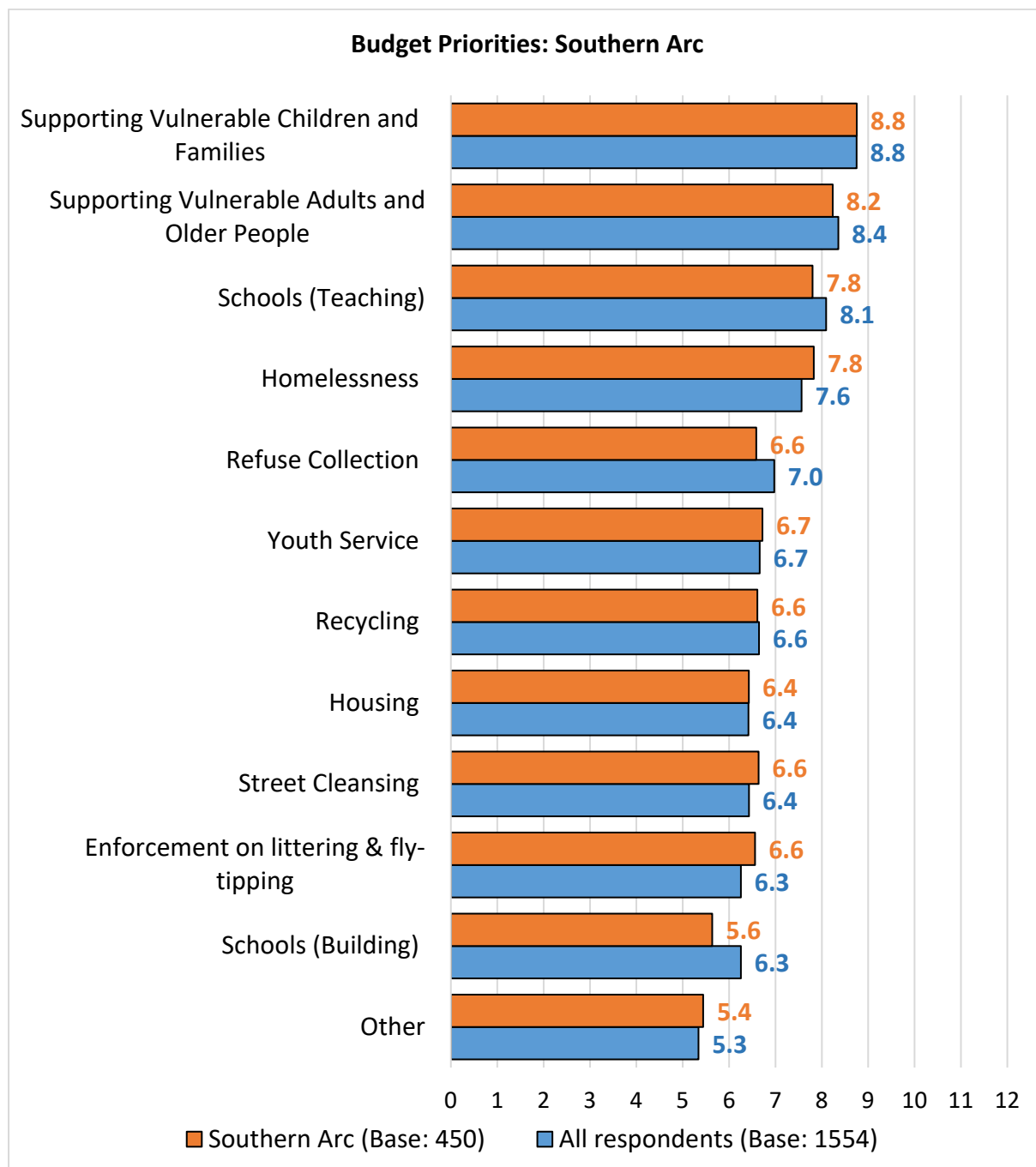
The lowest priority from the suggested options was *Schools (Building), scoring 6.2*



Respondents living in the Southern Arc prioritised:

1. *Supporting vulnerable children and families, scoring 8.8*
2. *Supporting vulnerable adults and older people, scoring 8.2*
3. *Homelessness and Schools (Teaching), both scoring 7.8*

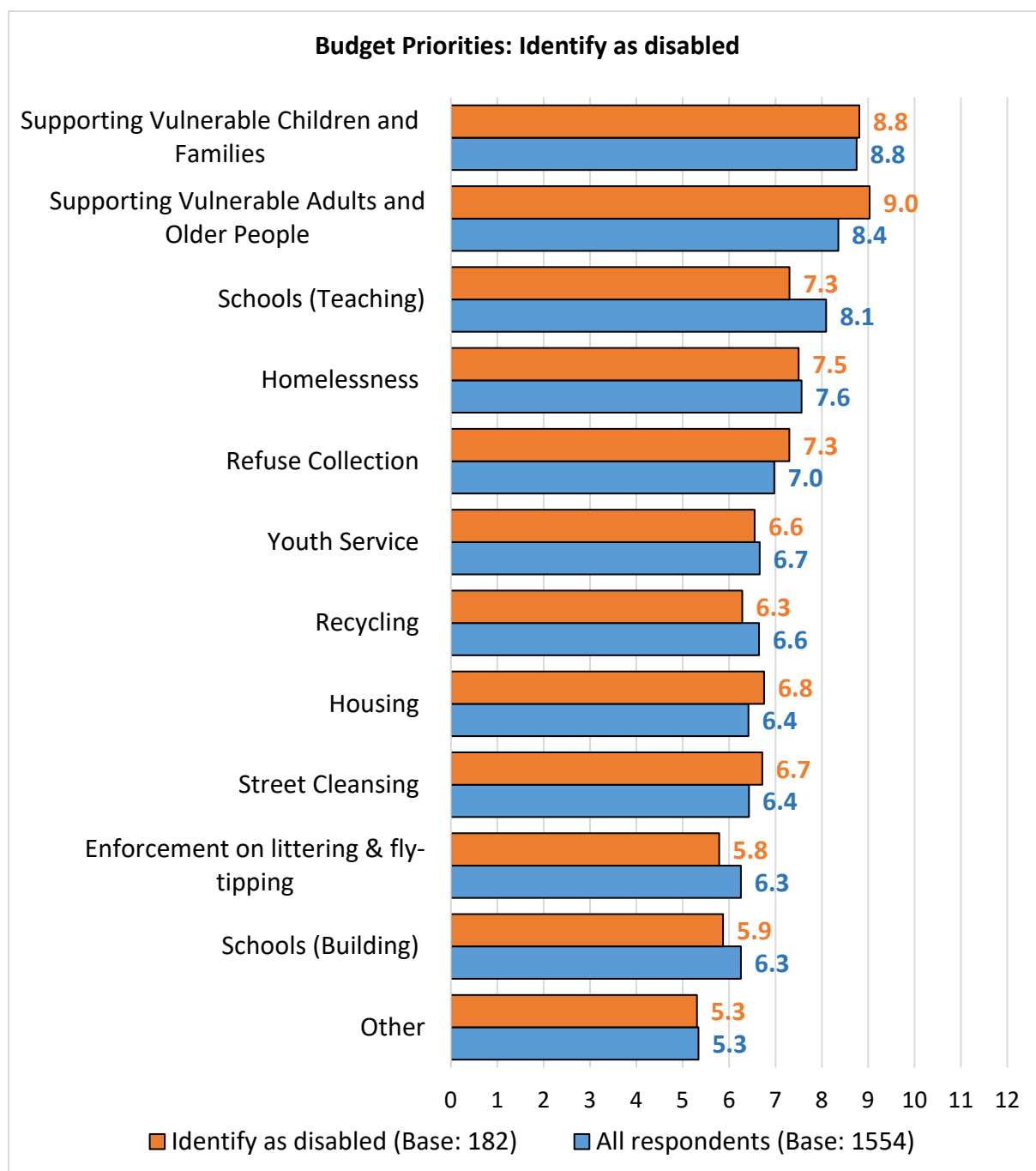
The lowest priority from the suggested options was *Schools (Building)*, scoring 5.6



Respondents identifying as disabled prioritised:

1. *Supporting vulnerable adults and older people, scoring 9.0*
2. *Supporting vulnerable children and families, scoring 8.8*
3. *Homelessness, scoring 7.5*

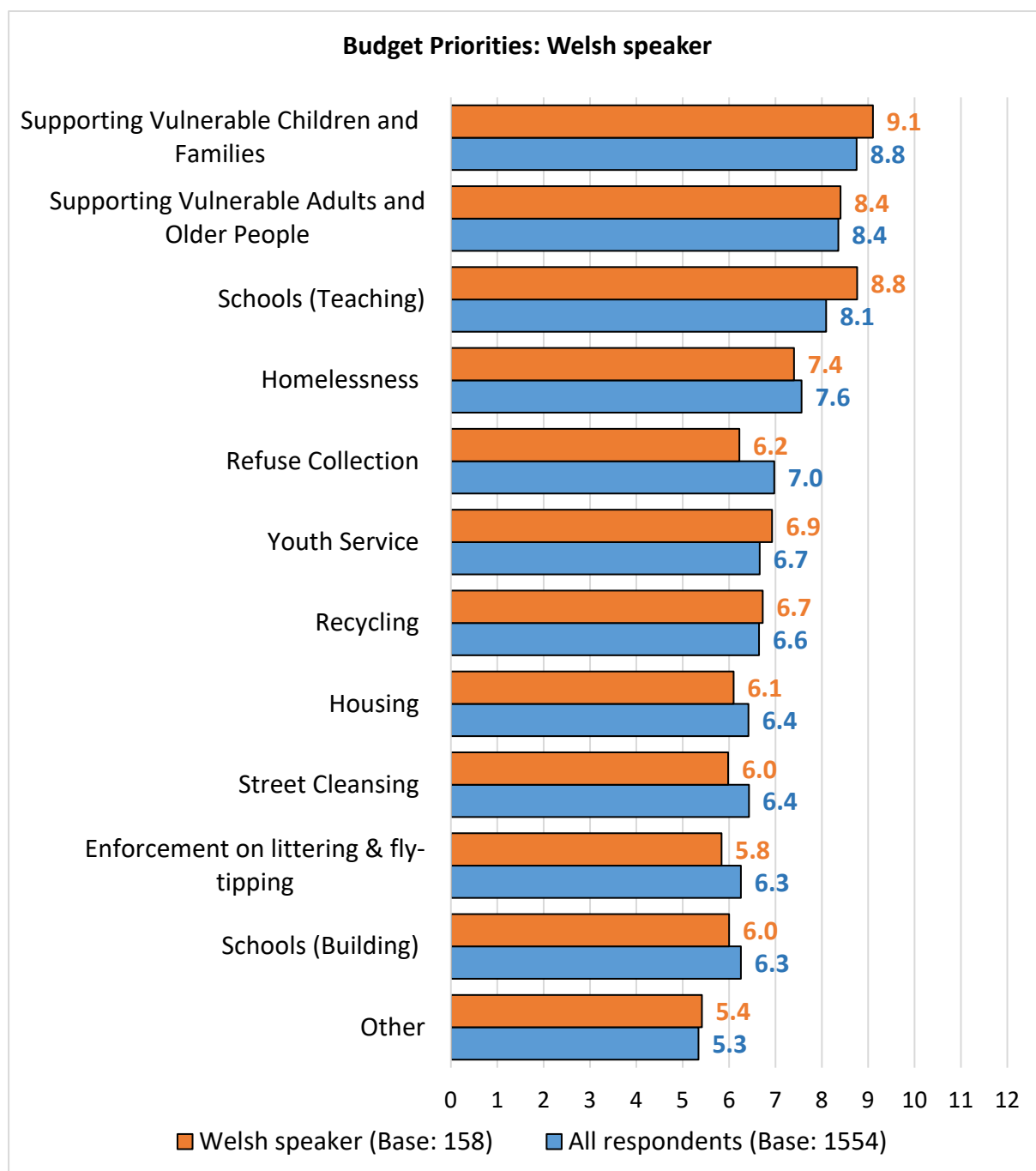
The lowest priority from the suggested options was *Enforcement on littering & fly-tipping, scoring 5.8*



Welsh speaking respondents prioritised:

1. *Supporting vulnerable children and families, scoring 9.1*
2. *Schools (Teaching), scoring 8.8*
3. *Supporting vulnerable adults and older people, scoring 8.4*

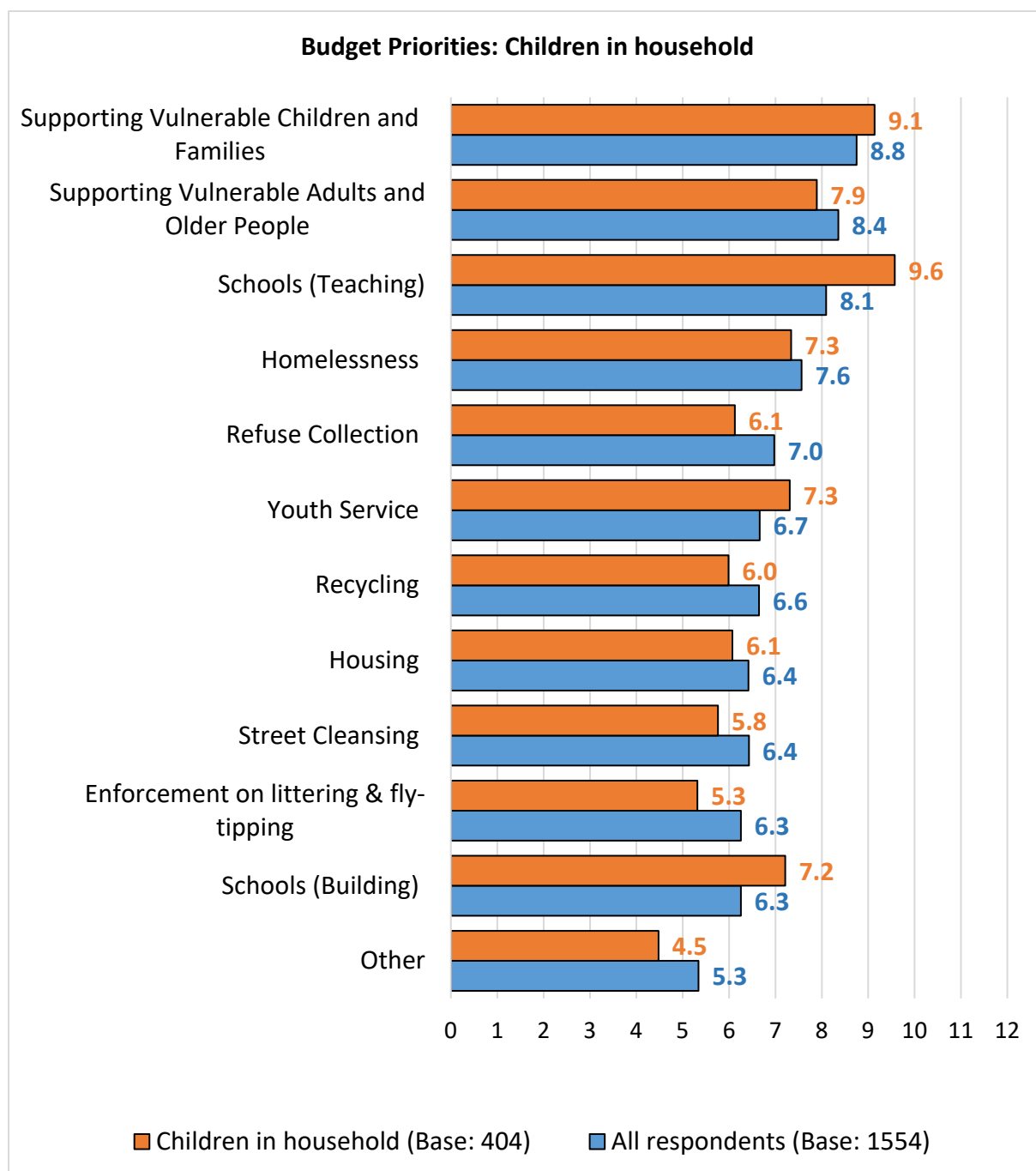
The lowest priority from the suggested options was *Enforcement on littering & fly-tipping, scoring 5.8*

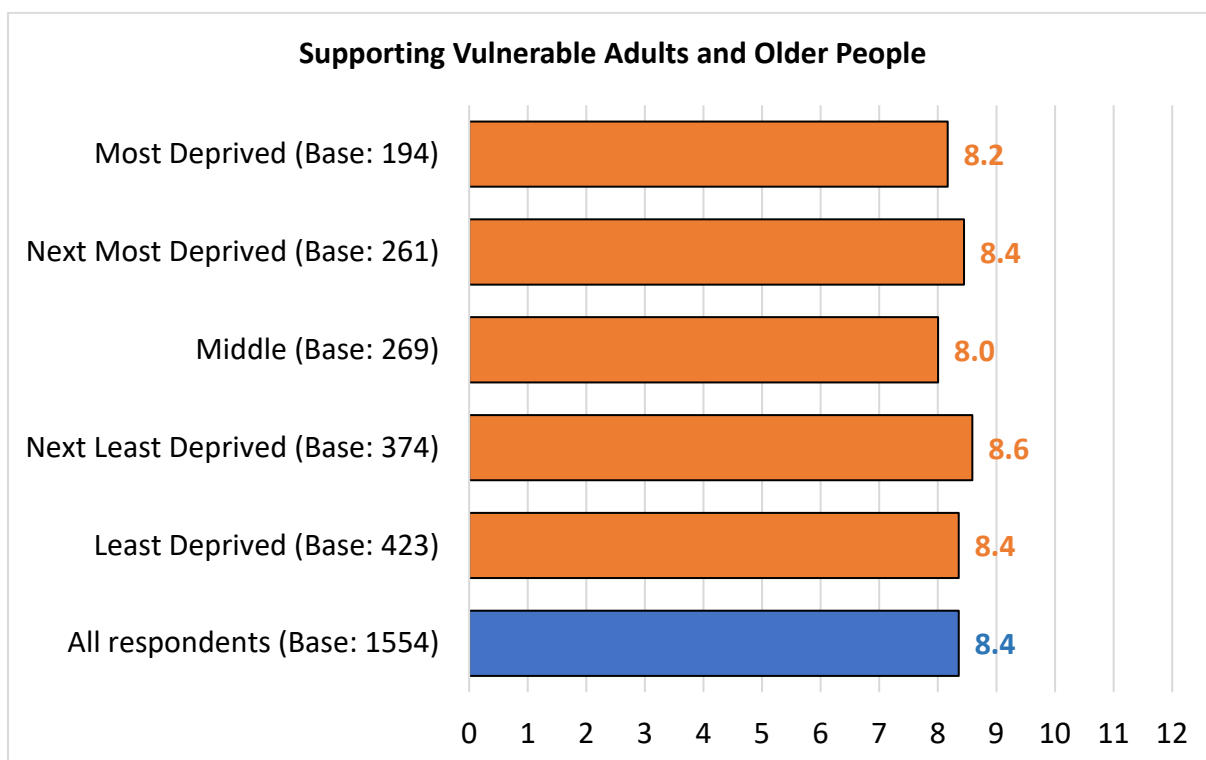
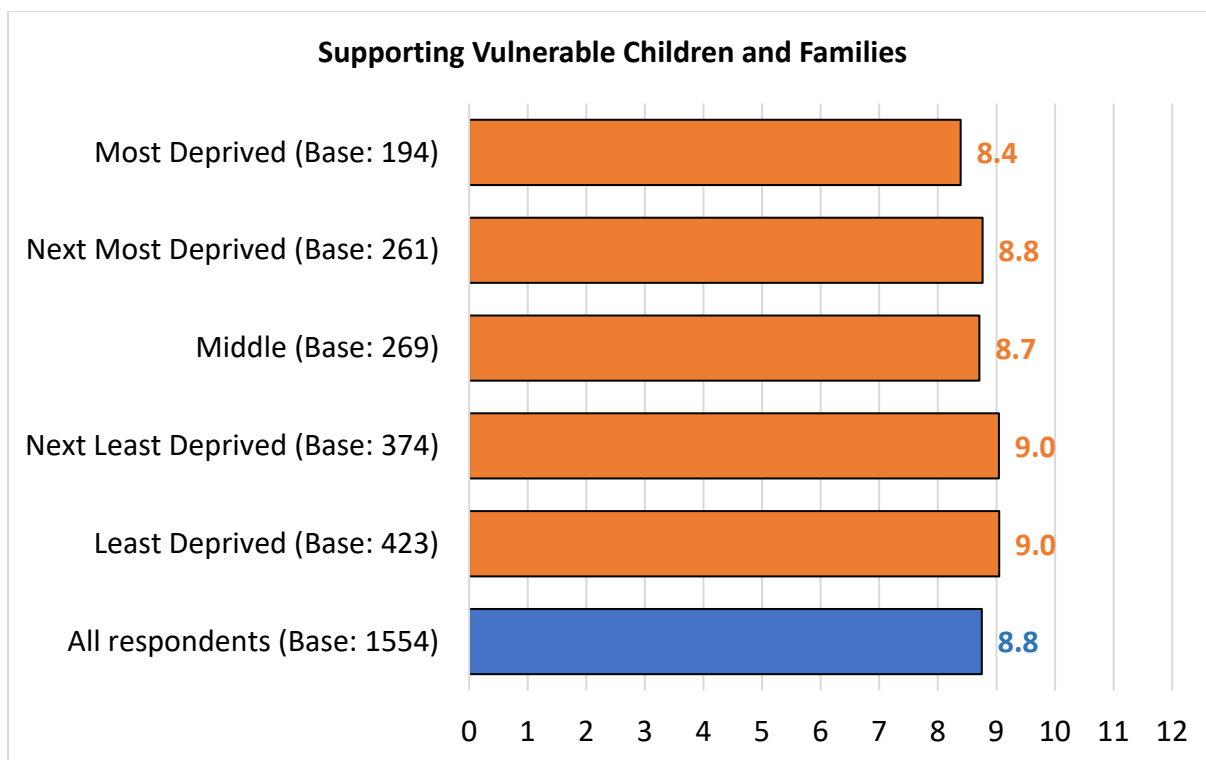


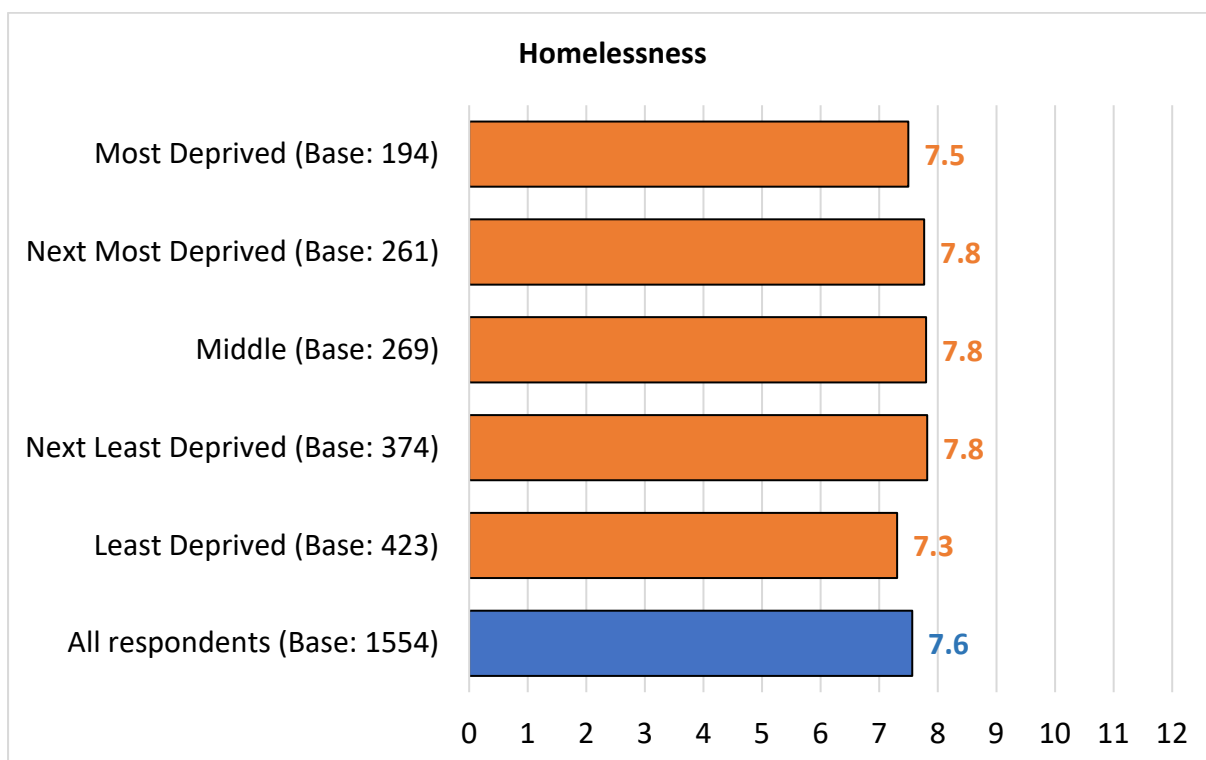
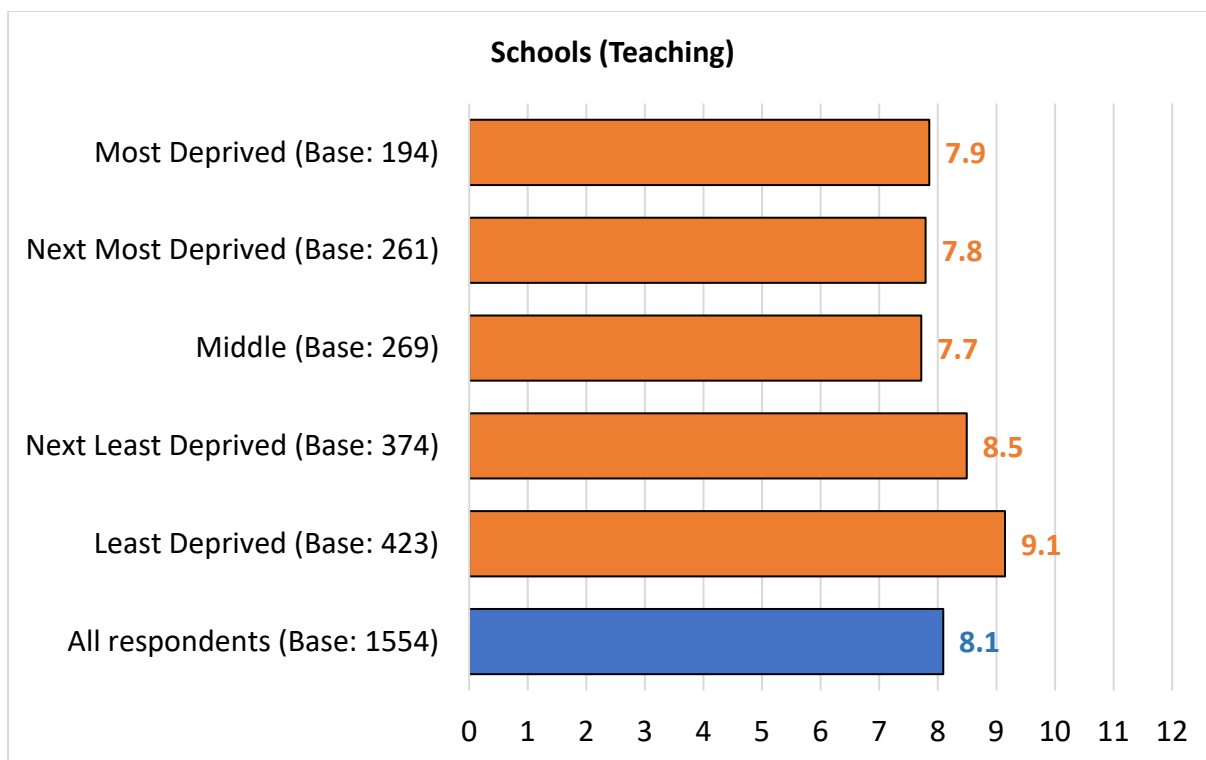
Respondents with children in their household prioritised:

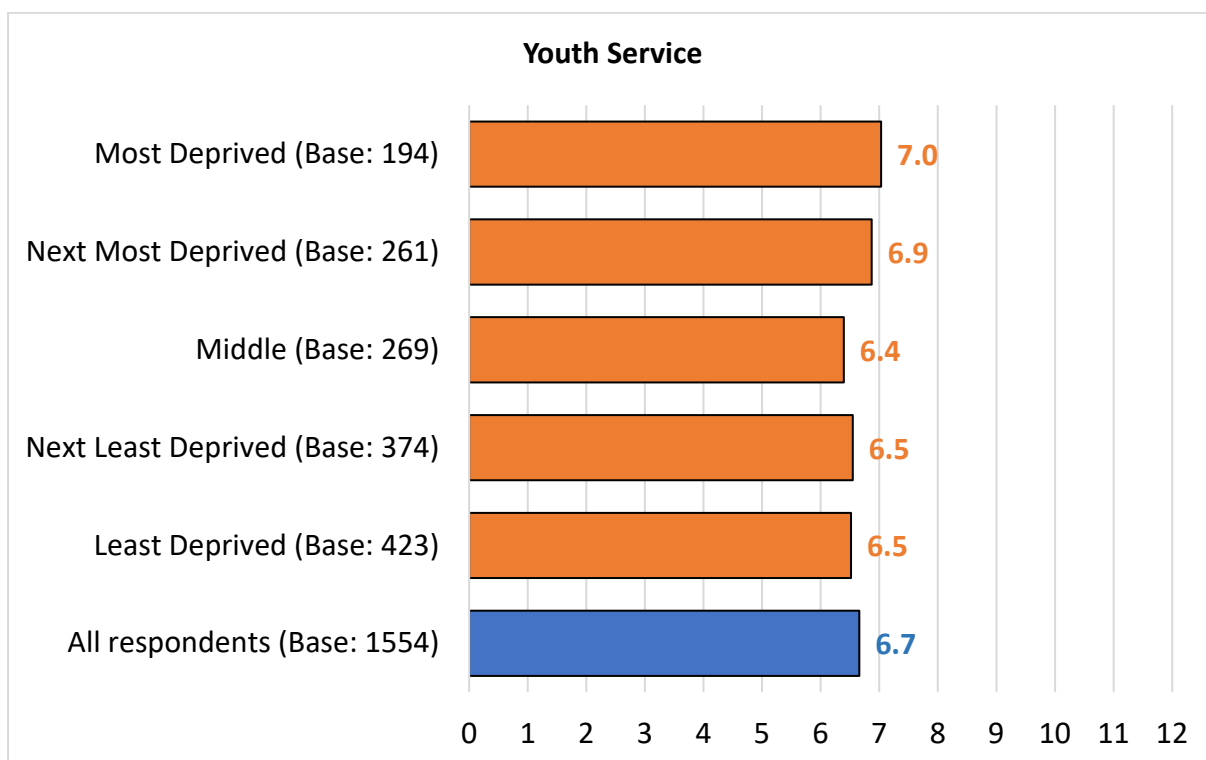
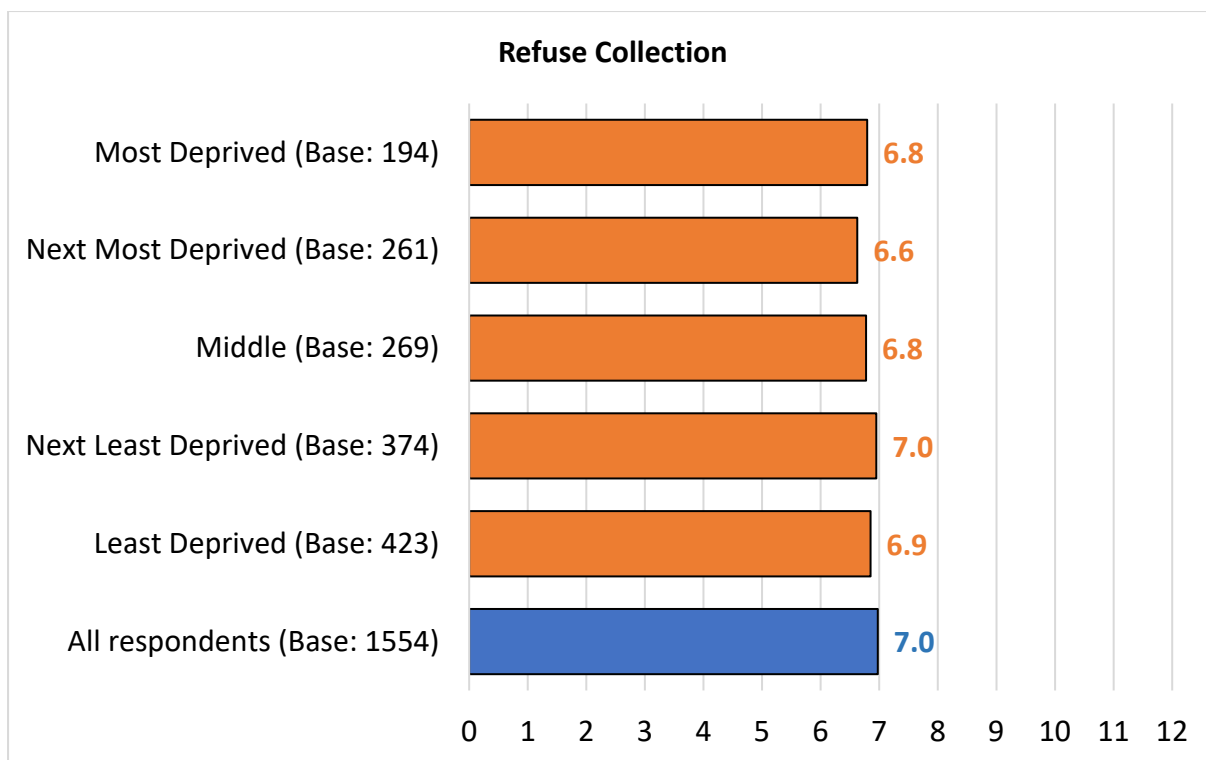
1. *Schools (Teaching)*, scoring **9.6**
2. *Supporting vulnerable children and families*, scoring **9.1**
3. *Supporting vulnerable adults and older people*, scoring **7.9**

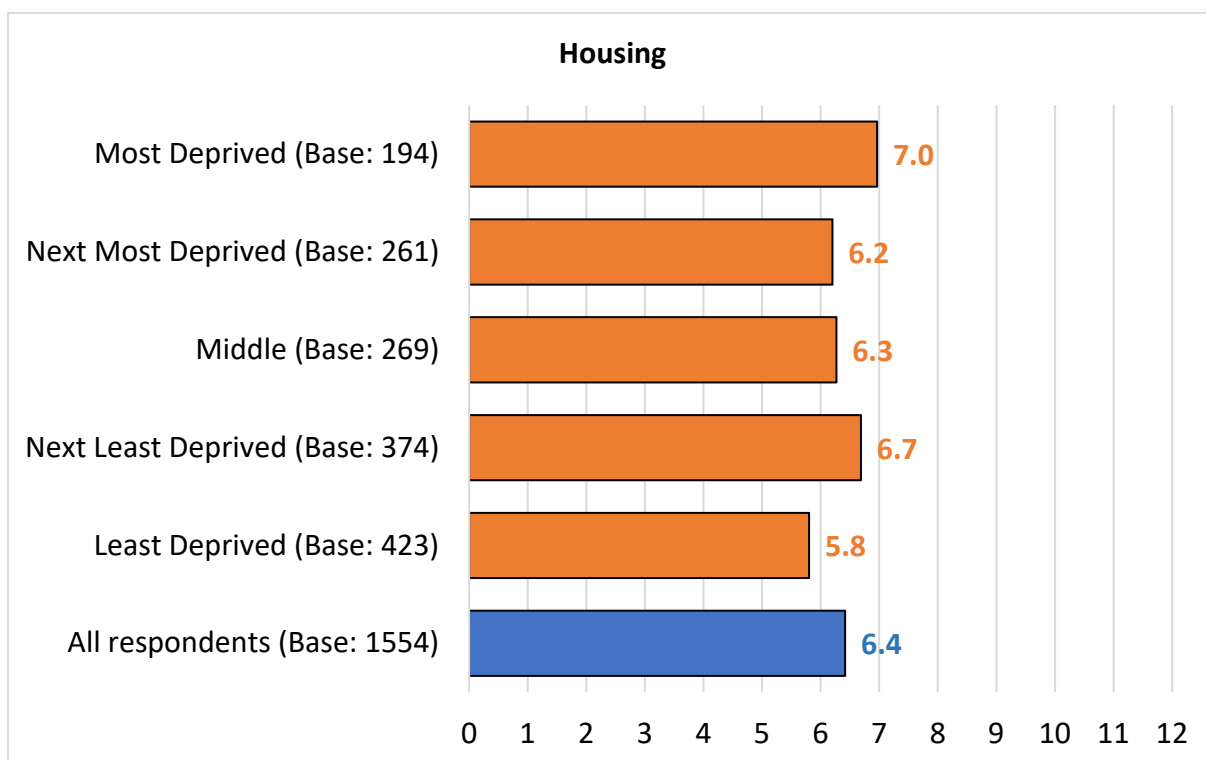
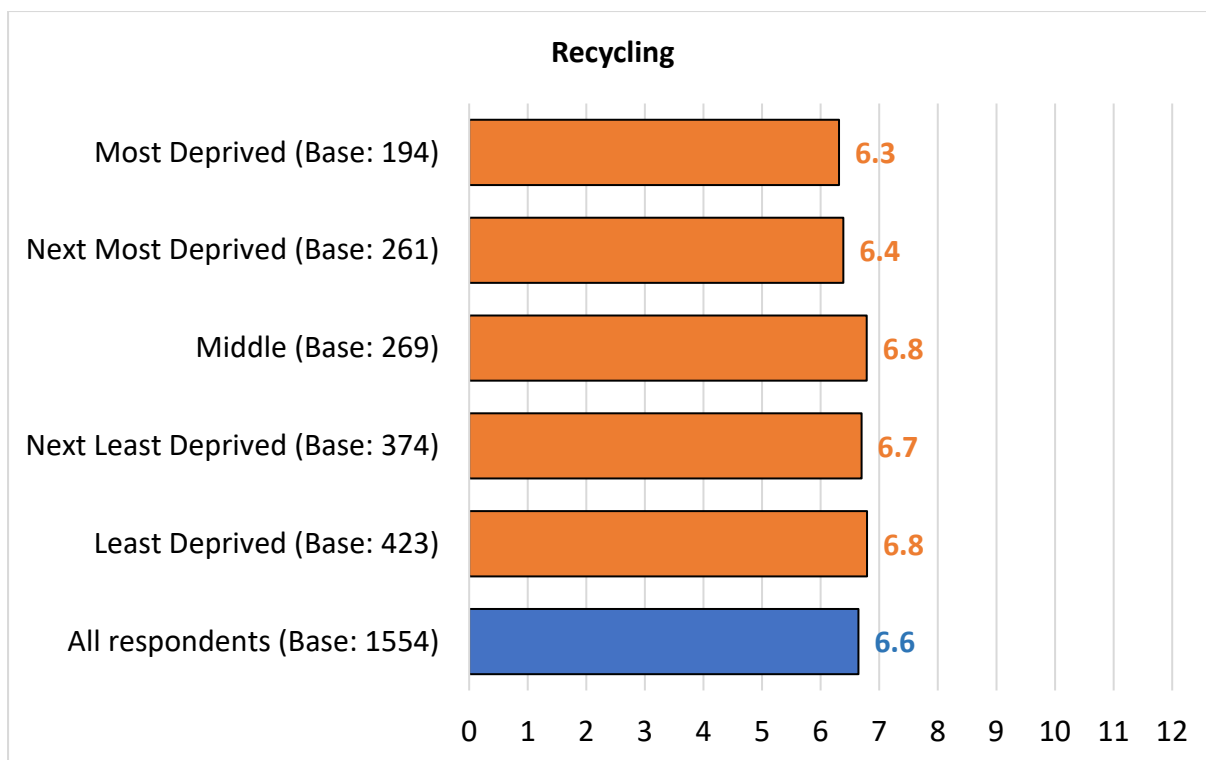
The lowest priority from the suggested options was *Enforcement on littering & fly-tipping*, scoring **5.3**

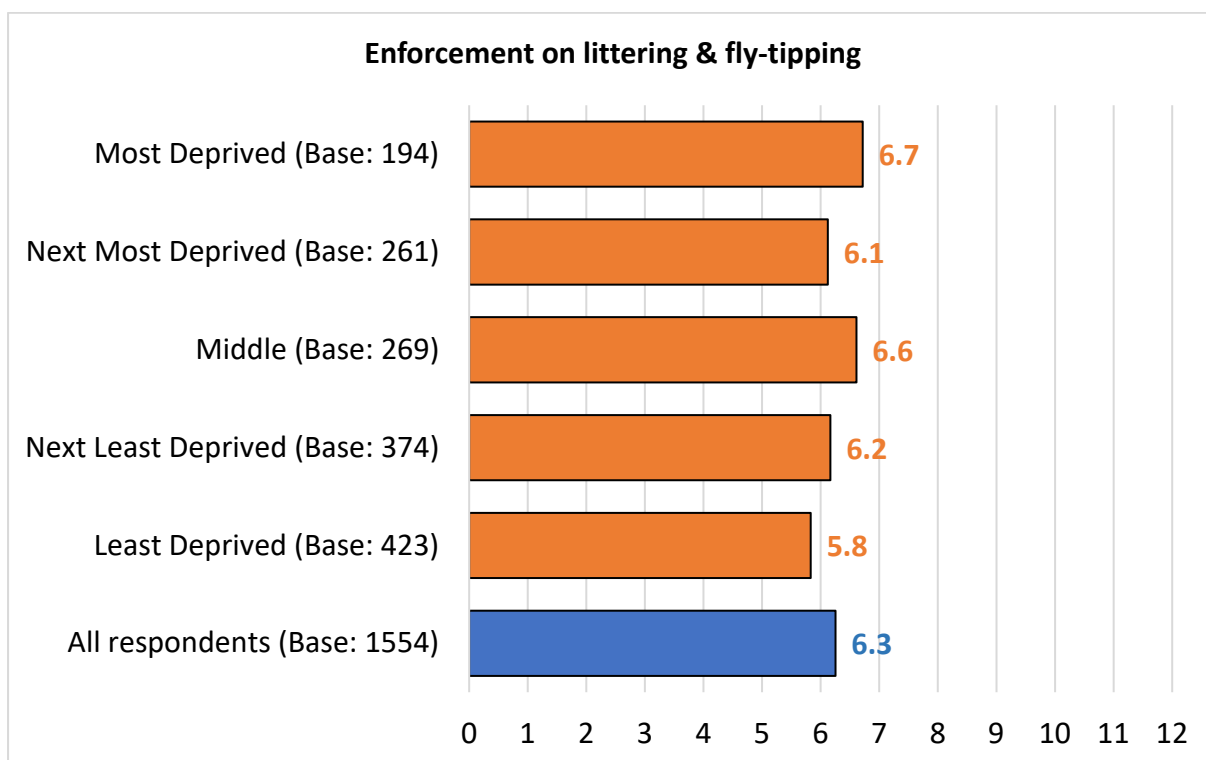
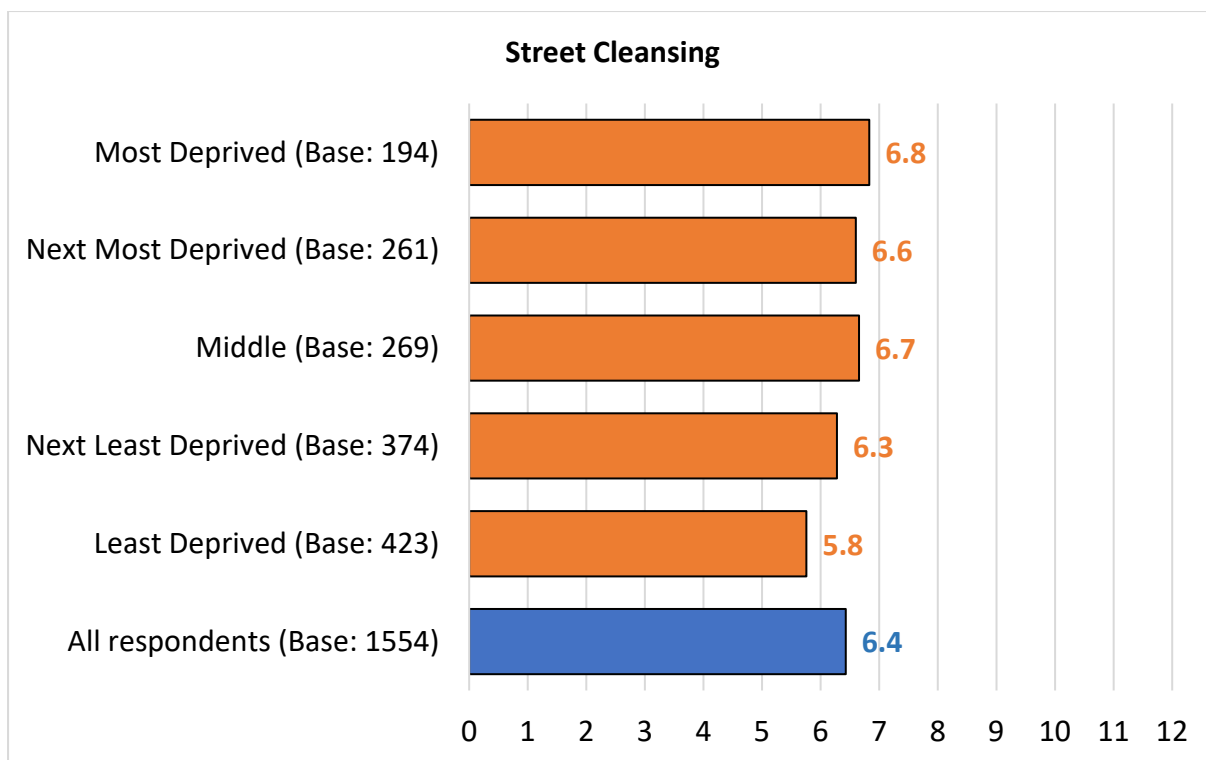


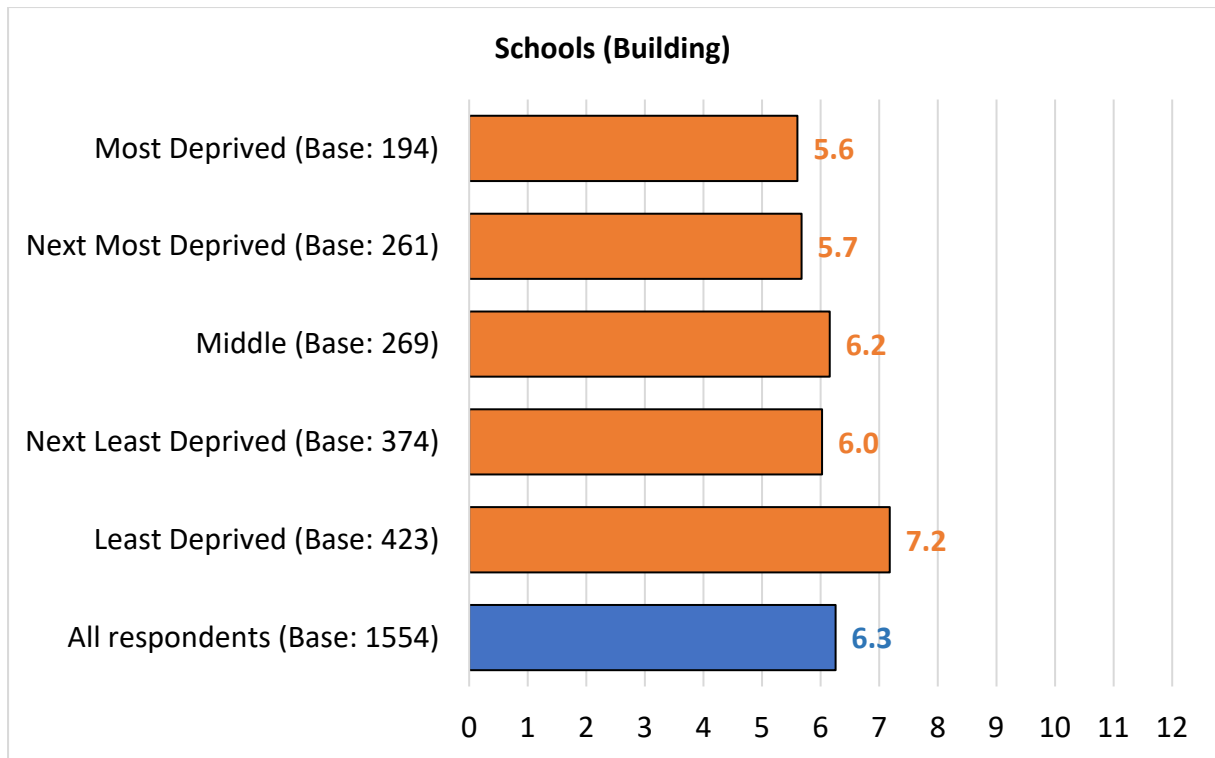












Appendix 3 – Please specify Other Services

Issues ranked as most important were:

Theme	No.	%	Example Comments
Roads / Pavements / Pot holes	35	36.1	<ul style="list-style-type: none"> – Road repairs to key roads – Road repairs – Road building and repair to accommodate the increase in traffic due to the amount of new housing. – Potholes in the roads and fixing broken pavements
Climate Change / Environment	22	22.7	<ul style="list-style-type: none"> – Climate change – Cycling and walking infrastructure, green transport – Environment
Public Transport	9	9.3	<ul style="list-style-type: none"> – adequate public transport – improved public transport, to enable and empower young people to travel around the city safely and independently.
Active Travel	8	8.2	<ul style="list-style-type: none"> – Active travel as part of decarbonisation but also health – Cycling and walking infrastructure, green transport
Anti-Social Behaviour / Crime	6	6.2	<ul style="list-style-type: none"> – Policing – Law enforcement re. Speeding and cycling/e-scootering on pavements (my child was knocked down by one, on a pavement where they should have been safe!)
Children’s Services / Child care	4	4.1	<ul style="list-style-type: none"> – Seeing 2 year olds get free child care for at least 2 hours a day. Something like this would really help children’s development especially my son who turned two in October he has missed out on so much – Services for vulnerable children
Don’t waste resources	4	4.1	<ul style="list-style-type: none"> – Reduce Council waste of resources, particularly financial resources, on poorly thought through/short term schemes and schemes determined by political dogma. – Stop wasting money on cycle lanes and speed limit signs – reduction in council tax – Council tax
Leisure Facilities	3	3.1	<ul style="list-style-type: none"> – Leisure facilities specifically swimming pools & recruitment of lifeguards. The International pool is chronically short of lifeguards which is limiting provision of services. – Leisure services
Misc.	13	13.4	<ul style="list-style-type: none"> – Health Projects – Museums and heritage. – Adult learning services – Welsh Language

			<ul style="list-style-type: none"> - I think there is a gap in support/ resources for the elderly if they are in hospital and need support to be sent home. People are not aware of what is available and the present system where you have to tell the hospital/nurse that your relative needs support is inadequate. They don't put anything in place if you don't ask - Making Landlords in Cathays responsible for the mess ppl create in their properties. - Allotment site new and old - Bring inward investment into the city focused on creating skilled jobs - People with cladding issues, losing their homes and paying extortionate service charge and insurance premiums on their property through no fault of their own. - Planning and enforcing s106 payments - Please stop choking traffic with ridiculous speed enforcement - Support for ex-offenders - Veteran welfare
Total	97	-	

NB. Percentages do not total 100% as respondent comments could fall into multiple themes

All 'Other' Services, regardless of ranking were:

Theme	No.	%	Example Comments
Roads / Pavements / Pot holes	106	27.0	<ul style="list-style-type: none"> - The improvement of road surfaces (i.e. removal of pot holes) - Roads and pavements repairs - Road surface improvement in the district centres i.e. Roath, Cathays, etc. - Improving road infrastructure - Roads. Our roads are in poor state of repair with potholes and drains causing damage to council tax payers' vehicles.
Climate Change / Pollution / Green Space Protection / Parks	93	23.7	<ul style="list-style-type: none"> - Ecology, green infrastructure - Green spaces, especially in housing developments, both private and council - More environmental protection given to the city's wildlife. - Nature and climate emergencies - Net zero progress
Public Transport	51	13.0	<ul style="list-style-type: none"> - adequate public transport - Cheap, regular public transportation - Public transport improved.

			– Metro
Anti-Social Behaviour / Crime / Drugs	29	7.4	<ul style="list-style-type: none"> – Crime prevention, community safety – Crime Prevention - too many gangs and stabbings – Proper, and with due diligence by proactive council employees, enforcement of local by-laws.
Active Travel	28	7.1	<ul style="list-style-type: none"> – The expansion of the cycle network to all parts of Cardiff – Preventing bicycle theft. Secure bicycle lockers in the city centre. – Active travel
Community Groups	13	3.3	<ul style="list-style-type: none"> – Community projects – More inclusive community events – Community involvement to help Foster respectful co-existing communities
Housing	12	3.1	<ul style="list-style-type: none"> – Landlord’s tax evasion on student HMO housing – Stop allowing houses to be converted into flats – You should be increasing council tax on second homes and rental properties
Children’s Services / Fostering / Child care / Schools	11	2.8	<ul style="list-style-type: none"> – Childcare funding for 2yr olds as per Welsh Government proposals – disabled children support – Playgrounds (too little investment in making these areas sustainable and fit for our children and young people)
Arts / Culture / Events	10	2.5	<ul style="list-style-type: none"> – Arts and Culture – Bringing more events to Cardiff – Cardiff’s Built heritage
Libraries	8	2.0	<ul style="list-style-type: none"> – Libraries. LIBRARIES LIBRARIES LIBRARIES. – Libraries: knowledge access and self-education irrespective of age, class, faith and ethnicity.
Heath / Wellness	8	2.0	<ul style="list-style-type: none"> – Healthy food projects – teaching people how to cook from scratch – food education – ensure vegetables and fruit in takeaways not junk all the time – Mental health in schools
Don’t waste resources	5	1.3	<ul style="list-style-type: none"> – Get rid of bicycle lanes, complete waste of money – Focus on supporting core service cleaning streets and roads and stop wasting money on cycle lanes
Leisure Facilities	5	1.3	<ul style="list-style-type: none"> – Development of free sports and exercise for all – Make more areas for people to go skating or places for young people to hang out

Recycling & Bin Collections	5	1.3	<ul style="list-style-type: none"> – Making recycling facilities accessible for people without cars – If you changed back the recycling centres to taking black bin waste and made access easier there would be less fly tipping. The increase in fly tipping correlates with changes to refuse collection and disposal.
Welsh Language	3	0.8	<ul style="list-style-type: none"> – Welsh Language – Ceasing the onslaught of the Welsh language in signage, literature and sites like this
Adult Education	2	0.5	<ul style="list-style-type: none"> – Adult learning services
Council Tax	2	0.5	<ul style="list-style-type: none"> – Reduction in council tax
Elderly / Care Homes	2	0.5	<ul style="list-style-type: none"> – I think there is a gap in support/ resources for the elderly if they are in hospital and need support to be sent home. People are not aware of what is available and the present system where you have to tell the hospital/nurse that your relative needs support is inadequate. They don't put anything in place if you don't ask
Misc.	21	5.3	<ul style="list-style-type: none"> – Concentrate on the basics – Net zero progress – Better communication with Cardiff residents – Public toilets – Veteran welfare
Total	393	-	

NB. Percentages do not total 100% as respondent comments could fall into multiple themes

Appendix 4 – Do you have any other comments?

Theme	No.	%	Example Comments
Street cleaning / Litter / Fly-tipping	80	16.0	<ul style="list-style-type: none"> – <i>Cardiff is a dirty city, more street and public areas cleaning needed</i> – <i>Clean up the litter</i> – <i>We need to make the most of our environment and encourage people to be responsible for keeping it clean and tidy. Need to take more actions against people who don't recycle and leave waste for others to tidy up. Need to provide more bins and recycling facilities in public areas. Look at initiatives to financially reward people for the collection of plastic and tin cans at recycling hubs.</i> – <i>So many areas of the city look like dumping ground because waste, recycling, bulky waste, recycling centres and enforcement against fly tipping just don't join up</i> – <i>The streets of Cardiff are an embarrassment to the city and need cleaning up</i>
Don't Waste Money / Poor Value for Money	70	14.0	<ul style="list-style-type: none"> – <i>Cut back on spending cut your cloth to match your funds</i> – <i>Stop wasting money on worthless projects that are barely used, and vanity projects to pander to a minority like bilingual road signs</i> – <i>Money seems to be spent on cycle lanes and the Bay. How about putting some resources into other areas of Cardiff?</i> – <i>Too much money is spent on schools</i> – <i>Stop wasting money whilst telling poor people to budget better on thin air.</i>
Roads / Pavements / Infrastructure	65	13.0	<ul style="list-style-type: none"> – <i>Fix the roads</i> – <i>Being disabled with mobility issues, i am fed up of not being able to walk up my street without tripping over broken and uneven slabs.</i> – <i>Roads are a disgrace it makes me wonder if this is why the slowing of traffic is to compensate for this.</i> – <i>Seriously, the roads around the vast majority of Cardiff are in a dreadful state of repair.</i> – <i>Spend more money on making conditions better for motorists not cyclists.</i>

Sustainability / protect environment / reduce pollution	41	8.2	<ul style="list-style-type: none"> – the council is destroying the environment, please consider our children in planning policies – You say decarbonization is your aim yet you plan to transport yet more pupils across cardiff to Cathays High by expanding it. the pupils do not come from the Maindy area they are from the other side of the city, Grangetown and Bay. So you are adding to congestion and pollution – Green Belt/Buffer areas should be preserved & expanded to help climate change & for future generations. Your concreting over of green fields and the destruction of trees much stop immediately! Housing developments should be restricted to Brown field sites! – Focus on net zero and sustainable developments.
Invest in/ Protect Green Spaces	37	7.4	<ul style="list-style-type: none"> – Not allowing destruction of hedges woodlands & the northern meadowz – I am fed up of seeing Cardiff Council destroy what should have been protected green spaces and green belt! – Need investment to achieve the goals set out in Cardiff's One Planet strategy
Cycle Lanes	36	7.2	<ul style="list-style-type: none"> – Stop trying to fit cycle Lanes where there is no room for them. – I really like the new cycle lanes in Cardiff. And thoroughly support creation of new ones. More infrastructure in supporting people cycling to reduce traffic is greats – It's all very well having good cycle tracks but if the side roads from their homes are full of wheel buckling potholes that take cause painful accidents the car is still a safer option. I think all councillors should spend a day in a wheelchair again in the side streets because again it's easier, and less bone shakingly painful, to go by car!
Tackle Crime/ Antisocial behaviour / Community Safety / More Police	36	7.2	<ul style="list-style-type: none"> – New housing estates seem to be hit hard with crime something needs to be done on these new estates to make residents feel safe – CCTV for inner city streets such as Broadway, to reduce drink and drug related crimes – Crime is going through the roof
Education / Youth Services / Learning Support	36	7.2	<ul style="list-style-type: none"> – There are not enough high schools in Cardiff. Please prioritise expanding existing high schools

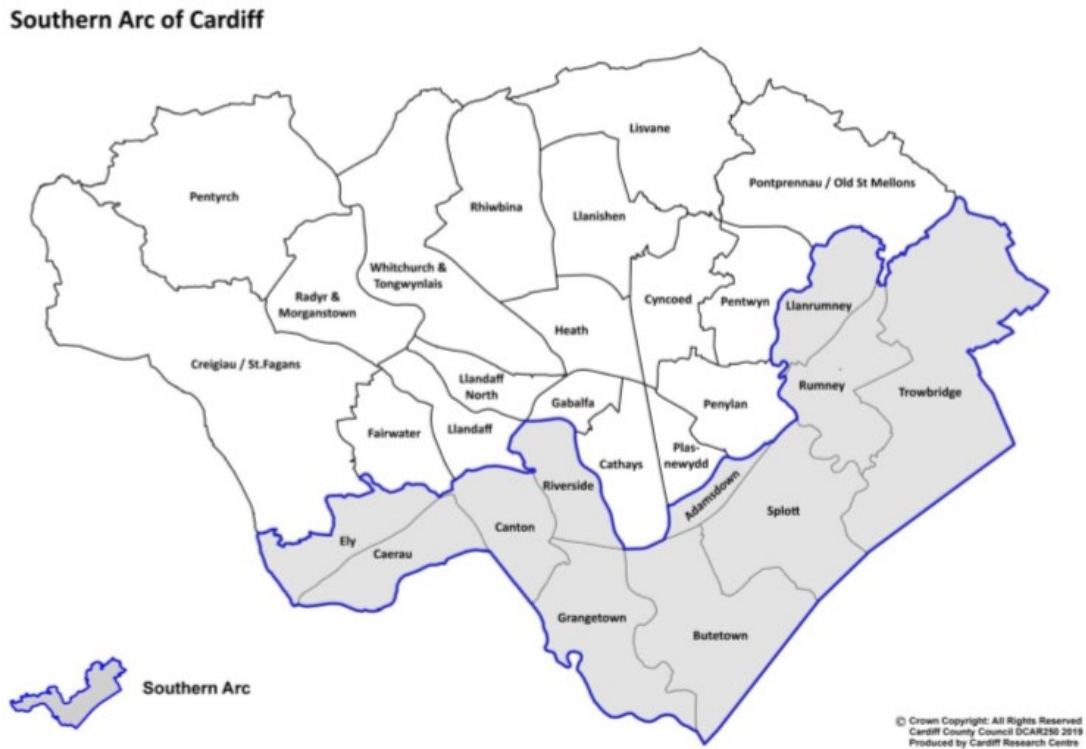
			<p>and building new schools where demand is greatest.</p> <ul style="list-style-type: none"> – Education remains a key area of concern, especially with the impact of the pandemic. The current catchment areas for secondary schools just don't function effectively with many people 'playing the system' to get children in and then moving out of catchment. Either more enforcement is needed or the system needs a re-think. – the failure to provide youth services is leading to anti-social behaviour and knife crime
Don't raise Council Tax	31	6.2	<ul style="list-style-type: none"> – No more increases to council tax we can't afford it! – Council tax keeps increasing but their services decreasing, – A 4% hike in council tax is not value for money in this city, services are getting less and less and the city feels less safe than at any other time in last 15 years. A 4% increase feels like a slap in the face.
Help homeless/ More Houses Needed / Use empty properties	27	5.4	<ul style="list-style-type: none"> – Really need to help homeless there is too many in my opinion around cardiff! Housing is a joke tbh you have empty houses everywhere and I can't even get a council house and it's impossible for me to save for a deposit for a mortgage! – We're in a housing emergency and there are hundreds of people trapped in temporary accommodation who require homes to move on into. Home is everything. Build 1 bed units and clear the TA backlog. Everything else comes second. – Housing should be absolute priority. Rent controls until it is solved.
Improve Project Planning / Infrastructure	27	5.4	<ul style="list-style-type: none"> – More facilities to balance with the number of houses built (more GPs, pharmacies, school etc.) – Stop approving every building project - the city is swamped with low quality housing that's super expensive – Please give some thought to the infrastructure of the city before granting permission for huge building projects.
Negative Comments	25	5.0	<ul style="list-style-type: none"> – Stop spending on the Welsh language. – Like all of your surveys this will be ignored because you think you know better

			<ul style="list-style-type: none"> – Current service level is below standard.
Support the most Vulnerable	23	4.6	<ul style="list-style-type: none"> – Within the vulnerable families section, preventative messages and support for women's charities and families fleeing domestics violence should be a priority. Covid has meant we have seen a huge rise in violence against women and girls. We need to think of ways we can educate men and stop putting the emphasis on women changing their behaviour. – We need to be addressing Substance Misuse and Alcohol issues!! – Need to ensure most vulnerable are cared for first, but ensure other services running smoothly and facilities remain open
Health & Well-being	18	3.6	<ul style="list-style-type: none"> – Our health service is lagging behind most of the UK and needs urgent help – Mental health services need desperate improvement, it plays a huge part in homelessness and vulnerability in young people. – Inactivity and unhealthy lifestyle cost NHS millions every year. Make movement and exercise more accessible for all
Active Travel / Transport	15	3.0	<ul style="list-style-type: none"> – reduction of traffic and movement towards green and active travel infrastructure – Improving cycling and walking routes – Please finish the bike lanes and provide secure bike lock up shelters.
Improve public transport	13	2.6	<ul style="list-style-type: none"> – I think Public transport is really important. – Public transport in cardiff is atrocious they are dirty inside and out. – Insane prices and public transport that barely turns up. Unacceptable and focusing on bikes isn't good enough for people with disabilities or small children
Need more community provision / Community Involvement / Empowerment	13	2.6	<ul style="list-style-type: none"> – Need to further develop and fund projects and community initiatives – Communities getting together – promote safe volunteering especially for local communities
All services are important	9	1.8	<ul style="list-style-type: none"> – It's very hard to put a level of importance on things that are very important. – A difficult choice to prioritise as most are equally important

Positive Comments	6	1.2	<ul style="list-style-type: none"> – All public services are important. – Refuse collection is brilliant in Cardiff.
More public Consultations for council matters	6	1.2	<ul style="list-style-type: none"> – The council should focus on what the people of Cardiff are asking for & not some tin pot ideas from some of the councillors & council management. – Far more communication face to face with represents of the general public
Support Small Businesses / Lower Business Rates	5	1.0	<ul style="list-style-type: none"> – Killing small businesses by businesses rates – Help businesses by reducing rates for a set period to enable small businesses to recover from Covid and Brexit issues
Misc.	28	5.6	<ul style="list-style-type: none"> – All important - perhaps prioritise 5 this year and 5 next year – Stop Covid passports spend the money on services – I have damp all you did is paint the walls, still have damp – Train the refuse operatives to put the bins back where they got them from instead of blocking peoples drives – Could you ask bars and restaurants to remove their outdoor loudspeakers especially in streets where people live above commercial properties. <p>Thank you</p>
Total	501	-	

NB. Percentages do not total 100% as respondent comments could fall into multiple themes

Appendix 5 – Southern Arc Map



Appendix 6 – Promotion of the Consultation

- Cardiff Citizen’s Panel (5,500 members)
- Community Councils
- C3SC
- Schools via Education & Lifelong Learning
- Youth Council
- PSB Members
- Tenants Website
- Partnership Team (to pass to Faith Groups, PCC, Disability groups including the Deaf Hub and RNIB)
- Members
- Cardiff Council website
- Ask Cardiff Live Consultations Page
- Staff Intranet
- DigiGov
- Email to all staff from Staff Information

Social Media Presence

- Cardiff Council’s corporate accounts on Facebook, Twitter and Instagram
- Caerau (Cardiff) Residents
- Caerau and Ely MATTERS
- Residents of Canton & Riverside, Cardiff
- Victoria Park Matters
- Connect Cathays
- Keep Cathays Tidy
- Fairwater Community Group
- Gabalfa/Llandaff - Community Page
- Gwaelod y Garth villagers
- Heath & Birchgrove (Cardiff) Community Information Group
- Llandaff North & Whitchurch Daily Life Cardiff
- Llanishen and Thornhill Community Page
- Llanishen Residents' Group
- Llanishen & Rhiwbina Past And Present
- I love Llanishen and north Cardiff
- Llanishen Parks Group
- Llanrumney News
- Pentyrch Community Group
- Friends of Roath Brook. Protecting Penylan's parks
- Pengam Green residents
- Rhiwbina Community News

- Roath Living Streets Group
- Rumney Community
- Rumney and Cardiff East News
- Rumney News
- People of Splott
- Westfield Park Residents, St Fagans Cardiff
- St Mellons News And Info
- Trowbridge, Cardiff News and Events
- MyWhitchurch
- Friends of Whitchurch Library Park
- Tongwynlais Village

- Cardiff Covid-19 Mutual Aid Network
- Riverside Covid-19 Mutual Aid Group
- Canton Covid-19 mutual aid group
- Llanishen Covid -19 Mutual Aid Group
- Llandaff North COVID-19 Assistance
- Grangetown & Leckwith Covid Mutual Aid
- Cyncoed Covid-19 Mutual Aid Group
- Whitchurch COVID-19 Assistance Group
- Roath / Cathays / Gabalfa / Heath Mutual Aid Group
- Splott/Adamsdown Community Noticeboard
- Pontprennau Coronavirus Community Support
- Fairwater & Pentrebanne Mutual Aid for Covid-19 Coronavirus
- Ely and Caerau Covid-19 Support
- Thornhill Covid-19 - Mutual Aid
- Covid-19 Support and Positivity Cardiff
- Penylan Covid-19 Community Support
- Rumney Coronavirus Support Group
- Cardiff Coronavirus Support
- Cardiff North Coronavirus Response
- Llanrumney Coronavirus Support Group
- Pentwyn & Llanedeyrn Coronavirus Community Help

- Gwaelod y Garth Villagers
- Creigiau Hub
- Pentyrch & Creigiau Hub
- Pentyrch Community Group
- Pentyrch Community Council FB Page

Directorate Revenue Budgets									
	2021/22 Adjusted Base	FRM 2021/22	FRM 2022/23	Adjusted Base after FRM Adjustments	Inflation, Commitments & Realignments¹	Financial Pressures & Demographic Growth²	Policy Growth	Savings	Total 2022/23
	£000	£000	£000	£000	£000	£000	£000	£000	£000
Corporate Management	26,716	0	0	26,716	495	11,000	0	(199)	38,012
Economic Development									
- Economic Development	8,195	(200)	550	8,545	920	0	747	(498)	9,714
- Recycling & Neighbourhood Services	35,204	(571)	170	34,803	751	325	702	(262)	36,319
Education									
- Retained Education Budgets	38,275	(1,114)	1,200	38,361	634	550	943	(310)	40,178
- Delegated Schools	259,211	0	0	259,211	7,347	1,962	0	0	268,520
Planning, Transport & Environment	6,301	(1,696)	1,202	5,807	836	0	1,799	(201)	8,241
People and Communities:									
- Housing & Communities	49,613	(219)	643	50,037	531	298	819	(382)	51,303
- Performance & Partnerships	2,967	0	35	3,002	122	0	490	(109)	3,505
- Social Services - Adults	120,200	0	0	120,200	9,845	6,565	0	(836)	135,774
- Social Services - Children's	70,713	0	0	70,713	7,154	3,843	0	(2,643)	79,067
Resources:									
- Governance & Legal Services	6,088	0	0	6,088	697	150	0	0	6,935
- Resources	15,392	0	0	15,392	1,568	0	0	(268)	16,692
Capital Financing	32,436	0	0	32,436	3,338	0	0	0	35,774
Summary Revenue Account	15,423	0	0	15,423	278	0	0	(2,000)	13,701
Total Budget	686,734	(3,800)	3,800	686,734	34,516	24,693	5,500	(7,708)	743,735

¹ Service specific contingencies and potential pay awards for 2022/23 are reflected in the directorate figures, but will be retained centrally until required

² Pressures include Demographic, Schools, Financial Pressures and Covid-19 Recovery

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Cabinet Member Portfolio Revenue Budgets									
	2021/22 Adjusted Base	FRM 2021/22	FRM 2022/23	Adjusted Base after FRM Adjustments	Inflation, Commitments & Realignments¹	Financial Pressures & Demographic Growth²	Policy Growth	Savings	Total 2022/23
	£000	£000	£000	£000	£000	£000	£000	£000	£000
Children & Families	71,180	0	0	71,180	7,154	3,843	0	(2,643)	79,534
Clean Streets, Recycling & Environment	38,295	(975)	670	38,600	1,107	325	1,118	(348)	40,802
Culture & Leisure	8,016	(200)	550	7,666	566	0	542	(125)	8,649
Education, Employment & Skills	300,922	(1,114)	1,200	300,836	7,983	2,512	943	(310)	311,964
Finance, Modernisation & Performance	17,594	0	398	17,196	1,612	0	0	(288)	18,520
Housing & Communities	43,858	(219)	270	43,807	381	0	1,001	(382)	44,807
Investment & Development	(3,563)	0	0	(3,563)	257	0	205	(287)	(3,388)
Leader's Portfolio	34,910	0	10	34,900	1,245	11,150	308	(288)	47,315
Social Care, Health & Wellbeing	122,527	0	0	122,527	9,970	6,863	0	(836)	138,524
Strategic Planning & Transport	5,186	(1,242)	702	5,726	625	0	1,383	(201)	7,533
Capital Financing	32,436	0	0	32,436	3,338	0	0	0	35,774
Summary Revenue Account	15,423	0	0	15,423	278	0	0	(2,000)	13,701
Total Budget	686,784	(3,750)	3,800	686,734	34,516	24,693	5,500	(7,708)	743,735

¹ Service specific contingencies and potential pay awards for 2022/23 are reflected in the directorate figures, but will be retained centrally until required

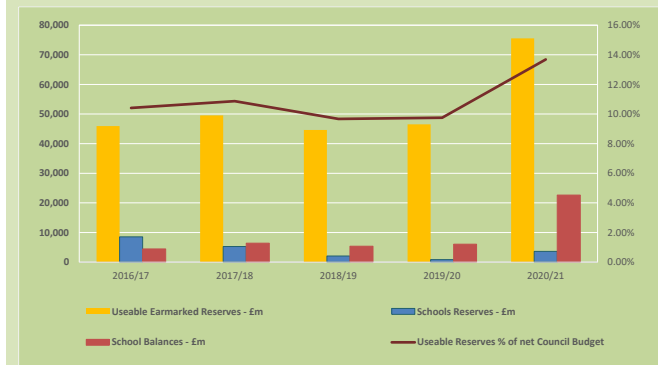
² Pressures include Demographic, Schools, Financial Pressures and Covid-19 Recovery

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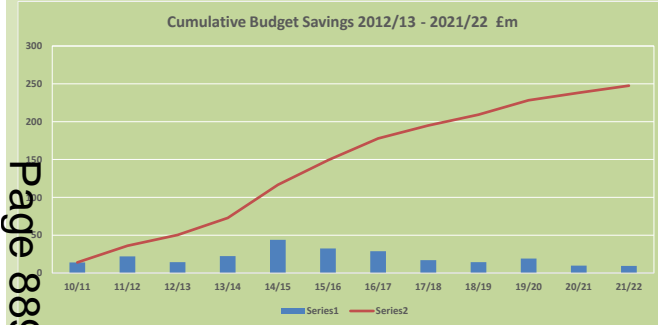
FINANCIAL SNAPSHOT REPORT - BUDGET REPORT VERSION

The following tables, charts and figures give an indication of the financial resilience of the Council as per the Statement of Accounts and information in the Budget Report.

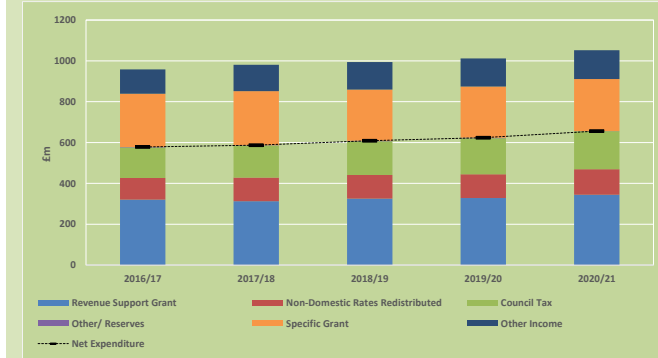
Level of Useable Earmarked Reserves and Useable Reserves as a % of net Council Budget



Cardiff Council Historic Cumulative Budget Savings



Actual Revenue Funding Split



Other Financial Indicators - Cardiff Council Single Entity Accounts

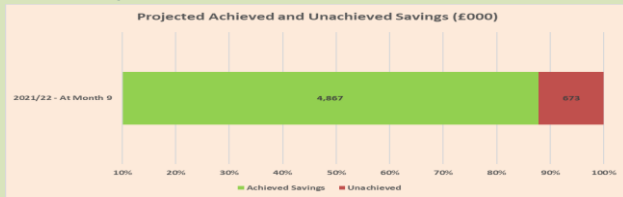
Indicator	2016/17	2017/18	2018/19	2019/20	2020/21
Working Capital as a percentage of Gross Revenue Expenditure (%)	6.99%	8.69%	7.15%	11%	15%
General Reserves to Gross Revenue Expenditure (days)	6	6	6	6	5
Long-term Borrowing to Long-term Assets (ratio)	35.13%	36.36%	36.91%	38.46%	36.70%
Long-term Borrowing to Taxation & Aggregate External Finance	103.10%	103.10%	104.00%	114.75%	99.50%

The tables below show the Projected Outturn position for the 2021/22 financial year for both revenue and capital.

Revenue Month 9 Projected Position

Directorate	Net Expenditure Budget £000	Projected Outturn £000	Variance £000	Variance %
Corporate Management	26,956	26,956	0	0.0%
Economic Development				
- Economic Development	7,956	8,636	680	8.5%
- Recycling & Neighbourhood Services	29,773	29,773	0	0.0%
Education & Lifelong Learning	294,832	295,780	948	0.3%
People & Communities				
- Communities & Housing	49,363	48,835	(528)	-1.1%
- Performance & Partnerships	2,948	2,948	0	0.0%
- Social Services	189,534	190,384	850	0.4%
Planning, Transport & Environment	5,928	6,093	165	2.8%
Resources				
- Governance & Legal Services	6,010	6,596	586	9.8%
- Resources	14,825	14,825	0	0.0%
Total Directorates	628,125	630,826	2,701	0.43%
Capital Financing	32,436	32,836	400	1.2%
Discretionary Rate Relief	400	400	0	0.0%
General Contingency	3,000	0	(3,000)	(100.0%)
Summary Revenue Account etc.	18,291	18,291	0	0.0%
Council Tax	0	0	0	0.0%
Total	682,252	682,353	101	0%

Revenue Savings Achieved and Unachieved 2021/22



Directorate	2021/22 Savings Projections		
	Achieved £000	Unachieved £000	Total £000
Corporate Management	63	0	63
Economic Development	1,036	230	1,266
Education & Lifelong Learning	228	60	288
People & Communities	435	0	435
Planning, Transport & Environment	897	35	932
Resources	934	0	934
Social Services	1,274	348	1,622
Total	4,867	673	3,918

Capital Month 9 Projected Position

Directorate	Budget £000	Projected Outturn £000	Variance £000	Variance %	(Under)/Overspend £000	Slippage £000
Economic Development	34,403	34,755	352	1.0%	0	352
Education & Lifelong Learning	67,273	60,783	(6,490)	(9.6%)	2,061	(8,551)
People & Communities	16,877	12,598	(4,279)	(25.4%)	0	(4,279)
Planning, Transport & Environment	56,651	47,627	(9,024)	(15.9%)	0	(9,024)
Resources	25,538	18,577	(6,961)	(27.3%)	0	(6,961)
Total	200,742	174,340	(26,402)	(13.15%)	2,061	(28,463)

Covid Expense and Income Loss Financial Assistance - April - December

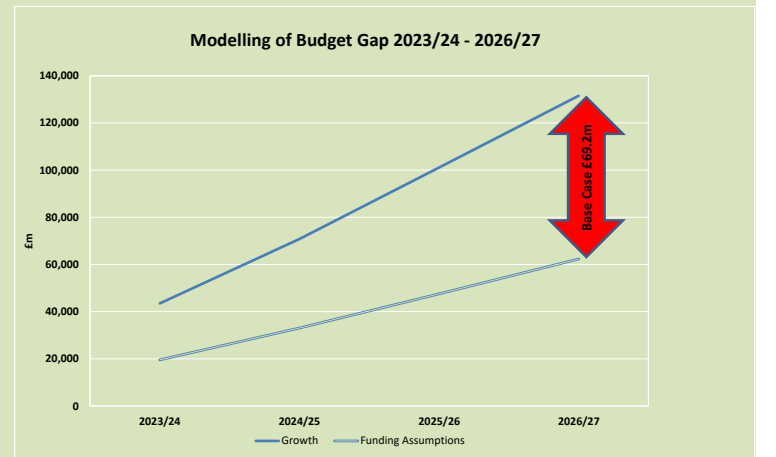
Directorate	Covid Expense Successfully Claimed or Pending Approval £'000	Covid Income Loss Successfully Claimed or Pending Approval £'000	Total Covid Financial Assistance £'000
Corporate	574	0	574
Economic Development	595	8,763	9,358
Education & Lifelong Learning	5,625	2,840	8,465
People & Communities	4,183	161	4,344
Planning, Transport & Environment	13	1,191	1,204
Resources	5	0	5
Social Services	10,240	0	10,240
Total	21,235	12,955	34,190

The tables below show the Medium Term Financial Plan (MTFP), the risks and affordability indicators facing the Council.

MTFP Scenario

	2023/24 £000	2024/25 £000	2025/26 £000	2026/27 £000	TOTAL £000
Total Pressures	43,496	27,331	30,260	30,434	131,521
Funding Assumptions	(19,565)	(13,531)	(14,433)	(14,794)	(62,323)
Budget Requirement Reduction	23,931	13,800	15,827	15,640	69,198

Council Tax Assumptions - at 3%	4,931	5,079	5,232	5,388	20,630
Total Savings	19,000	8,721	10,595	10,252	48,568
Budget Requirement Strategy	23,931	13,800	15,827	15,640	69,198



Capital Expenditure & Capital Financing Requirement (CFR)

	31 Mar 22 £000	31 Mar 23 £000	31 Mar 24 £000	31 Mar 25 £000	31 Mar 26 £000	31 Mar 27 £000
Capital Expenditure	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate
Council Fund (General Fund)	174,340	188,771	262,225	212,456	88,416	39,180
Housing Revenue Account	59,940	74,610	111,250	106,135	69,605	53,700
Total Capital Expenditure	234,280	263,381	373,475	318,591	158,021	92,880
Capital Financing Requirement excl. Landfill						
Council Fund CFR	574,801	660,615	819,835	888,222	890,252	878,687
Housing Revenue Account CFR	335,137	369,430	437,685	504,509	533,772	555,694
Total CFR	909,938	1,030,045	1,257,520	1,392,731	1,424,024	1,434,381

Affordability Indicator - Capital Financing Costs as a % of Controllable Budget

	2011/12	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	Difference 11/12-26/27
	Actual	Estimate	Estimate	Estimate	Estimate	Estimate	Estimate	
	%	%	%	%	%	%	%	%
Net	13.47	11.23	11.21	12.88	10.19	10.21	10.68	(20.71)
Gross	15.17	16.41	17.05	19.35	17.66	18.12	18.34	20.9

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Financial Resilience

Description	Inherent Risk	Residual (Current) Risk	Target Risk	Risk Owner(s)									
<ul style="list-style-type: none"> Failure to deliver a balanced annual budget and a fully informed Medium Term Financial Plan. Lack of appropriate mechanisms to identify and manage unexpected financial liabilities or reductions in income The current outlook is that there is a Budget Gap of £69 million for the period 2023/24 to 2026/27. 				Chris Lee (Ian Allwood)	Councillor Chris Weaver Finance, Modernisation and Performance								
	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>Last Reviewed</td> <td>Q2 2021/22</td> </tr> <tr> <td>Last Revision</td> <td>Q3 2021/22</td> </tr> </table>	Last Reviewed	Q2 2021/22	Last Revision	Q3 2021/22	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>Movement from prev Qtr</td> <td style="text-align: center;">↓</td> </tr> </table>	Movement from prev Qtr	↓	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>Target Reduction Date</td> <td>Q4 2021/22</td> </tr> </table>	Target Reduction Date	Q4 2021/22		
Last Reviewed	Q2 2021/22												
Last Revision	Q3 2021/22												
Movement from prev Qtr	↓												
Target Reduction Date	Q4 2021/22												
	What we've done/are currently doing to achieve the Residual Risk Rating			What we plan to do to meet target									
Potential Impact(s) <ul style="list-style-type: none"> Failing to meet statutory obligations and potential for service delivery to be adversely affected. Reaching the point where a s114 notice is required to be issued by the S151 Officer. Reputational damage to the Council. Needing to draw down significant unplanned amounts from reserves. Levels of borrowing become unsustainable. Inability to progress policy initiatives. Inability to manage adverse external factors - e.g. adverse settlements, WG rent policy etc. Financial constraints and budget proposals result in unintended consequences such as increased instances of non-compliance and financial impropriety. Requirement for significant savings at short notice that are therefore not identified in a coherent, strategic way and which impact on service delivery. Level of borrowing limits the ability of future generations to take forward new priorities. Requirement to reduce or cease planned capital investment 	2021/22 and Medium Term <ul style="list-style-type: none"> Regular monitoring to understand the in-year position and gain early insight into emerging risks that need to be factored into the MTFP work. Engaging and working in partnership with directorates during the budget process to ensure that budget proposals and services are deliverable within timescales and quantum (revenue and capital) Mechanisms in place such as Treasury Management Reserve and Financial Resilience Mechanism in order to dampen the impact of a worse than anticipated financial climate / settlements. Preparation of Prudential Indicators and a local affordability indicator to help assess the affordability, prudence and sustainability of the capital programme and associated levels of borrowing Close alignment with Corporate Plan objectives, to ensure resources are allocated appropriately, and that longer term financial savings are developed in enough time to be realised. Regular review of contingent assets and liabilities, and provisions to ensure the Council has adequate cover for emerging liabilities. Robust monitoring of the impact of C19 to ensure all eligible items have been claimed in- year. An approved TM Strategy to mitigate risk - incorporates borrowing at fixed rates to reduce exposure to future interest rate fluctuations A Major Projects accountancy function supporting the identification of key risks / financial issues in relation to large schemes. Maintaining approach to robust financial control mechanisms and strengthening complex / areas of risk through training e.g. VAT. Undertaken initial assessment against CIPFA FM code with high level findings Work on establishing the financial implications to services both in the short, medium and long term because of the impact of the Covid 19 crisis, and detailed log of budgetary issues affecting 2022/23. 			2022/23 and the Medium Term <ul style="list-style-type: none"> Consider and take any opportunities to increase earmarked reserves in order to provide first line of defence against financial shocks. Embed in corporate processes, approach to business case development, approval and post project monitoring. Strengthen links between financial planning and asset management strategies, which consider the current condition of assets and future requirements. Continue to review the detailed plans and timescale for delivery of capital receipts targets. Enhance focus on a multi-year position (recognising limitations where settlement information is for one year only.) Review approach to governance and financial monitoring of special purpose vehicles to ensure liabilities and any financial guarantees are understood and are appropriate. Complete self-assessment against the CIPFA FM code and develop implementation plan in respect of any findings or recommendations, which provide further financial resilience. Document and embed approach and reporting of Non Treasury Investments such as commercial property performance as part of new Investment Management Practices. Continue to keep cost pressures arising from BREXIT, supply chains issues and labour / skills shortages under review in terms of their impact on costs, inflation and interest rates and the impact of these for the MTFP and Capital Programme. Continue to keep ongoing impact (cost pressures and income loss) of COVID-19 under review. -To include development of additional prudential indicators in respect of a Liability Benchmark and for Non Treasury Investments. Review additional performance measures to demonstrate use of resources economically, efficiently, and effectively', arising from the Local Government and Elections Act (Wales) 2021 									
	Linked Risks Budget Monitoring (Control)												
	Key Indicators / Measures used to monitor the risk												
Type(s) of Impact <ul style="list-style-type: none"> Service Delivery Reputational Legal Financial 	<ul style="list-style-type: none"> Financial Snapshot which highlights historical & current performance with regards budget monitoring, achievability of savings, levels of borrowing, and financial ratios. Outturn vs Budget: Main budget lines under or overspend as a % of budgeted expenditure. Delivery of planned savings: Total (£) unachieved planned savings as a % of total (£) planned savings. Use of reserves: 1) Ratio of useable reserves to Net Revenue Budget (NRB), 2) Amount of useable reserves used to balance budget as % of NRB. Council tax: 1) Council tax and other income as % of NRB, 2) Council tax collection rates (in-year actual). Borrowing: 1) Total commercial investment income as % of total net general fund budget, 2) Total (£) commercial investments and (£ plus%) amount funded from borrowing, 3) Borrowing related to commercial investments as % of General Fund total borrowing, 4) Capital interest costs and MRP as a proportion of NRB. Performance against Budget Timetable. Frequency / timeliness of engagement with SMT/Cabinet. Proportion of Savings Proposals in Realised or at Delivering stage. Section 151 Officer Statement in respect of capital strategy, adequacy of reserves and other statutory commentary. Consider usefulness of benchmarking data re: financial resilience produced by External Audit Bodies - e.g. Audit Wales 												

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EARMARKED RESERVES GENERAL FUND

	Reserve	Estimated balance at 31.03.22 £000	Estimated Movements		Estimated balance at 31.03.23 £000	Purpose /To fund:
			To finance budget £000	Other Commitments £000		
1	Adults Social Care	1,182	0	(210)	972	Service specific pressures and enhance financial resilience
2	Apprenticeships and Trainees	513	0	(285)	228	To fund Corporate Apprentice Scheme.
3	Bereavement Services	181	0	(33)	148	Planned programme of refurbishment and improvement
4	Building Control Regulations	66	0	(22)	44	Smooth effects of future deficits within ring fenced building control account
5	Bute Park Match Funding	73	0	(22)	51	Match funding for grant funded initiatives in relation to Bute Park, as per a Heritage Lottery Fund agreement
6	Cardiff Academy Training	57	0	0	57	Support initiatives undertaken in connection with the Academy
7	Cardiff Capital Region City Deal	201	0	(29)	172	Contribution to the Joint Cabinet for the Cardiff Capital Region
8	Cardiff Dogs Home Legacy	376	0	(65)	311	Donations left to Cardiff Dogs Home to be used in connection with service improvements
9	Cardiff Enterprise Zone	2,764	0	800	3,564	Cardiff Enterprise Zone in future years
10	Central Market Works	225	0	0	225	Works at Cardiff Central Market and as potential match funding for external grant bids
11	Central Transport Service	500	0	(85)	415	Central Transport vehicle service
12	Children's Services	950	0	(500)	450	Enhance resilience
13	City Events & Recovery	1,000	0	(250)	750	Post pandemic recovery
14	City Wide Management & Initiatives	746	0	(54)	692	City-wide management and initiatives including support for marketing and infrastructure
15	Community Based Services Transition	101	0	(50)	51	Better integration of community facilities across the public sector
16	Community Initiatives	1,617	0	(848)	769	Initiatives arising from the legacy of the Communities First Programme
17	Corporate Events & Cultural Services	742	0	(250)	492	Feasibility studies and costs of major events, including the potential Signature Music Event, and to offset future pressures arising from fluctuations in income within Venues and Cultural Services
18	Corporate Landlord Function	600	0	(200)	400	Corporate landlord functions across the Council in order to provide a cohesive and commercial operating model
19	Corporate Recovery Risk	2,250	0	(600)	1,650	Mitigate risk of transition post pandemic
20	Covid-19 CTRS pressures	2,000	0	(300)	1,700	Medium term increases in CTRS expenditure
21	Digital Transformation	2,671	0	(1,000)	1,671	Investment to deliver new ways of working
22	Discretionary Rate Relief	100	0	0	100	NDR due diligence
23	Emergency Management, Safeguarding and Prevent	139	0	0	139	Preventative measures in relation to safeguarding, the Prevent agenda and emergency management
24	Employee Changes	8,322	0	(850)	7,472	Costs associated with voluntary redundancy and other employee costs in future years
25	Energy Conservation (One Planet)	404	0	(309)	95	Energy conservation initiatives
26	Energy Market Volatility	336	0	(100)	236	Unexpected fluctuations in the cost of energy
27	Flatholm	7	0	0	7	Initiatives, repairs and renewals
28	Fraud Detection	34	0	(10)	24	Supplement staffing and other costs associated with fraud detection

Appendix 9

	Reserve	Estimated balance at 31.03.22 £000	Estimated Movements		Estimated balance at 31.03.23 £000	Purpose /To fund:
			To finance budget £000	Other Commitments £000		
29	Governance & Legal Services	185	0	0	185	Future Governance & Legal Services initiatives, including projects in connection with ICT upgrades
30	Harbour Authority Projects and Contingency Fund	100	0	0	100	Improvement and enhancement of infrastructure, assets, activities and services in or around Cardiff Bay
31	Highways Section 278	229	0	(100)	129	Highway investment
32	Homelessness	1,760	0	(390)	1,370	Increases in homelessness pressures
33	Housing Support	507	0	(251)	256	Improve sustainability by maintaining the independence of people in their own homes
34	ICT Holding Account	700	0	(150)	550	Future business process improvement initiatives and other future ICT initiatives
35	Inspectorate Support	1,008	0	0	1,008	Consultancy for inspections and the regulatory environment
36	Insurance	7,449	0	(300)	7,149	Protect from future potential insurance claims
37	Invest to Save	261	0	(50)	211	Used in connection with revenue invest to save schemes
38	Joint Equipment Store - Pooled Budget	305	0	(162)	143	Offset deficits or one off expenditure items in the pooled budget, in future years
39	Local Plan	263	0	(263)	0	Local Development Plan and any potential appeals or judicial reviews
40	Major Projects	480	0	(150)	330	Major Projects
41	Members Development	200	0	(130)	70	Members' ICT software
42	Municipal Election	797	0	(630)	167	Local elections
43	Municipal Mutual Insurance	935	0	0	935	Liabilities to pay a percentage of claims previously settled by Municipal Mutual Insurance (MMI) and contribute to the cost of future settled claims
44	Non-Domestic Rates Due Diligence	60	0	0	60	NDR due diligence
45	Out of School Childcare	69	0	0	69	Surplus balances from each school operating an out of school childcare scheme. These can be drawn upon by each school to balance their in-year financial position
46	Parking & Enforcement	1,648	0	(828)	820	Surpluses on parking & enforcement schemes which, under the Road Traffic Act 1984, have to be reinvested in Road Traffic Schemes
47	Property Asset Management	75	0	(50)	25	Managing timing and fluctuations of income from fees relating to the disposal of properties
48	Red Dragon Centre	2,450	0	0	2,450	Premises funding requirements
49	Rentsmart Wales	388	0	0	388	Training and service delivery in respect of Rentsmart Wales
50	Resources	2,016	0	(750)	1,266	To deal with matters relating to Council Tax and agency workers as they arise
51	Schools Catering	256	0	(100)	156	School Holiday Enrichment Programme (SHEP)
52	Schools Formula Funding	2,233	0	(750)	1,483	Unplanned and unforeseen expenditure incurred by or on behalf of the delegated schools budgets
53	Schools Organisation Plan	1,939	0	(1,448)	491	Manage the cash flow implications of the School Organisational Plan financial model
54	Scrutiny Development & Training	118	0	(50)	68	Scrutiny member development and training
55	Social Care Technology	655	0	(355)	300	Social care ICT developments

Appendix 9

	Reserve	Estimated balance at 31.03.22 £000	Estimated Movements		Estimated balance at 31.03.23 £000	Purpose /To fund:
			To finance budget £000	Other Commitments £000		
56	South East Wales Construction Framework	1,125	0	(100)	1,025	Ringfenced revenue to fund future costs of the project. Remaining funding to be distributed amongst the participating authorities
57	Strategic Budget	6,396	0	0	6,396	Financial resilience and the future budget requirements over the period within the Medium Term Financial Plan
58	Treasury Management	10,910	0	1,100	12,010	Management of risk in relation to major projects and to offer some protection and flexibility to the wider capital programme
59	Wales Interpretation and Translation Service	289	0	(30)	259	Manage in-year fluctuations in funding and financial performance of the service
60	Waste Management	236	0	0	236	Initiatives to achieve recycling targets and offset impact of additional tonnage and associated costs
61	Welfare Reform	1,801	0	(493)	1,308	Mitigate pressures and reduced funding within the Housing Benefit Service following the transfer of services to DWP, as part of the rollout of the Universal Credit Scheme
62	Youth Service	478	0	(262)	216	Costs connected with the refurbishment of youth centres
	TOTAL	76,478	0	(11,964)	64,514	

	Reserve	Estimated balance at 31.03.22 £000	Estimated Movements		Estimated balance at 31.03.23 £000	Purpose /To fund:
			To finance budget £000	Other Commitments £000		
1	Council General Reserve	14,255	0	0	14,255	Mitigation against the risk and impact of unexpected events or emergencies

Appendix 9

	Reserve	Estimated balance at 31.03.22 £000	Estimated Movements		Estimated balance at 31.03.23 £000	Purpose /To fund:
			To finance budget £000	Other Commitments £000		

EARMARKED RESERVES HOUSING REVENUE ACCOUNT

	Reserve	Estimated balance at 31.03.22 £000	Estimated Movements		Estimated balance at 31.03.23 £000	Purpose /To fund:
			To finance budget £000	Other Commitments £000		
1	Housing Development Resilience Reserve	500	0	250	750	Improve resilience within the Housing Development Capital Programme
2	Housing Repairs and Building Maintenance	7,454	0	(4,433)	3,021	Housing repairs and to mitigate against risk within the Construction Industry
3	Welfare Reform	429	0	0	429	Project costs and scheme development to address issues for council tenants due to benefit cap and universal credit
	TOTAL	8,383	0	(4,183)	4,200	

	Reserve	Estimated balance at 31.03.21 £000	Estimated Movements		Estimated balance at 31.03.22 £000	Purpose /To fund:
			To finance budget £000	Other Commitments £000		
1	HRA General Reserve	13,126	0	0	13,126	Mitigation against the risk and impact of unexpected events or emergencies within the HRA

Civil Parking Enforcement and Parking Reserve

1. The Traffic Management Act was introduced in 2004 to tackle congestion and disruption on the road network. The Act places a duty on local traffic authorities to ensure the expeditious movement of traffic on their road network and the networks of surrounding authorities. It gives authorities additional tools to better manage parking policies, moving traffic enforcement and the coordination of street works. Welsh Ministers granted Civil Parking Enforcement (CPE) powers to Cardiff Council in July 2010. This extended to the enforcement of Bus Lanes and Moving Traffic Offences (MTOs) in November 2014.
2. The payments generated from car parking fees, resident's permits, penalty charge notices and Moving Traffic Offences are allocated to a CPE account and operational costs, including the cost of the enforcement service are deducted. Any surplus from parking and enforcement is ring-fenced for traffic, highways and environmental improvements.
3. The pandemic has had a profound impact on all parking income streams with significant reductions in the use of on street and off street parking and subsequent penalty charges notices. In addition, lower traffic volumes, particularly in the city centre, has meant lower penalties from MTO's.
4. Predicting future income levels is challenging, as this is dependent on numerous factors. These include the continued period of the pandemic, potential future lockdowns, the recovery of the city centre and organisations view on staff returning to the workplace.
5. The position has been modelled using various assumptions and scenarios and the table below illustrates the financial forecast for Civil Parking Enforcement

Civil Parking Enforcement	2022/23 £000	2023/24 £000	2024/25 £000	2025/26 £000	2026/27 £000
Income					
On street car parking fees	4,839	5,171	5,171	5,171	5,171
Off street car parking fees	1,092	1,138	1,138	1,138	1,138
Residents parking permits	473	530	530	530	530
Penalty Charge Notices	1,933	1,933	2,040	2,040	2,040
Moving Traffic Offences	4,050	4,395	4,635	4,805	4,915
Miscellaneous income	48	48	48	48	48
Total income	12,435	13,215	13,562	13,732	13,842
Expenditure					
Operational costs parking	597	579	605	580	579
Enforcement service	6,142	6,250	6,240	6,372	6,403
Total expenditure	6,739	6,829	6,845	6,952	6,982
Surplus / (Deficit)	5,696	6,386	6,717	6,780	6,860

6. For 2022/23, income from car parking fees, residents' permits, penalty charge notices and MTO's is forecast to be £12.435 million. Expenditure includes the operating costs of the off-street car parks and maintenance of the on-street parking bays plus the cost of the enforcement service. Overall, expenditure is estimated to be £6.739 million, leaving a net surplus of £5.696 million.
7. The level of the annual surplus on the account is forecast to improve in future years as the city centre recovers and other parking and enforcement activities are introduced.
8. The surplus from CPE activities is transferred to the Parking Reserve to support a range of highway, transport and environmental improvements.
9. During 2020/21 and 2021/22, the WG reimbursed lost budgeted income funded via the Local Government Hardship Fund, which helped to maintain a sustainable position. There will be no Hardship Fund from April 2022.
10. The table below sets out the predicted movement in the reserve.

Parking Reserve	2022/23	2023/24	2024/25	2025/26	2026/27
	£000	£000	£000	£000	£000
Estimated Opening Balance	1,648	828	698	899	1,163
CPE net surplus (deficit)	5,696	6,386	6,717	6,780	6,860
Funding Availability	7,344	7,214	7,415	7,679	8,023
Contribution to support revenue budget	5,935	5,935	5,935	5,935	5,935
Active Travel	581	581	581	581	581
Use of Reserve	6,516	6,516	6,516	6,516	6,516
Balance Carried Forward	828	698	899	1,163	1,507

11. The use of reserve includes a budgeted contribution, which supports a range of highway, transport and environmental improvements. It also includes regular funding for the promotion of Active Travel initiatives including assessing the transportation impact on the Local Development Plan.
12. The reserve balance shows a reduction over the next couple of years followed by a gradual increase, reflecting the anticipated recovery, albeit not to the levels pre pandemic. The balance in the reserve will provide a degree of resilience against the income forecast and consequential surplus from CPE.

Activities inherited from Cardiff Bay Development Corporation including Harbour Authority

The functions and responsibilities of the Harbour Authority are detailed in the Agreement made between the Council and CBDC (now the Welsh Government) under Section 165 of the Local Government Planning and Land Act 1980. The funding required to discharge these obligations and any additional duties relating to the Cardiff Bay Barrage Act 1993 is provided by a specific grant received from the WG. This funding and any income generated are ring fenced.

The existing agreement expired on 31st March 2017. The Council has been working with the WG to review current arrangements with a view to jointly agreeing a new funding agreement. For the financial years 2017/18 to 2021/22, single year budgets have been agreed, whilst the review has been ongoing. The Council has also worked with the WG and independent public sector advisors Local Partnerships in developing an appropriate settlement within the context of a wide-ranging review of CHA activities and statutory functions.

This Local Partnerships Review recommended that three-year funding settlements were reinstated, both in order to facilitate effective service planning and with the timing corresponding to the WG's budgetary cycle. Due to the uncertainty around expenditure relating to the impacts of Brexit and Covid, including income streams and energy prices, a decision has been reached to implement a three-year deal in principle, with an agreed budget for 2022/23 and further planned negotiations during Autumn 2022 with the aim of establishing budgets for the following two years 2023/24 and 2024/25.

For 2022/23, the Council has worked with WG to identify budget pressures around increases in material costs, contractors and energy prices as well as historical shortfalls in service level agreement budgets. In addition, work has been carried out to identify future obsolescence and compatibility issues with existing systems and equipment requiring upgrades or replacement. These budget pressures are partly offset by savings due to achievable efficiencies and increased income streams. A combination of these factors results in an approved Fixed Costs budget of £5.270 million (21/22 £4.961 million). This allocation includes a provision for the 2022/23 pay award yet to be agreed and any employee incremental pay progression.

As part of the review recommendations, Cardiff Harbour Authority developed a critical and non-critical Asset Management programme. The critical Asset programme is risk based and covers the ten-year period commencing 2021/22. The non-critical Asset programme is based on a comprehensive set of lifecycle and maintenance asset data broken down by Harbour Authority Teams and prioritised on an annual basis. The Asset management plan is subject to change as a result of the condition of an asset assessed through ongoing maintenance inspections, as well as any major failures reducing the life of an asset or the prolonging of asset lives through additional maintenance.

The Asset Renewal funding requirement for non-critical assets in 2022/23 is estimated and approved at £26,000 with no requirement identified within the programme to replace any critical assets.

This gives a total approved budget for the Cardiff Harbour Authority for 2022/23 of £5.296 million.

CHA Funding	2021-22	2022-23
	£000	£000
Fixed Cost Budget	4,961	5,270
Asset Renewal	460	26
Total Budget	5,421	5,296

Any unforeseen costs arising will still be recoverable from the WG through the additional claims process, but only where those costs are legitimately agreed as part of an updated Deed of Variation to the S165 Agreement

The CHA will continue to maintain a Contingency and Project Fund (the Fund) which will be used to support projects and provides a contingency if the approved budget is exceeded. The Fund receives contributions from a combination of receipts from the sale and disposal of land and a share of past year underspends on the Fixed Cost budget. The current balance of £125,000 is above the minimum sum required to be maintained within the Fund at any point in time but is significantly lower than balances maintained in previous years.

The Council is required to draw down from the Fund up to the level of £100,000 before making any additional claims to the Welsh Ministers in relation to unforeseen costs.

Prudential Indicators

The CIPFA Prudential and Treasury Management Codes of Practice

The two integrated Codes of practice have been developed as frameworks to support the decisions local authorities make for capital investment and borrowing decisions. Originally introduced in 2004, its latest update was in 2021 following a review. This included the need for additional indicators to support decision making, to be considered and introduced in 2023/24. Compliance with the Code is a statutory requirement when carrying out their duties under Part I of the Local Government Act 2003 and the Local Authorities (Capital Finance and Accounting) (Wales) Regulations.

Objectives of the Code

The key objectives of the Codes are:

- To ensure that capital expenditure plans are affordable, prudent and sustainable
- That Treasury Management decisions are taken in accordance with good professional practice
- That local strategic planning, asset management planning and proper option appraisal are supported
- To provide a clear and transparent framework to ensure accountability.

CIPFA required Prudential Indicators to be produced

The indicators required are shown below, with further explanation as to their meaning:

1(a). External Debt - Operational Boundary (See Treasury Strategy)

The most likely, prudent view of the level of gross external indebtedness. External debt includes both borrowing and long term liabilities (e.g. finance leases). It encompasses all borrowing, whether for capital or revenue purposes. This indicator will be subject to the level and timing of borrowing decisions and so the actual level of borrowing can therefore be below or above this initial estimate. However what cannot be breached without a further report to Council is the authorised borrowing limit.

1(b). External Debt - The Authorised Limit (See Treasury Strategy)

The upper limit on the level of gross external indebtedness, which must not be breached without Council approval. It is the worst-case scenario. It reflects the level of borrowing which, while not desired, could be afforded but may not be sustainable. Any breach must be reported to the executive decision making body, indicating the reason for the breach and the corrective action undertaken or required to be taken. This limit is a statutory limit required to be set by the Council under Section 3(1) of the Local Government Act 2003.

1(c). External Debt - Actual External Debt (See Treasury Strategy)

The indicator for actual external debt will not be directly comparable to the operational boundary and authorised limit, since the actual external debt will reflect the actual position at one point in time.

2. Capital Financing Requirement (CFR) (See Capital Strategy)

The Capital Financing Requirement (CFR) replaced the 'Credit Ceiling' measure of the Local Government and Housing Act 1989. It measures an authority's underlying need to borrow or use other long-term liabilities, to pay for capital expenditure.

3. Capital Expenditure (See Capital Strategy)

The level of capital expenditure incurred and likely to be incurred in future years. This is to be based on an accruals basis and on the definition of capital expenditure.

4. Gross External Borrowing and the Capital Financing Requirement (See Treasury Strategy)

The level of external borrowing is required to be compared to the Capital Financing Requirement which represents the underlying need to borrow. Requires that borrowing in the medium term can only be for capital purposes.

5. Maturity Structure of Borrowing (See Treasury Strategy)

Local Authority debt portfolios consist of a number of loans with differing maturities. Setting limits assists in ensuring any new borrowing in particular when combined with existing borrowing does not result in large concentrations of borrowing maturing in a short period of time.

6. Principal sums invested for greater than one year (See Treasury Strategy)

This indicator measures the exposure of a local authority to investing for periods of greater than one year.

7. Ratio of Financing Costs to Net Revenue Stream (See Capital Strategy)

This indicator is a measure of affordability of historic and future capital investment plans. It identifies the trend in the cost of capital financing which include:

- interest payable on borrowing and receivable on treasury investments
- penalties or any benefits receivable on early repayment of debt
- prudent revenue budget provision for repayment of capital expenditure paid for by borrowing
- reimbursement of borrowing costs from directorates in respect of Invest to Save/Earn schemes.

This is calculated for the General Fund and Housing Revenue Account. For the General Fund, the net revenue stream is the amount to be met from non-specific Welsh

Government grants and Council Tax, whilst for the HRA it is the amount to be met from rent payers. An increasing ratio indicates that a greater proportion of the Council's budget is required for capital financing costs over the planned Capital Programme period.

It should be noted that these figures include a number of assumptions such as:

- no new approvals of additional borrowing apart from that currently proposed over the period of the programme
- estimated interest rates
- the level of internal borrowing and timing of external borrowing decisions and capital expenditure
- the total level of the Welsh Government revenue support etc. which can fluctuate due to transfers in or out of the settlement
- Invest to Save / Earn schemes do perform as intended over the period identified in the initial proposal for investment.

Locally determined Prudential Indicators

8. Capital financing costs expressed as a ratio of Controllable Budget – General Fund (See Capital Strategy)

Whilst the indicator above is required by the Prudential Code, it has a number of limitations:

- it does not take into account the fact that some of the Council's revenue budget cannot be directly influenced such as schools delegated budgets, Fire Levy and Council Tax Reduction Scheme payments
- it is impacted by transfers in and out of the Settlement
- it includes investment income which is highly unpredictable, particularly in future years.

Although there may be short-term implications, Invest to Save/Earn schemes are intended to be net neutral on the capital financing budget. However, there are risks that the level of income, savings or capital receipts anticipated from such schemes will be delayed or not materialise and would have a detrimental long term consequence on the revenue budget. This requires careful monitoring when considering future levels of additional borrowing. Accordingly an additional local indicator is calculated for the General Fund to support decision making showing the ratio of capital financing costs of the Council expressed as a percentage of its controllable budget and excluding treasury investment income.

9. Capital Financing Requirement (Debt) to Net Revenue Stream – (See Capital Strategy)

This ratio shows the amount of debt proportionate to Net Revenue Stream and is an indicator of financial sustainability. It helps to explain the relationship of debt to annual resources available to deliver services.

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PERFORMANCE AND PLANNING FRAMEWORK & DATA STRATEGY

CABINET MEMBER FOR FINANCE, MODERNISATION AND PERFORMANCE (COUNCILLOR CHRIS WEAVER)

AGENDA ITEM: 9

Reason for this Report

1. To enable Cabinet to agree:
 - a) A strengthened Planning and Performance Framework, which responds to the new performance requirements set out in the Local Government and Elections (Wales) Act 2021; and
 - b) A new Data Strategy, which enhances the use of data in service management and service improvement.

Background

2. The Council's Planning and Performance Framework sets out the organisation's policy development and performance management arrangements. This is essential for the effective delivery of the Council's priorities as it aligns the Council's workforce, resources, and systems to deliver strategic objectives. It also provides a systematic approach to monitoring delivery, identifying any delivery challenges and enabling discussions on corrective action.
3. The Council's Planning and Performance Framework must respond to the requirements of the Well-being of Future Generations (Wales) Act 2015 and the more recent Local Government and Elections (Wales) Act 2021, which replaces the Improvement Duty set out in the Local Government (Wales) Measure 2009.
4. The Well-being of Future Generations Act requires the Council to set and publish Well-being Objectives, take all reasonable steps to meet those objectives and publish a statement about Well-being Objectives. These duties are fulfilled through the Council's Corporate Planning process. The Well-being of Future Generations Act also requires the Council to publish an annual report of progress, which is done through the Annual Well-being Report. The Council must also publish its response to any

recommendation made by the Future Generations Commissioner for Wales, though none have been received to date.

5. The Local Government and Elections (Wales) Act 2021 establishes a new legislative framework for local government elections, democracy, governance, and performance. The Act requires each council in Wales to keep under review, through self-assessment, the extent to which it is meeting the 'performance requirements' – i.e. the extent to which:
 - It is exercising its functions effectively.
 - It is using its resources economically, efficiently, and effectively.
 - Its governance is effective for securing the above.
6. The Act also places a duty to publish a report setting out the conclusions of their self-assessments once in respect of every financial year. Further detail of the requirements of the Act can be found in paragraphs 9-13 of this report. This report therefore sets out the changes that have been made to the Council's Planning and Performance Framework in response to these duties, and other requirements of the Act.
7. In May 2021, the Cabinet agreed an approach to Organisational Recovery and Renewal which responded to the challenges, opportunities and change brought about by the Covid-19 pandemic. The report recognised that the Council's response to the pandemic has been characterised by a culture of service innovation, unprecedented levels of cross-council and public service integration and an ability to effectively use data and technology at previously unprecedented pace and scale. The report made clear that the city's pandemic response had relied on the rapid collection of real-time data, clearly presented and analysed across the public service system to inform decision making. Cabinet therefore committed to a shift in practice, strengthening its approach to corporate performance management and enhancing its capability to effectively use and analyse data to solve problems and improve service delivery.
8. The strengthening of the Council's Planning and Performance Framework has therefore been deliberately undertaken in tandem with the development of a new Data Strategy in order to strengthen the use of data in planning and performance discussion and to inform decision making. Further detail on the Data Strategy can be found in paragraphs 61-73 and Appendix 1.

Issues

Local Government and Elections (Wales) Act 2021: New Performance Duties

9. The Local Government and Elections (Wales) Act 2021 establishes a new legislative framework for local government performance management, with an emphasis on self-improvement through a system based on self-assessment and panel performance assessment.
10. The purpose of the Act, in relation to performance, is *"to provide a framework which supports councils, through an ongoing process of review,*

to think about their performance and effectiveness now and for the future; to encourage more inquisitive organisations willing to challenge themselves to do more, to be more innovative and more ambitious in what they do”.

11. The Local Government and Elections (Wales) Act introduces five specific requirements in relation to performance management:
- A duty to keep performance under review: The council must keep under review the extent to which it is fulfilling the ‘performance requirements’ that is, the extent to which:
 - it is exercising its functions effectively;
 - it is using its resources economically, efficiently and effectively; and
 - its governance is effective for securing the above.
 - A duty to consult on performance: The council must consult a range of people at least once in each financial year about the extent to which the council is meeting the performance requirements.
 - A duty to report on performance: The council must produce a self-assessment report in respect of each financial year. The report must set out its conclusions on the extent to which it met the performance requirements during that financial year, and any actions it intends to take, or has already taken, to increase the extent to which it is meeting the performance requirements.
 - A duty to arrange a panel performance assessment: The council must arrange for a panel to undertake an assessment, at least once during the period between two consecutive ordinary elections of councillors to the council, of the extent to which the council is meeting the performance requirements.
 - A duty to respond to a panel performance assessment report: The council must prepare a response to each panel performance assessment report, setting out the extent to which it accepts the conclusions in the report, the extent to which it intends to follow any recommendations in the report, and any actions the council intends to take to increase the extent to which it is meeting the performance requirements.
12. The Act states that the mechanism for a council to keep its performance under review is self-assessment, with a duty to publish a report setting out the conclusions of the self-assessment once in respect of every financial year, containing assessment of performance (service, finance, governance) and improvement actions identified.
13. The Welsh Government’s guidance¹ summarises self-assessment as “...a way of critically, and honestly, reviewing the current position in order to

¹ [Statutory guidance \(gov.wales\)](https://gov.wales/statutory-guidance)

make decisions on how to secure improvement for the future. Self-assessment is more than stating what arrangements are in place; it is about considering how effective these arrangements are and how they can be improved. Self-assessment of how the council is meeting the performance requirements places ownership of performance and improvement firmly with councils...It is about a council being self-aware, understanding whether it is delivering the right outcomes, and challenging itself to continuously improve.”

14. The Council’s Annual Well-being Report will act as the statutory Annual Self-Assessment Report. This will ensure that the new approach to self-assessment is integrated as part of the council’s existing corporate planning, performance and governance processes. The Annual Well-being Report will be presented to Council in July each year.
15. The Annual Well-being Report will be the result of the self-assessment process set out in paragraph 34, 35 and 36. The report will draw on performance intelligence from a wide range of sources, including service performance, assurance self-assessment, risk register, budget monitoring; regulatory reports, scrutiny recommendations, citizen surveys. In addition to the Annual Well-being Report, Cabinet will also receive a Mid-Year Performance review in December each year, which will be developed through a similar self-assessment process.

Responding to the Act: A Strengthened Planning and Performance Framework

The Council’s Planning and Performance Framework

16. The Planning and Performance Framework is central to the Council’s corporate governance arrangements. The Framework sets out how the Council identifies and agrees what it wants to achieve, how it measures and reports progress and, where necessary, how it identifies and agrees actions to improve performance.
17. There are, therefore, three distinct components to the Council’s Planning and Performance Framework:
 - a) Identifying and agreeing what the Council wants to achieve: This is to ensure that there is a clear view of what success looks like across the organisation and with relevant partners, supported by realistic plans and budgets and with clear accountabilities, performance metrics and targets.
 - b) Measuring and reporting progress: This is to ensure that performance reporting is timely, integrated, and contains appropriate details drawn from a range of performance sources. It also allows performance reports to be developed through a process of self-assessment. The performance reports inform robust performance dialogues involving the Council’s senior political and managerial leadership, and its wider political governance, focused on agreed priorities. The Council’s approach further ensures that its performance monitoring is fact-based

and data-driven with performance assessment subject to challenge and support.

- c) Identifying and agreeing actions to improve performance: This is to ensure that performance discussions are improvement-focused, action-orientated, and that these actions are tracked as part of the Council's performance framework,

18. In anticipation of the new requirements, the Council has implemented a series of measures to strengthen its Planning and Performance Management Framework, with a focus on:

- Strategic leadership from the Leader, Cabinet Members and senior managers throughout the performance cycle.
- Greater involvement of Scrutiny in planning and performance, through the involvement of the Performance Panel (which includes the chairs of each of the Council's five Scrutiny Committees) at critical points in the performance cycle.
- An enhanced self-assessment approach with greater use of data and evidence (see below).
- Greater integration with the Council's corporate governance arrangements and closer alignment with other major performance, financial and governance reports.
- More timely consideration of performance reports; with the Annual Well-Being Report now considered by Cabinet and Council in July, rather than September, which is closer to financial year end, and quarterly performance reports on the Corporate Plan also shared nearer the end of each quarter.

19. Proposals to strengthen the Council's Performance Management Framework, specifically in response to the new Performance Duties included within the Local Government and Elections (Wales) Act 2021, were considered by the Governance & Audit Committee on 28 September 2021 and Scrutiny Chairs Liaison Panel on 4 October 2021. The role of the Governance & Audit Committee and the Scrutiny Committees in response to the new performance requirements were discussed as part of this consultation.

A strengthened planning process

Corporate Planning

20. The Council's Corporate Plan translates the administration's policy agenda into Well-being Objectives, with SMART 'steps' to outline what will be done and by when. Key Performance Indicators (KPIs) with corresponding targets are also agreed to help monitor progress and both political and managerial responsibility is also identified for each step and

KPI. An enhanced process for Corporate Plan development has now been embedded which includes:

- A Mid-Year Self-Assessment which is considered by Cabinet in December, following engagement with the Policy Review and Performance (PRAP) Scrutiny Committee. This commences the process of refreshing the Corporate Plan.
- Thematic Challenge Sessions which are convened by Well-being Objective each January/February. The challenge sessions are chaired by the Leader and Cabinet Member for Finance, Modernisation and Performance and involve the lead Cabinet portfolio holders, Chief Executive and relevant Directors. The challenge sessions consider progress and challenges in relation to each of the Well-being Objectives within the Corporate Plan, and provide an opportunity to consider priorities, steps, Key Performance Indicators and targets for the year ahead.
- Engagement with the Performance Panel each January/February. The Performance Panel allows the Chairperson of each Scrutiny Committee, and a delegation of the PRAP Scrutiny Committee, to:
 - Consider the Mid-Year Assessment and make recommendations for improvement as well as strategic policy suggestions for consideration as part of Corporate Plan development
 - Corporate Plan development; with a focus on the priorities, steps, Key Performance Indicators and targets proposed for inclusion within the revised Corporate Plan.
- Engagement with all Scrutiny Committees including PRAP Scrutiny Committee as part of pre-decision scrutiny of the Corporate Plan in February.
- Formal consideration by Cabinet and Council in February/March. The Corporate Plan is part of the Council's Policy Framework and this, as set out in the Constitution of the Council, ensures that the Corporate Plan is formally subject to consideration by all elected members.

Directorate Delivery Plans

21. Further to this, and responding to the broader definition of performance in the Act, Directorate Delivery Plans have also been enhanced to ensure that Directorates consider all sources of corporate intelligence in a structured and systematic way. Directorate Delivery Plans now contain a greater range of corporate indicators of performance including:
- The Service Commitments which have been identified to deliver the Corporate Plan, as well as any associated service KPIs.

- Corporate Health Indicators, including data on staff sickness absence, staff turnover, compliance with mandatory training and the number of agency staff employed.
 - Links to the Corporate and Directorate Risk Registers which set out the mitigating actions the Directorate have identified in order to address major risks.
 - Recommendations of External Regulatory Bodies, including the agreed responses to any recommendations or proposals for improvement.
 - Links to the Scrutiny recommendations which have been accepted by Cabinet and which the Directorate is responsible for progressing.
 - The requirements of the Welsh Language Standards, Welsh language policy and Equality Objectives
 - The Corporate Safeguarding actions, specific to the Directorate's business, that have been identified through the Corporate Safeguarding self-assessment process.
22. Directorate Delivery Plans are developed through a directorate self-assessment exercise, which includes a detailed consideration of all sources of performance information as outlined in paragraph 35 and are developed concurrently with the Corporate Plan and Budget. They are signed off by at a year-end assurance sessions convened by the Chief Executive and Section 151 Officer, and may be considered by the relevant Scrutiny Committees.
23. A workforce planning exercise is undertaken as part of the process of developing Directorate Delivery Plan to ensure that the workforce can support delivery. There is a corporate requirement for each Directorate to undertake a skills development assessment – following on from the self-assessment – to ensure that workforce planning is embedded in the Council's strategic planning process. The actions identified through workforce planning exercise, and progress against delivery, are considered as part of the assurance session with each directorate convened by the Chief Executive twice a year.

Personal Reviews

24. Personal Reviews ensure that employees have a clear view of what is expected of them in their individual job role. They set out what represents good performance and captures the individual's contribution to Corporate and Directorate priorities.
25. The Personal Review process was reviewed and reformed in 2017 following engagement with staff, Trade Unions, Scrutiny Committees and other partners. A greater emphasis was placed on having meaningful performance discussions with the individual whilst ensuring employees also had the opportunity to have dedicated time with their line manager to

discuss their development needs. As part of the Personal Development Review, the discussion focused on the individual, progress made and areas of improvement.

26. Personal objectives are set during May and June each year following the adoption of the Corporate Plan and Directorate Delivery Plans. This ensures a clear alignment between corporate, directorate and individual priorities. A six-month review takes place during November, which is aligned to the Mid-Year Assessment. The conversation between a member of employee and their line manager mirrors the structure of the self-assessment process with a focus on a) what has gone well, b) where there have been challenges and c) what are the priorities for the remainder of the year.
27. The end-of-year review takes place during April and May. This conversation is about celebrating the individual's successes but also understanding what did not go so well. It is also an opportunity for the individual to think about personal objectives and training that they may want to access over the coming year.
28. In addition to the formal six-monthly reviews, the guidance provided to managers and staff emphasises the importance of performance discussions to be conducted on an ongoing basis. Regular, informal but planned engagement with staff is particularly important in the context of the pandemic, where a large number of staff have been working from home, and would be expected to include discussions on both work and well-being issues.
29. The Personal Review policy applies to all Council employees, with the exception of its schools-based employees. The Council has set a target of 100% compliance with the Personal Review process and this is monitored through the Corporate Plan. The compliance rate is reported to the Senior Management Team three times a year, and to Cabinet and Scrutiny, as part of the quarterly reports on the Corporate Plan. The latest performance for 2020/21 showed a completion rate of 95%.
30. In addition to ensuring high compliance levels, new measures to ensure performance discussions are meaningful and are of high quality will be introduced by June 2022. This will include a requirement for each Directorate to provide an assurance opinion on Performance Reviews as part of the Council's Senior Management Assurance Statement.

Measuring and reporting progress

31. A robust performance monitoring regime is in place, ensuring that relevant information is presented to the right people, at the right time. This has involved strengthening performance reporting practices and convening performance dialogues at all levels of the organisation, particularly, amongst with the Council's managerial leadership, Cabinet and wider political governance.

Self-Assessment Report (Annual Well-being Report)

32. As noted in paragraph 17, the Council's Annual Well-being Report, a requirement of the Well-being of Future Generations (Wales) Act 2015, will act as Council's Statutory Annual Self-Assessment Report. The Self-Assessment Report will be published by July each year, having been brought forward from September. The Council also believes that undertaking this process on a bi-annual basis would strengthen the Planning and Performance Framework. For this reason, a Half-Year Performance Report will be developed, following the same process as for the Annual Self-Assessment Report.
33. The Annual Well-being Report will provide a strategic assessment of performance for each Well-being Objective, including:
- What has gone well?
 - What are the performance challenges and risks?
 - What are the priorities for action?
34. The Self-Assessment draws on a range of internal and external performance intelligence sources:
- Internal: service performance, assurance self-assessment, risk register and budget monitoring
 - External sources: Regulatory reports, Scrutiny Committee recommendations, citizen surveys, Governance & Audit Committee recommendations
35. Each of the sources of evidence the Council draws on are, themselves, developed in accordance with a robust process and subject to their own governance and oversight arrangements. For example, the:
- Annual Budget Report published in July, and is considered by Cabinet, Policy Review and Performance (PRAP) Scrutiny Committee and Council.
 - Annual Governance Statement is published in July, and is considered by Cabinet, Governance & Audit Committee and Council.
 - Annual Risk Report published in July, and is considered by Cabinet and the Governance & Audit Committee.
 - Director of Social Services Report published in July, and is considered by Cabinet, Children and Young People Scrutiny Committee, Community and Adult Services Scrutiny Committee and Council.
 - Annual Compliments and Complaints Report published in June, and is considered by Cabinet, Governance & Audit Committee and Council.
 - Annual Report of the Cardiff Public Services Board published in June and is considered by PRAP Scrutiny Committee.

- Scrutiny Annual Report published July and considered by all Scrutiny Committees and Council.
36. The Annual Well-being Report will be developed through a process of self-assessment involving the political and managerial leadership of the Council, with enhanced roles for both Scrutiny and the Governance & Audit Committee. This will include:
- Directorate self-evaluation of service performance, governance & financial challenges and priorities;
 - Performance and budget challenge sessions with each Director that are convened by the Chief Executive and Section 151 Officer to consider findings of directorate self-assessment;
 - Progress and performance session with Cabinet and the Council's Senior Management Team;
 - The Performance Panel, convened by the Chair of the PRAP Scrutiny Committee, and involving the Chairs of each of the Council's Scrutiny Committees and members of PRAP Scrutiny Committee;
 - Consideration by the PRAP Scrutiny Committee.
 - Consideration by the Governance & Audit Committee.
 - Consideration of the End-of-Year Assessment (the Annual Well-being Report) by Council.
37. In addition to the two strategic reports outlined above, quarterly snap shots of progress against Corporate Plan Steps and Key Performance Indicators will be shared with the Council's Cabinet and Senior Management Team. A bespoke performance update report will also be provided to each Scrutiny Committee, with a specific update on performance issues which relate to their terms of reference. This is to ensure that performance information is presented clearly and in a timely manner to the right stakeholders and help shape the future programme of meetings.
38. To ensure a systematic approach to recording and monitoring the progress made against the recommendations of External Regulatory Bodies. This is formally reported to the Governance & Audit Committee on a six-monthly basis, and the position helps inform the Council's self-assessment.
39. In addition, to ensure that the recommendations from the Council's Scrutiny Committees are leading to performance improvement, a similar 'tracker' approach has been adopted to report progress against accepted recommendations. This will report every six months to all Scrutiny Committees.
40. Improvements have also been made to the presentation of performance management information. There has been a move away from paper-based

data reporting to using new data visualisation software. This allows complex performance data to be presented over time, against target and, where the data is available, on a comparative basis.

Role of Scrutiny

41. Welsh Government guidance emphasises the role that Scrutiny must play in performance and improvement, stating that (*Para 1.17*) ‘*Councils should use the findings of scrutiny committees, auditors, inspectors, regulators and commissioners on how a council is delivering its functions and governing itself to inform its self-assessment...*’.
42. The guidance further states (para 2.28) that ‘*Scrutiny committees are a key part of offering constructive challenge to how a council is performing and how it organises itself in the delivery of sustainable services. Scrutiny committees, as well as internal audit, will be a key part of a council’s self-assessment, and the council should determine and agree how best to involve their scrutiny committees in the self-assessment process itself, not just in considering the outcomes of any self-assessment.*’
43. As outlined in this report, the new arrangements have ensured a strengthened role for the Council’s Scrutiny Committees in the performance cycle. As part of the Council’s Self-Assessment process, it is therefore proposed that:
 - Performance Panel & PRAP Scrutiny Committee consider the draft Self-Assessment Report and make recommendations for improvement.
 - Performance Panel & PRAP Scrutiny Committee consider the Mid-Year Assessment and make recommendations for improvement.
 - All Scrutiny Committees receive draft reports for noting.
 - Recommendations from Scrutiny inquiries and letters form part of self-assessment intelligence, which are captured via the Scrutiny Recommendation Tracker.
44. It is also proposed that:
 - Each Scrutiny Committee receive quarterly performance report providing update against the steps and KPIs that fall under their Terms of Reference.
 - PRAP Scrutiny Committee receives quarterly ‘Stock-Take’ Report covering all Corporate Plan KPIs and Steps.
 - An update on the Scrutiny Tracker is provided to Each Scrutiny Committee at mid-year and year-end.

Role of Governance & Audit Committee in Self-Assessment

45. The legislation established a new and enhanced role for the Governance & Audit Committee in the Performance Framework. The Council must make a draft of its Self-Assessment Report available to its Governance & Audit Committee. The Committee must review the draft report and may make recommendations for changes to the conclusions or actions the

Council intends to take. If the Council does not make a change recommended by the Governance & Audit Committee, it must set out in the final Self-Assessment Report the recommendation and the reasons why the Council did not make the change. It is therefore proposed that the Governance & Audit Committee will:

- Receive the draft Annual Well-being Report each July for formal consideration.
- Receive a briefing on the Self-Assessment approach and output of the Mid-Year Self-Assessment exercise each January.

Role of Governance & Audit Committee and Relationship with Scrutiny Committees

46. Scrutiny Committees continue to be responsible for scrutinising specific performance issues within the remit of their Terms of Reference and executive decision making. The work of Scrutiny Committees, as they relate to performance issues, will feed into the Annual Well-being Report – which then must be shared with the Governance & Audit Committee.
47. The Governance & Audit Committee will be responsible for reviewing the report and making recommendations pertaining to the extent to which the Council is meeting the performance requirements as set out in the Act. The Governance & Audit Committee will therefore have a specific role in making high level recommendations, using the governance infrastructure of the Council, rather than in making recommendations on the performance of specific service areas which will be dealt with by the Scrutiny Committees.

Consultation on Performance

48. The Act also requires councils to consult a range of stakeholders at least once in each financial year. Whilst the guidance refers to the need to consult on “*the extent to which the council is meeting the performance requirements*”, the guidance also notes that this could be incorporated within existing consultation and engagement arrangements.
49. The stakeholder groups defined in the Act include:
 - local people;
 - other persons carrying on a business in the council’s area;
 - the staff of the council; and
 - every trade union which is recognised by the council.
50. Established consultation and engagement mechanisms – such as the Ask Cardiff Survey, the Budget Consultation, and other surveys and consultation, as well as the Council’s Annual Compliments and Complaints Report – allow the Council to consider citizen voice as part of the self-assessment, policy development and budget setting process.

51. A Citizen Engagement Strategy, also required under the Local Government and Elections Act (Wales) 2021, will seek to further enhance the Council's approach to engagement in 2022.

Panel Performance Assessment

52. The Act requires a council to make arrangements for an independent panel, appointed by the council, to assess the extent to which the council is meeting the performance requirements – a Panel Performance Assessment.
53. The Panel will not be responsible for holding the council to account and will not replace the assurance role of auditors, inspectors, or regulators, but it will offer an external view of how the council is operating. The findings and recommendations of the Panel Performance Assessment should be used alongside other sources to support the council in its approach to corporate performance, governance and improvement.
54. A Panel Performance Assessment must be undertaken at least once during an election cycle. The duties in relation to Panel Performance Assessments will come into force from the start of the next local government electoral cycle, in May 2022.
55. The membership of a Panel must include, as a minimum:
- an independent panel chair not currently serving in an official or political capacity within local government;
 - a peer from the wider public, private or voluntary sectors;
 - a serving local government senior officer, likely to be equivalent to chief executive or director, from outside the council; and
 - a senior elected member from outside the council.
56. The Council is responsible for identifying panel assessors, commissioning the panel to undertake the assessment, and meeting any associated costs. The Council is in early discussions with the Welsh Local Government Association (WLGA), who have received financial support from the Welsh Government to develop a Wales-wide support offer for panel assessments, in relation to a future panel assessment for Cardiff.
57. The Panel Assessment Report must be shared with the Council, the Auditor General for Wales, Her Majesty's Chief Inspector of Education and Training in Wales, and Welsh Ministers. It must also be considered by the Governance & Audit Committee. Although not a statutory requirement, and in recognition of their central importance to effective corporate performance arrangements, a copy of the Panel Assessment report will also be made available to the Council's PRAP Scrutiny Committee.
58. The Council must prepare a response to the Panel Assessment Report. In its response, the Council is required to state: the extent to which it accepts the conclusions in the report; the extent to which the Council intends to follow any recommendations contained in the report; and any actions it proposes to take to increase the extent to which it meets the performance requirements.

59. The Council is required to make a draft of its response to the Panel Assessment Report available to its Governance & Audit Committee, which must then review the draft response and may make recommendations for changes to the response to the Panel Assessment. If the Council does not make a change recommended by the Governance & Audit Committee, it must set out in the final response the recommendation and the reasons why it did not make the change. Recognising the important role of the Council's scrutiny function, and though not a requirement of the legislation, the Council will also make a draft of its response to the Panel Performance Assessment available to the PRAP Scrutiny Committee for comment.
60. As soon as reasonably practicable after finalising the response, the Council will publish the response and send the response to the members of the Panel; the Auditor General for Wales; Her Majesty's Chief Inspector of Education and Training in Wales; and the Welsh Ministers.

Data Strategy & Data-Driven Performance

61. Capital Ambition sets out a commitment to *“enhance [the Council's] data analytic skills, capacity and systems to... better understand and manage complex public services and develop tailored and targeted responses”*.
62. The importance of data to the performance of organisations is now well understood as it represents a valuable asset which can support the delivery of corporate priorities and improve service delivery. Every organisation is responsible for the data they create and handle, and treating data as an asset can lead to valuable productivity gains.
63. Data, however, is often dispersed across different systems, organisations and processes. Without a clear strategic approach, identifying the right data sets to support delivery across a large organisation can be challenging. Converting this data into an asset also requires specialist skills within the workforce, investment in software and the adoption of new working practices.
64. The Data Strategy will, therefore, support the Council to transition from being a data-rich organisation to being data-driven by setting out a systematic approach to managing and interrogating data. The Council's Data Strategy complements the Planning and Performance Framework, which identifies corporate priorities and areas of improvement by deriving insight from all relevant data sets that the Council and its partners may hold.
65. The Planning and Performance Framework will identify areas of corporate priority or where major improvement is needed. Priority areas for data analysis will, therefore, be aligned with the Corporate Plan and areas requiring further improvement will be identified through the Council's self-assessment process.
66. Data-led improvement will be delivered by:

- Identifying areas to target via business-as-usual planning and performance processes.
 - Identifying the datasets which can shed light on the problem.
 - Investigating appropriate data collection and management processes.
 - Designing improved processes, utilising new 'Data Warehouse' technology.
 - Introducing data visualisation tools, such as Power BI dashboards to improve the presentation of data.
67. The Data Strategy outlines the five components which support the use of data to drive service improvement. These components are:
- **Data Architecture** – This will provide a framework detailing how information is collected, classified, integrated, enhanced, stored, and delivered securely.
 - **Data Management** – This involves establishing standards and policies to ensure that data is of the highest quality and managed in accordance with legislation. Specifically, processes will adhere to the requirements of the:
 - Data Protection Act 2018
 - General Data Protection Regulation (GDPR) 2018
 - Freedom of Information Act 2000
 - **Data Governance** – This involves defining and assigning roles, such as information owners, to make it clear who is responsible for ensuring our data is secure and well-managed throughout its entire lifecycle.
 - **Business Intelligence** – This details the technology architecture that will enable the right people to gain access to the right data and at the right time. Data is collected and organised in a logical way into a centralised store (the 'Data Warehouse') and is drawn on by data visualisation software (for example, Power BI) to produce reports and dashboards.
 - **Education & Culture** – This involves creating and supporting a data culture to enable data-driven decision-making and policy-making for our political leadership, managerial leadership, and service managers. It will also include the upskilling of members of staff who have a role in (a) the production of our reporting datasets and (b) bringing that data to life via engaging visuals.
68. Adopting the methodology set out above will require a range of skills across a number of service areas, including policy, performance and insight, data management, data engineering and data visualisation.

69. A cross-directorate approach has therefore been initiated to commence work on a number of data projects. These include:
- Corporate Performance: The presentation of corporate performance information in a dashboard format.
 - Management Dashboards: bespoke management dashboards for providing managers a view of performance against 'corporate health' indicators in their areas including: Mandatory Training Compliance; Sickness Absence; Workforce Composition; Citizen Satisfaction; Agile Devices; Information Governance; Health & Safety.
 - City Performance: A dashboard that shows high-level indicators which measure the performance of the city against a range of economic, health, environment, and community safety data sets, as defined in the Cardiff Public Services Board's Well-being Plan. This will also include measures inequality gaps within communities relating to poverty, income, education attainment, qualification, health etc to support evidence-based decision making, responding to socio-economic duty.
 - Vulnerable Children and Young People: this project seeks to develop a series of tools which enable better information sharing across services and partners. This will include in:
 - Phase 1: A cross-Council dashboard presenting key information on vulnerable children and young people
 - Phase 2: Single view of the child – an individual-focussed tool, bringing together data from various Council and partner IT systems, enabling practitioners to view the cross-discipline involvements with a young person.
 - Community Safety Dashboard: requested by the Community Safety Partnership, this dashboard presents crime data geographically by ward can be filtered by all crime types and shows month-on-month and year-on-year changes.
70. The Data Strategy and the data-driven performance projects underway represent leading practice in local government, and will requires new and different skills and posts and additional training for staff and members. As part of the workforce development exercise a need to recruit and develop data engineers has been identified. Data Engineers provide specialist ICT skills which develop code that allow data held across the Council to be extracted into a Data Warehouse on an automated basis. In short, they build the system for bringing data from a range of different sources into a central repository, swiftly and effectively, where it can be analysed and presented to decision makers.
71. Additional training will be put in place for staff in 2022/23 to support data management, analysis and visualisation as this approach is mainstreamed across the Council. Training for members on how to use the digital dashboards will also be provided as part of the member induction programme in 2022 and on an ongoing basis thereafter.

72. Progressing the data strategy will require new and ongoing investment in technology, workforce and training. Ongoing licensing costs for data visualization and data warehousing software will need to be met to allow data to be effectively collected and presented. Equally, the Council must embed new specialisms within the workforce, such as data engineers and data visualization experts, to ensure that it has the necessary capacity and capability to progress the data agenda. All of this must be complimented by a programmed of staff training to ensure key officers are upskilled in the areas of data collection, data presentation and data analysis. An investment proposal will therefore be developed in accordance with the budget setting process.
73. Data safety will be at the heart of the Council's approach. This will include:
- Data Impact Assessments will be conducted for all data priorities
 - Data sets will be restricted to small number of technical specialists in trusted positions
 - Specific control measures in place
 - A 'Request for Data' form will generate a ticket within the ICT Service Desk system to ensure a fully auditable trail for all data set development.
 - 'Request for Data' forms will mandate the capture of data expert(s) and a data owner who will play key roles in (a) authorising the development work and (b) signing off data sets and reports in our UAT environment prior to release.
 - Information Classification Standards will be applied at all stages to ensure both report writers and report consumers are fully aware of the impact to the Council if confidentiality, integrity or availability of the data is compromised.
 - Report consumers will not have access to the raw data in the data set
 - Access to reports will be restricted by report publishers using ICT Security Groups
 - Row Level Security will add an additional layer of access restrictions to reports that display information from our most sensitive datasets.

Reason for Recommendations

74. To enable Cabinet to adopt a strengthened Planning and Performance Framework, which responds to new performance requirements and approve a new Data Strategy which enhances the use of data in service management and service improvement.

Financial Implications

75. The report and the accompanying appendix sets out the approach for performance management, the use of data and the accompanying data strategy. The costs associated with the performance approach and the

data strategy will need to be considered as part of the considerations for setting the 2022/23 Revenue budget in order to ensure the appropriate level of resources is available. Due diligence will need to be given to the Council's obligations under the Data Protection Act and access to information legislation. Corporate strategies will need to be implemented to underpin controls and responsibilities to ensure compliance is achieved.

Legal Implications

76. The new requirements under the Local Government and Elections (Wales) Act 2021 are set out in the body of this report.
77. In considering this report, regard should be had, amongst other matters, to:
 - (a) the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards;
 - (b) Public sector duties under the Equalities Act 2010 (including specific Welsh public sector duties). Pursuant to these legal duties, when making decisions, Councils must have due regard to the need to (1) eliminate unlawful discrimination, (2) advance equality of opportunity and (3) foster good relations on the basis of protected characteristics. Protected characteristics are a. Age; b. Gender reassignment; c. Sex; d. Race – including ethnic or national origin, colour or nationality; e. Disability; f. Pregnancy and maternity; g. Marriage and civil partnership; h. Sexual orientation; i. Religion or belief – including lack of belief;
 - (c) the Well Being of Future Generations (Wales) Act 2015. The Well-Being of Future Generations (Wales) Act 2015 ('the Act') is about improving the social, economic, environmental and cultural well-being of Wales. The Act places a 'well-being duty' on public bodies aimed at achieving 7 national well-being goals for Wales - a Wales that is prosperous, resilient, healthier, more equal, has cohesive communities, a vibrant culture and thriving Welsh language and is globally responsible. In discharging their respective duties under the Act, each public body listed in the Act must set and published wellbeing objectives. These objectives will show how each public body will work to achieve the vision for Wales set out in the national wellbeing goals. When exercising its functions, Cabinet should consider how the proposed decision will contribute towards meeting the wellbeing objectives set by the Council and in so doing achieve the national wellbeing goals. The wellbeing duty also requires the Council to act in accordance with a 'sustainable development principle'. This principle requires the Council to act in a way which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs. Put simply, this means that Cabinet must take account of the impact of their decisions on people living their lives in Wales in the future. In doing so, Cabinet must:

- look to the long term.
- focus on prevention by understanding the root causes of problems.
- deliver an integrated approach to achieving the 7 national well-being goals.
- work in collaboration with others to find shared sustainable solutions.
- involve people from all sections of the community in the decisions which affect them.

HR Implications

78. Any requirements for additional staff or changes to roles that are required to support the Data Strategy will take place in accordance with agreed Council policies and procedures.

Property Implications

79. There are no specific property implications in respect of the Planning and Performance Framework and Data Strategy Report. It should be noted that the Corporate Property Strategy 2021-26 (CPS) was approved at Cabinet in December 2021. The CPS sets out in detail on the Council's property strategy going forwards, including relevant targets over the next five years, performance against which may be monitored through the Annual Property Plan.

80. The Strategic Estates Department will continue to assist where necessary in supporting delivery within the context of the Planning and Performance Framework and Data Strategy. Any property transactions or valuations required to deliver any proposals should be done so in accordance with the Council's Asset Management process and in consultation with Strategic Estates and relevant service areas.

RECOMMENDATIONS

Cabinet is recommended to:

- 1) Approve a strengthened Planning and Performance Framework, which responds to the new performance requirements set out in the Local Government and Elections (Wales) Act 2021; and
- 2) Approve a new Data Strategy (Appendix 1).

SENIOR RESPONSIBLE OFFICER	PAUL ORDERS CHIEF EXECUTIVE
	18 February 2022

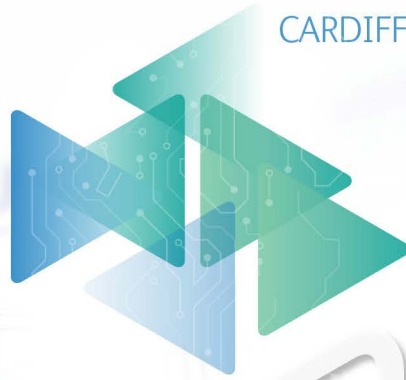
The following appendix is attached:

Appendix 1: Cardiff Council Data Strategy

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DATA STRATEGY

CARDIFF COUNCIL



PURPOSE

The Council recognises that data represents an asset which can support the delivery of corporate priorities and improve service delivery. Every organisation is responsible for the data they process and store. Treating data as an asset can lead to valuable productivity gains.

The Digital Strategy makes clear the requirement for a comprehensive understanding of data governance and its potential to support performance and service improvement.

Data, however, is often dispersed across different systems, organisations, and processes. Without a clear strategic approach, identifying the right data sets to support delivery across a large organisation can be challenging.

The Council has identified the need to improve and regulate how it not only shares, stores, and protects its data, but also creates, manages, and uses its data. Converting this data into an asset also requires specialist skills within the workforce, investment in software, and the adoption of new working practices.

The Data Strategy will support the Council to transition from being a data-rich organisation to being data-driven by setting out a systematic approach to managing and interrogating data. The Strategy complements the Planning and Performance Framework, which identifies corporate priorities and areas of improvement by deriving insight from all relevant data sets that the Council and its partners may hold.



DATA-DRIVEN PERFORMANCE IMPROVEMENT

The Council's Planning & Performance Framework sets out the Council's delivery priorities and, through a comprehensive process of self-assessment, also identifies improvement priorities.

The Data Strategy will embed a structured approach to applying the Council's data to solve problems and improve performance in areas identified by the Council's performance monitoring framework.

Aligning the Council's Data Strategy and Planning & Performance Framework will therefore ensure a systematic approach to:

- Identifying priority areas of improvement via business-as-usual planning and performance processes. *For example, a consistently missed target, sudden low performance, or a predicted performance issue on the horizon (such as an increase in demand).*
- Identifying the datasets which can provide insight to a problem.
- Automating the collection and secure provision of management information
- Transforming raw data into meaningful information via data visualisation tools

The outcome of this new approach will be a more streamlined performance reporting process where data sourcing, quality, accuracy, and timeliness can be improved, enabling a greater level of intelligence and evidence-based decision making.

Key to its success will be the effective coordination of a range of capabilities and specialisms from across several Council service areas, including policy, performance and insight, data management, data engineering and data visualisation.



COMPONENTS OF DATA USE

There are the five key components which support the use of data to drive service improvement. These are:

1. **Data Architecture** – This will provide a framework detailing how information is collected, classified, integrated, enhanced, stored, and delivered securely.
2. **Data Management** – This involves establishing standards and policies to ensure that data is of the highest quality and managed in accordance with legislation. Specifically, processes will adhere to the requirements of the:
 - Data Protection Act 2018
 - General Data Protection Regulation (GDPR) 2018
 - Freedom of Information Act 2000
3. **Data Governance** – This involves defining and assigning roles, such as information owners, to make it clear who is responsible for ensuring our data is secure and well-managed throughout its entire lifecycle.
4. **Business Intelligence** – This details the technology architecture that will enable the right people to gain access to the right data and at the right time. Data is collected and organised in a logical way into a centralised store (the ‘Data Warehouse’) and is drawn on by data visualisation software to produce reports and dashboards.
5. **Education & Culture** – This involves creating and supporting a data culture to enable data-driven decision-making and policy-making for our political leadership, managerial leadership, and service managers. It will also include the upskilling of members of staff who have a role in (a) the production of our reporting datasets and (b) bringing that data to life via engaging visuals.



There are seven core principles which shape the way that the Council will aim to use data to achieve its outcomes and aspirations. These are:

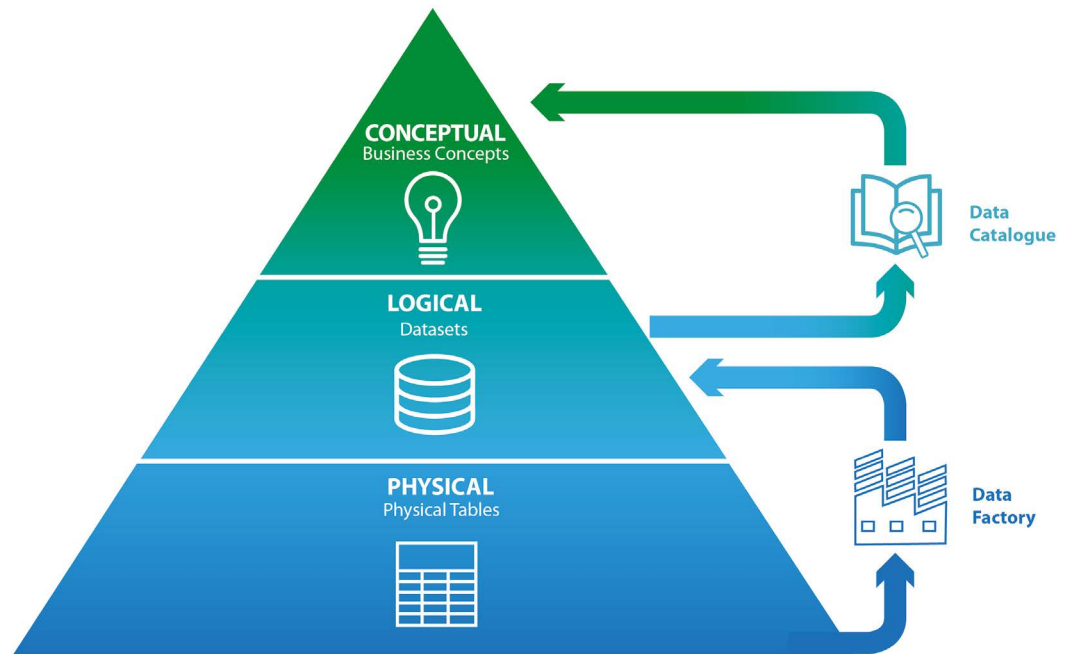
1. **DATA IS A VALUED ASSET**
2. **DATA IS MANAGED**
3. **DATA IS FIT FOR PURPOSE**
4. **DATA IS STANDARDISED AND LINKABLE**
5. **DATA IS REUSED**
6. **DATA IS ACCESSIBLE**
7. **SHARED SECTOR DATA**



DATA ARCHITECTURE (DATA MODEL)

We will implement a consistent view of the data landscape by developing and implementing a consolidated data model using industry standard approaches such as those stipulated by the Local Government Association (LGA). We will establish a common vocabulary and set of data definitions to create a clearly understood “single version of the truth” with regards to our data assets.

The data architecture is a key enabler in implementing data management and business intelligence.



DATA MODELS

- The **conceptual data model** is a high-level view of the data. The format will allow it to be easily consumed by business units across the organisation and will be delivered via the Data Catalogue.
- The **logical data model** provides a more detailed view of the data which will be used by the technical teams developing the ever-evolving datasets (structured collections of related information) and the dashboards and reports that will bring these datasets to life.
- The **physical data model** represents how data is stored in our back-office system databases.

DATA CATALOGUE

The Data Catalogue empowers Officers to find valuable, trustworthy data. It gives insight into who is using the data, for what purpose, how it is formatted and where it originated from.

DATA FACTORY

The Data Factory uses scheduled data-driven workflows (called pipelines) that can orchestrate data movement from disparate data stores and perform complex data manipulation.

HOW WILL WE ACHIEVE THIS?

- We will adopt a bottom-up approach to the data modelling, starting with the business units for which the need is greatest.
- The Data Factory will be used to surface high value datasets that would benefit stakeholders.
- The Data Catalogue will be updated incrementally as new datasets are made available.

DATA MANAGEMENT

We will implement an exemplary approach to data management. This will be realised through the introduction of policies, processes and automated tools which will support better data integration, data protection and enhanced data quality and management.

The main legislations that guide this framework are:

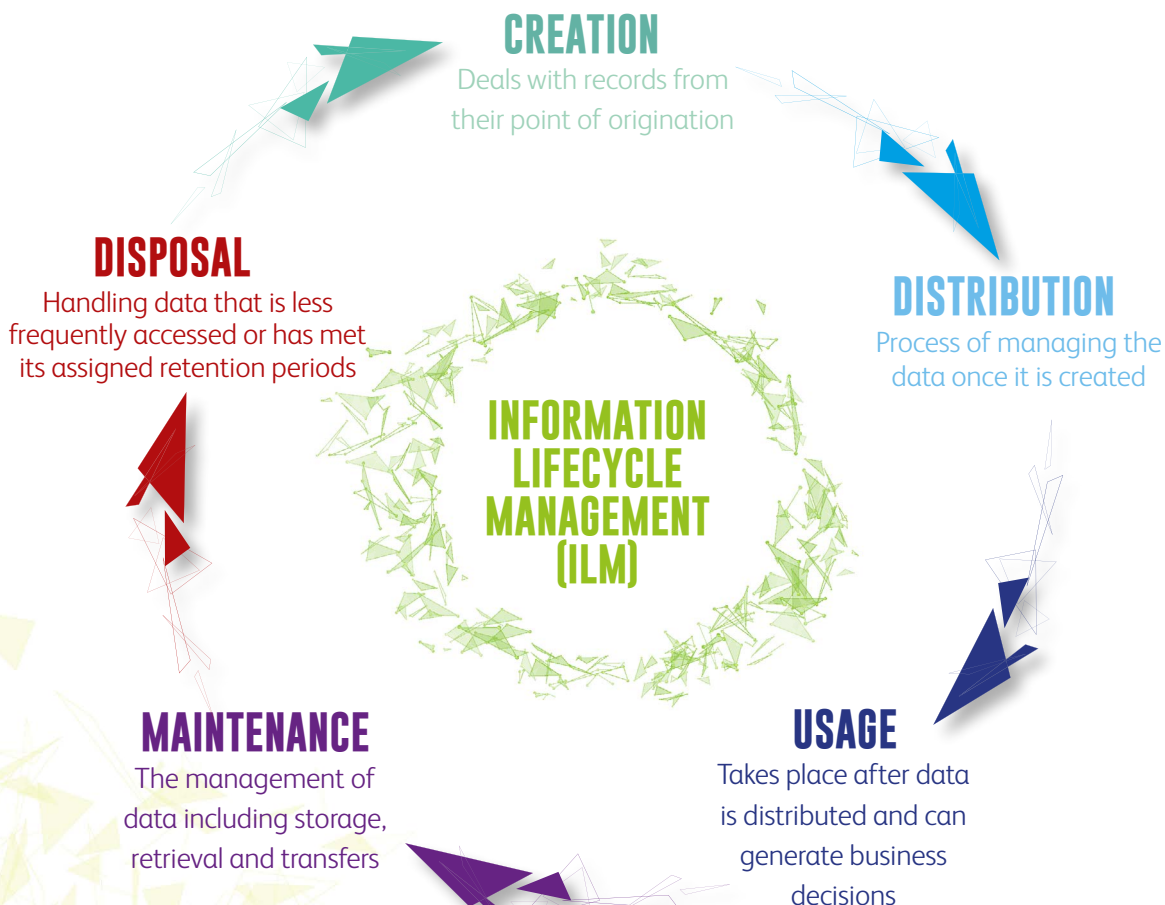
- Data Protection Act 2018
- General Data Protection Regulation 2018 (GDPR)
- Freedom of Information Act 2000

The three core capabilities developed and implemented are:

- Information Lifecycle Management (ILM)
- Master Data Management (MDM)
- Measuring and improving data quality

INFORMATION LIFECYCLE MANAGEMENT (ILM)

The ILM capability covers the policies and procedures that support data quality, data logistics and data integration covering the following five stages:



MASTER DATA MANAGEMENT (MDM)

The MDM capability provides the policies, procedures and solutions to manage and maintain master data within the ILM, and ensure that consistent versions of the same data are used throughout the organisation. The processes within MDM include:

- Capture and de-duplication of data
- Conflict resolution
- Distribution and sharing of master data securely

MEASURING AND IMPROVING DATA QUALITY

Data quality will be monitored and measured as it is captured and transformed by the organisation's processes and is supported by automated toolsets where appropriate.

The key capabilities provided by data quality management are:

- Measuring data quality
- Maintaining data integrity
- Data cleansing
- Minimising data duplication

How will we achieve this?

- Information governance champions will be embedded within the organisation and its culture
- Information governance champions will need to consider the whole lifecycle of the data, from identification of need, creation, quality assurance, maintenance, reuse and ultimately to archiving or destruction once the data has ceased to be useful
- The organisation will support best practice in data management and ensure everyone responsible for processing these business assets is appropriately skilled
- We will create an organisational plan detailing how to comply with legislation and regulations. This will be applied for both business as usual activities and when planning new ways of working



DATA GOVERNANCE

We will implement a standardised approach to data governance, based on best practice, which integrate into the wider established framework.

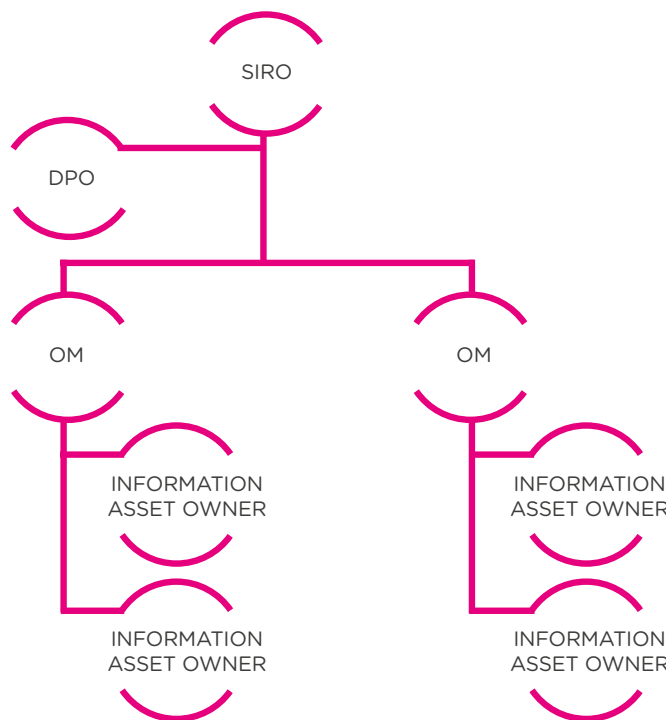
Specifically this includes:

- Ensuring data is secure and well managed, and risks to the organisation are contained
- Prevent and correct errors in data
- Measure data quality and provide a framework for data quality improvement that is monitored and assessed
- Define our standards to document data and its usage within the organisation

To deliver a data governance framework, we will continue to develop and grow data management skills and knowledge throughout the organisation. On a day-to-day basis the Information Governance unit is responsible for implementation of data governance and data assurance.

The main governance functions include:

- **Executive accountable officer for data** – includes the role of Senior Information Risk Owner (SIRO) and is ultimately accountable for the security and quality of data
- **Data Protection Officer (DPO)** – statutory role ensuring the organisation processes the personal data of its staff, customers, providers or any other individuals in compliance with the applicable data protection rules
- **Operational Manager (OM)** – accountable and responsible for data governance and data management for information within each business unit, ensuring all policies and procedures are implemented and data quality initiatives are implemented
- **Information asset owner** – responsible for the application of data governance, data management and data quality plans on behalf of Operational Managers



How will we achieve this?

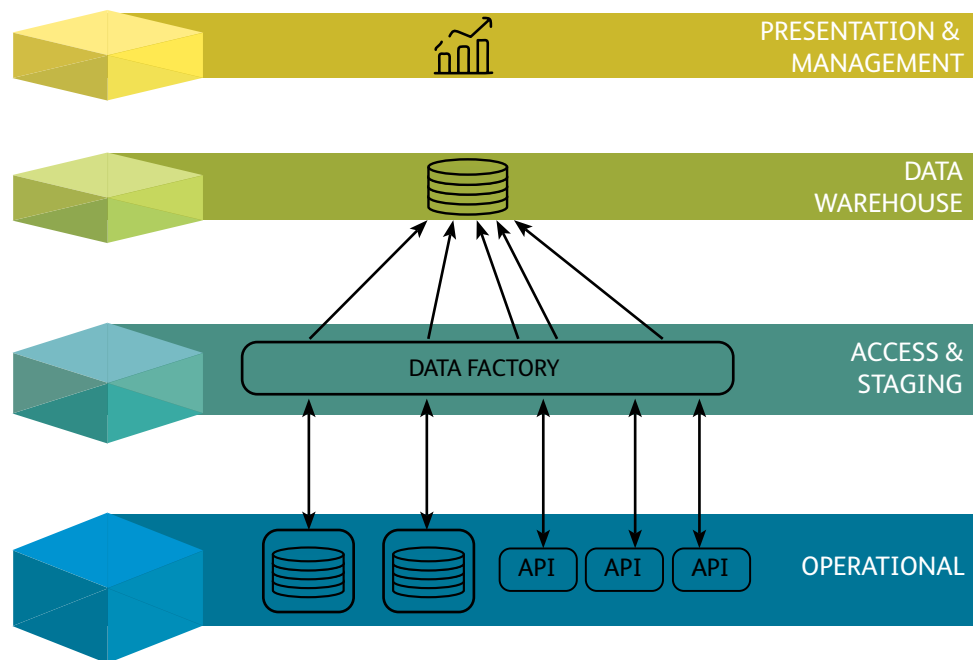
- Investigate the use of data trusts and learn from organisations which have taken part in pilots
- Work with the SIRO to lead on use of data
- A standardised approach to data governance in order to provide a defined accountability framework alongside policies and procedures will be developed

BUSINESS INTELLIGENCE

We will implement a corporate level analytics framework to enable the organisation to use its data well. This includes;

- Operational monitoring and reporting
- Impact assessment and evaluation of change requests
- Opportunities to offer our customers and stakeholders predictive analytics to provide decision support

The framework consists of four layers:



- **PRESENTATION AND MANAGEMENT** – Point of contact for the end users, e.g. reports and dashboards
- **DATA WAREHOUSE** – Central repository storing data from disparate systems in a clean and uniform format
- **ACCESS AND STAGING** – Consolidating, integrating and aggregating data from disparate sources, e.g. ETL (Extract – Transform – Load)
 - Data Factories – these allow the building of pipelines to move, prepare and integrate data.
- **OPERATIONAL** – Transactional databases of operational systems such as ERP and CRM systems
 - Application Programming Interfaces (APIs) - these are internet-based access points to back-end databases.

How will we achieve this?

- We will open up services internally and externally through the use of APIs and Data Factories where appropriate
- Data will be available in a non-proprietary format through the provision of a data store repository
- Give employees the ability to visualise data using software
- We will create standards for the publications of public facing data

CULTURE & EDUCATION

Working in a data rich environment, all staff are required to use and act upon data. This does not fall solely to the main governance functions defined in this strategy. Therefore it is imperative that Cardiff invests in its staff and culture, so that all within the organisation are fully aware of their responsibilities.

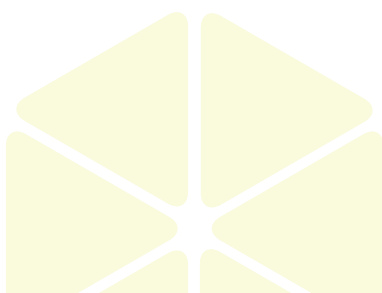
How will we achieve this?

Culture

- Decisions and policy making is informed by data. The data culture within the organisation will be supported by leaders and senior managers
- Embed data responsibilities in job descriptions and reflect in recruitment and training programmes
- Provide a professional career path for core data management staff, with graded levels of responsibility for employees to progress through

Education

- Training will be developed for all staff to understand the ethics of data sharing - including what is and what is not permissible
- Implement data governance training as a core competency for staff so they understand their responsibilities, supplemented by tailored training for teams and roles where required
- By identifying employees who have a role in analysing data, we will invest in training and development in areas such as data analytics, machine learning and artificial intelligence
- Provide data management skills/competencies to help staff create, find, share, evaluate and organise data
- Introduce how to use and manage data in IT systems when user training is delivered
- Regularly review modern techniques and best practices, such as those developed by the LGA who have developed and run training days centred around the good use of data



APPENDIX : PRINCIPLES

The following principles are statements that will support and guide the organisation to achieve outcomes and aspirations.

PRINCIPLE	STATEMENT
Data is a valued asset	<ul style="list-style-type: none"> • Data should be understood and valued • Data is a corporate asset and the full value of data lies not just in its original purpose but also in its potential reuse
Data is managed	<ul style="list-style-type: none"> • Data should be stored, protected and leveraged – according to its value • Data owners need to consider the whole lifecycle of the information • A range of best practices need to be in place • Data needs to be governed as it moves through its lifecycle • Ensure the organisation has plans how to comply with relevant legislation and regulations • The organisational culture must support best practice in data management and ensure everyone responsible for processing these business assets is professionally qualified and appropriately skilled
Data is fit for purpose	<ul style="list-style-type: none"> • Data must be good quality and fit for both its primary purpose and reuse • This principle will be promoted and delivered through enterprise and data architecture, shared models, shared business terminology, reference data and taxonomy • Quality includes factors such as accuracy, validity, reliability, timeliness, relevance and completeness • The quality of data should also be regularly monitored to ensure that it meets the levels that have been assessed as necessary
Data is standardised and linkable	<ul style="list-style-type: none"> • Data should, wherever possible, follow a standardised format (e.g. Addresses adhering to BS7666) • Deploying a common set of data definitions across the organisation is a critical component in ensuring data quality • Linkable data allows the organisation to benefit from collaborating and sharing data both internally and between government, academic and third sectors, giving access to a much richer range of vital information • Data linked to geospatial information is a critical resource in enabling digital transformation in local government and public services
Data is reused	<ul style="list-style-type: none"> • Data is even more valuable if it can be used more than once and for more than one purpose • Sharing data with other organisations will promote more collaborative relationships • Data which initially appears unsuitable may be reusable if it can be reformatted. For example, operational data can be anonymised or aggregated and then be of wider value
Data is accessible	<ul style="list-style-type: none"> • Individuals and organisations must be able to access data about themselves, along with an explanation of how their data is used by others • Data is treated as being open and transparent unless it is personal or confidential
Shared sector data	<ul style="list-style-type: none"> • Where appropriate or agreed, customer and service data will be shared with staff, partners and others to improve the delivery of services • Consider the different channels available to publish information to the public. This includes internal publication processes, websites, open data feeds and relationships with third-parties such as commercial / academic publishers

	CITIZENS VISITORS SERVICES	MANAGEMENT WORKFORCE ELECTED MEMBERS	PARTNERS BUSINESS EDUCATION
TRANSPARENCY	<p>We are open and transparent and customers are able to make informed decisions on service choice, influence future services and hold the Council to account</p> <p>We have integrated our services with personal data and given the control back to the customer</p>		
ACCESSIBILITY	<p>The public can easily find information on services they require online</p> <p>Customers can access their own personal data and see the progress of service requests</p>	<p>Data is easy to access through dashboards and common reporting tools to inform policy and service planning</p> <p>Data is easier to find because we describe it effectively and have tools to retrieve it.</p>	<p>Data can be reused and linked externally with other organisations, either within the sector or with private businesses and individuals</p>
AUTOMATION	<p>When customers inform us of a change of circumstances we are able to automatically update our systems and share with other relevant public sector systems to avoid duplication of effort</p>	<p>Automated business processes routinely collect transactional data to support continuous process improvement and help us manage our services more effectively</p>	
SECURITY	<p>Customer data is valued and protected</p>	<p>Data management principles and practices have been embedded in the organisation through training and culture shift</p>	
CONSOLIDATION		<p>We are able to use summarised and consolidated data to redesign, target and streamline our services</p> <p>We have established a single source of truth for all our data sets</p>	<p>We share data to deliver a more streamlined service to the public and improve their outcomes</p> <p>Data can be opened up to encourage collaborations with schools, colleges, universities, businesses and communities</p>



APPENDIX : THE COUNCIL'S DATA PRIORITIES

The Council aims to improve the process of collating performance information, automating this where appropriate, and to improve the presentation of performance information in an easy-to-interpret way, through clear visuals and a self-service interface. These aims apply to both corporate and directorate level performance information.

CORPORATE DATA PRIORITIES

- **Corporate Performance Reporting**

Improving the data collection and data presentation of performance information contained within the Corporate Plan and Directorate Delivery Plans

- **Management Dashboard**

Consolidating a range performance information which is considered essential for effective the management and delivery of Council services. This will include providing information to each manager of

- Mandatory Training Compliance
- Sickness Absence
- Staff Turnover
- Workforce Composition
- Citizen Satisfaction
- Agile Devices (enabling Hybrid Working)
- Information Governance
- Health & Safety

- **City Performance Dashboard**

Presenting high-level city performance data which measure Cardiff's performance across a range of economic, health, environmental, and community safety data sets, as defined in the Cardiff Public Services Board's Well-being Plan. These datasets enable the measurement of inequality gaps within communities relating to poverty, income, education attainment, qualifications, and health to support evidence-based decision making, responding to Socio-Economic Duty (Wales).

SERVICE SPECIFIC DATA PRIORITIES

- Children and Young People.**
Consolidating all relevant data sets from across different services which work with children and young people- including Children’s Services, Youth Justice, Education, and Family Help- to develop a joined-up view of the lived experience of children in Cardiff.
- Integrated Single View of the Child.**
Supporting better information sharing amongst Council Service Areas and Public Service Partners who are working to support children and young people in Cardiff. The aim is to draw together data from separate case management systems into a secure data warehouse. This will allow identified case workers to better deliver joined up intervention and preventative action to improve outcomes for young people
- Community Safety Dashboard.**
Enhancing the Community Safety Partnership (CSP) ability to access and review crime data.
- Streets Scene and Cleanliness.**
Scoping relevant data sets with a view to improving street cleanliness and waste collection through better data utilisation and data visualisation.



DATA STRATEGY

CARDIFF COUNCIL

