

**Quarter 2 Technical Appendix – Steps 2020-21**

**Well-being Objective 1**

Steps	Lead Member	Lead Directorate	Update	Q1 RAG	Q2 RAG	Q3 RAG	Q4 RAG
<p>Promote and fulfil children's rights by becoming a Unicef Child Friendly City by 2021, with work including:</p> <ul style="list-style-type: none"> <li>Ensuring all Cardiff schools are designated as Rights Respecting Schools;</li> <li>Developing a 'Passport to the City of Cardiff' which will guarantee that every child can access a broad range of extra-curricular experiences across the city.</li> </ul>	Cllr Sarah Merry	Education & Lifelong Learning	<p>Cardiff is progressing to become a Child Friendly City where all children and young people have an equal chance to thrive and reach their potential.</p> <p>Throughout the Covid-19 pandemic, partners have worked together to make sure that the voices and needs of children and young people are at the heart of decisions.</p> <p>This includes:</p> <ul style="list-style-type: none"> <li>Collecting and responding to the views of children and young people through the 'Coronavirus and Me' survey including the Webinar and Pupil Task Group to inform reopening of schools and City Recovery Strategy;</li> <li>Developing a survey for staff about knowledge of children's rights;</li> <li>Ensuring that the rights of children and young people are taken into account during the re-start of key services, and;</li> <li>Child Rights Impact Assessments as part of Recovery Planning.</li> </ul> <p>Developing inspiring and authentic learning experiences for children and young people remains a priority in light of the challenges faced. A range of curriculum projects are being developed including a 'Passport to the City of Cardiff'.</p> <p>As at October 2020, 65 schools have completed Bronze in the Rights Respecting Schools Programme. 16 of these schools have</p>	G	G		

Steps	Lead Member	Lead Directorate	Update	Q1 RAG	Q2 RAG	Q3 RAG	Q4 RAG
			also received Silver and 3 have received Gold. 95 schools have registered.				
<p>Deliver the new schemes in accordance with the Band B 21st Century School Programme of school investment between April 2019 and 2024 to:</p> <ul style="list-style-type: none"> <li>• Increase the number of school places available;</li> <li>• Improve the condition of school buildings;</li> <li>• Improve the teaching and learning environment.</li> </ul>	Cllr Sarah Merry	Education & Lifelong Learning	<p>Plans for the next phase of investment in the school estate, Band B, were delayed due to Covid-19 until October. A review of Band B is underway to assess the budget shortfall and achieve maximum value for money with the funds available.</p> <p>Update on schemes:</p> <ul style="list-style-type: none"> <li>• Fitzalan: Enabling works in process and due to complete June 2021, main project due to go to planning Nov 2020, subject to permission granted the primary contractor to be awarded in the new year 2021.</li> <li>• St Mary the Virgin: Tender documents prepared and final business case drafted for submission for funding. Awaiting approval to proceed.</li> <li>• Proposals for provision to serve Adamsdown and Splott is due to return to Cabinet for consideration in 2020-21 academic year for further consultation</li> <li>• Proposals for provision to serve Cathays, Plasnewydd, Gabalfa and neighbouring areas is due to go to Cabinet for consideration in 2020-21 with a view to seeking permission to consult</li> </ul> <p>Working towards the safe operational re-start of schools for all pupils in September has been a priority. This includes priority works, health &amp; safety checks and adaptations to support social distancing.</p>	A	A		
Work with developers to deliver up to eight new primary schools and two new secondary schools as part of the Local Development Plan for Plasdŵr and St Edeyrn's	Cllr Sarah Merry	Education & Lifelong Learning	Proposals determined to open new primary school provision on both North West (Plasdŵr) and North East sites (St Mellon's CiW relocating and expanding on new location as part of the St Edeyrn's development) from September 2022.	A	A		

Steps	Lead Member	Lead Directorate	Update	Q1 RAG	Q2 RAG	Q3 RAG	Q4 RAG
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 2021.	Cllr Sarah Merry	Education & Lifelong Learning and Economic Development	<b>Economic Development Update – Amber</b> The Covid-19 lockdown meant that very little work could be undertaken in the first quarter of this year. However, a significant amount of work to implement the priority schemes was undertaken over the summer period in Quarter 2 comprising 112 schemes with an estimated value of £9.2m. Teams are now working on the delivery of the next batch of priority schemes for implementation by 31st March 2021.	A	A		
Re-shape and enhance specialist provision and services for pupils with additional learning needs to ensure sufficient, high-quality provision is available to meet the current and projected need from 2019 to 2022.	Cllr Sarah Merry	Education & Lifelong Learning	Despite the constraints arising from Covid-19, good progress is being made to prepare for implementation of additional learning needs (ALN) reform. Early years processes are in place and work has begun to introduce Individual Development Plans for some school-aged pupils. The multi-agency 16-25 Transition Protocol has been agreed as a working draft.  97% of schools rated Very Good or Strong in relation to strategic preparedness for ALN Reform, compared with a regional average of 85%. School closure period led to the development of more robust multi-agency approaches between health and special schools.  Additional specialist places for complex learning needs were secured for September 2020, although there continues to be significant pressure for emotional health and well-being places, leading to a significant increase in out-of-county placements.	A	A		
Support Cardiff schools to draw on Cardiff's unique context as the new Curriculum for Wales is introduced for all year groups between 2022 and 2026, including piloting joint working between schools, higher education and employers by 2022.	Cllr Sarah Merry	Education & Lifelong Learning	Welsh Government timelines for implementing Curriculum for Wales 2022 are unchanged.  Exams in the 2019-20 academic year were cancelled as a result of the Covid-19 pandemic. Results have been awarded on Centre Assessed Grades rather than Standardised Grades, where this grade is higher. Qualification awards data will not be used to	A	A		

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			<p>report on attainment outcomes at a school, Local Authority (LA) or regional level. WJEC data shows that Cardiff results exceed the Wales average for all three published pass rates. At GCSE, more than 3 in every 4 grades is above a C grade.</p> <p>At A-level, almost 95% are A*-C and almost half A*-A. Welsh Government have commissioned a review of the 2019-20 exam series.</p> <p>WJEC November 2020 and January 2021 examinations currently due to go ahead as planned.</p> <p>WJEC have published GCSE and AS/A Level subject adaptations booklets for assessments in summer 2021. In addition, the Summer 2021 provisional exam timetable has been published including a contingency period starting from end of June 2020.</p> <p>Learning and teaching will continue to be affected during the 2020-21 school year. The approaches taken by schools and settings will continue to evolve to provide learning both in school and elsewhere if the needs arises. The balance between learning in schools and settings and time spent learning elsewhere may well change at particular points in response to the pandemic. This challenge requires schools to adapt their curriculum planning to be flexible and responsive to changing circumstances.</p> <p>The LA is working with the Central South Consortium to support schools in their development of teaching and learning (including blended learning) for their own contexts signposting national and local guidance and professional learning.</p>				

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			The Central South Consortium Continuity of Learning guidance including isolating group scenarios has been published. Webinars to facilitate the sharing of good practice across schools are also being developed.				
Invest in digital infrastructure, equipment and new learning technologies for schools to support the implementation of the Curriculum for Wales in 2022.	Cllr Sarah Merry	Education & Lifelong Learning	<p>Supporting remote learning via digital technologies has been a priority during the pandemic.</p> <p>In excess of 8,000 end user devices (Chromebooks &amp; iPads), along with 2,000 4G Wi-Fi devices to provide broadband access were distributed to schools/individual households during the summer. A further 10,000 Chromebooks and a few hundred iPads will be distributed to schools before the end of this term.</p> <p>The long term aim is to ensure every child in mainstream schools from Year 3 onwards will have individual access to a Chromebook. In addition, there will be separate approaches for foundation phase and special schools based on the needs of pupils.</p> <p>We are working with key partners to offer a range of training and support to schools to ensure we can make the most of this investment by upskilling teachers and pupils in their use of digital technology.</p> <p>We are also putting in place a central structure which has a holistic approach to ICT and will provide technical support, infrastructure deployment and curriculum development for all schools across the city.</p>	A	A		
<p>Improve the physical and emotional well-being of learners through the Healthy Schools scheme, with initiatives including:</p> <ul style="list-style-type: none"> <li>Relationships and Sexuality Education – development and launch of a Healthy</li> </ul>	Cllr Sarah Merry	Education & Lifelong Learning	The Healthy Schools team have continued to support schools in improving the well-being of learners since they re-opened to all pupils in September.	A	A		

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<p>Relationships Education Directory and resources on menstruation and sustainable period products;</p> <ul style="list-style-type: none"> <li>Promotion of Healthy Eating – programmes supporting the National ‘Veg Power’ campaign, and development of a pupil-led healthy lunchbox toolkit;</li> <li>Supporting the Cardiff Metropolitan University Open Campus Programme and other initiatives.</li> </ul>			<ul style="list-style-type: none"> <li>The Healthy Relationships Directory and resources have been developed and disseminated to schools. Resources on menstruation and sustainable period products are underway; the latter is being done with involvement from the Cardiff Youth Council. Information on Relationships &amp; Sexuality Education/Healthy Relationships for families was also disseminated to support home learning during the summer term.</li> <li>The pupil-led healthy lunchbox toolkit has been piloted and circulated. In addition, information for families on healthy lunchboxes has been distributed, along with cook-along videos commissioned to support families, particularly while school catering has been affected by Covid-19. The Veg Power campaign continues to be promoted.</li> <li>Good partnerships made with Cardiff Met and Sport Cardiff, with support provided to target specific schools for programmes including Open Campus. In 2019-20, 22 targeted schools took part in Open Campus on the Cardiff Met site. Support and promotion of other programmes was also carried out, including Cardiff Games and the School Sport Briefing. Continuing to liaise with team to look at what can be offered and promoted to schools in line with current restrictions.</li> </ul>				
Deliver a Community-Focused Schools Policy that recognises and builds on the role of the school at the heart of the community.	Cllr Sarah Merry	Education & Lifelong Learning	Research to inform the Community-Focused Schools Policy is ongoing to take this forward in 2021.	A	A		
Launch a school workforce strategy to recruit, retain and develop staff at all levels in Cardiff by March 2021.	Cllr Sarah Merry	Education & Lifelong Learning	Work towards developing a school workforce strategy has been delayed due to challenges presented by the Covid-19 pandemic but will be re-visited in the new year.	A	A		

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			<p>A number of programmes are in place to develop a high-quality education profession, commissioned through the Central South Consortium. This includes:</p> <ul style="list-style-type: none"> <li>• A regional professional learning offer in place for all school to support national and regional priorities.</li> <li>• A refined Teaching Assistant Learning Pathway and Newly Qualified Teacher induction process which facilitates appropriate learning pathways for practitioners.</li> <li>• Professional Learning Pathways to enhance current and future leaders.</li> <li>• Supporting the implementation of national and regional strategies for developing Welsh in schools.</li> </ul>				
Strengthen school governance by enhancing governor training, encouraging shared capacity building between school governing bodies, developing Federation models where these would add value, and extensive promotion and marketing campaigns to attract new governors into Cardiff schools.	Cllr Sarah Merry	Education & Lifelong Learning	<p>Regular guidance has been produced for governing bodies on their role and priorities during the pandemic, highlighting the importance of strong governance. Regular webcasts have also been held for chairs of governors to update them on key development during this time.</p> <p>New delivery models for governor training were piloted during the summer term and will be implemented this academic year. This will include a combination of online and facilitated sessions.</p> <p>Work is underway with the Central South Consortium regarding additional support and improvement actions for governing bodies and a new 'leaders of governance' scheme is being piloted to replace the current consultant governor programme.</p> <p>A new governor recruitment campaign has been launched on social media containing key messages about supporting Cardiff's schools as a governor. A new portal has also been created for interested governors to find out more about the role and to register their interest – <a href="https://www.educardiff.co.uk/">https://www.educardiff.co.uk/</a>.</p>	G	G		

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			Over 100 expressions of interest and 35 completed governor application forms have been received to date. Work is underway to place applicants on governing bodies where their skills and experience can best be used.				
<p>Support young people into education, employment or training by delivering the Cardiff Commitment, with a focus during the academic years 2019-20 and 2020-21 on:</p> <ul style="list-style-type: none"> <li>• Creating school/business partnerships to deliver experiences of work and target skills development in the key economic growth sectors of the Cardiff Capital Region;</li> <li>• Delivering targeted programmes of engagement and support for our most vulnerable young people;</li> <li>• Developing and promoting apprenticeship options for young people aged 16 – 19 with partners;</li> <li>• Developing a community benefits framework, via the procurement of Council goods and services, that delivers meaningful opportunities to young people.</li> </ul>	Cllr Sarah Merry	Education & Lifelong Learning, and Economic Development	<p><b>Economic Development Update – Green</b></p> <p>Additional focus given during Covid-19, including the development of an Economic Task Force.</p> <p><b>Education Update:</b></p> <p>Transition activity was developed throughout lockdown to support children and young people in making their next move. Regional Skills Partnership joint working is in place and a new pledge for partners has been developed. The experiences of work pilot is in progress in two schools with partnership agreement between Careers Wales, first Campus, Speakers for Schools and the Cardiff Commitment.</p> <p>Vulnerable groups offer established with the Educated Other Than At School team and Youth Justice Service. The offer is expected to progress to include the Looked After Children in Education offer with Children’s Services.</p> <p>Apprenticeships, Kickstart and other alternative pathways are in development alongside post-16 information and communication, brokerage and support as well as provision and opportunities. The Social Value officer role has been approved and plans are underway to progress maximising opportunities through social value for children and young people.</p>	G	G		
Deliver an integrated model of Youth Support Services, built on high-quality youth work, to remove barriers to	Cllr Sarah Merry	Education & Lifelong Learning	The remodelling of the Youth Support Service has resulted in an increase in access – extra nights and extra reach via digital networks and street-based activity. During August there were over	A	A		



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engagement and participation by April 2021.			<p>250,000 social media hits, nearly 1,500 socially distanced in-person connections and over 580 young people were supported by mentors. The impact of youth centre closures due to the lockdown has been counteracted by increased outreach and street-based youth work both by the service and the youth group partners. The service has contributed to the improved outcomes for Educated Other Than At School learners by providing a range of non-formal education programmes and supporting young people in formal education to maintain engagement and successfully transition. The service has been part of a new multi-agency panel, along with children's services and the Youth Justice Service, during lockdown, to provide support for young people who are subject to exploitation, mental health issues and homelessness.</p> <p>However, governance of Youth Services has not been taken forward due to the redeployment of staff to Covid-19 activity.</p>				
Enable all young people with additional learning needs – who are known to social services – to play an active and central role in planning for their transition to adulthood during the year.	Cllr Graham Hinchey	Social Services	Evaluation of current practice within the newly established transition teams across Children's and Adult Services has commenced. Although work has been delayed by Covid-19, transition workers have continued to make contact with families to ensure that immediate needs are met. Agreement reached at Children and Young People's Strategic Partnership and Disability Futures Programme Board that transition protocol will focus on children with disabilities first and then be widened to cover other issues, such as mental health.	A	A		
Improve mental health and emotional well-being for young people by working in partnership to deliver an integrated approach to children and young people's emotional and mental health support across the child's journey by March 2023 by:	Cllr Sarah Merry & Cllr Graham Hinchey	Education & Lifelong Learning, People & Communities, and Social Services	<p><b>P&amp;C Update – Green</b></p> <p>Three (2.0 FTE) Primary Mental Health Specialists (PMHS) started in post on 14<sup>th</sup> September 2020. The PMHS have been working through an induction programme with colleagues across the Early Help Teams. They are now at the point where they will either manage cases directly that have come through the Family Gateway, refer onto specialist health services or provide specific</p>		G		

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<ul style="list-style-type: none"> <li>• Reviewing the effectiveness of the integrated referrals for the Barnardo's Family Wellbeing Service through the Family Gateway;</li> <li>• Developing an approach to joint assessment across Early Help teams and commissioned services to ensure family needs are met by June 2020;</li> <li>• Working with the Cardiff and Vale University Health Board (UHB) to recruit two Young People's Emotional Health and Wellbeing specialists to work alongside the Family Help, Support4Families and Cardiff Parenting teams by June 2020;</li> <li>• Working with the Cardiff and Vale UHB to develop trusted referrer pathways from Early Help teams into the proposed NHS Single Point of Access Emotional and Mental Health Hub by January 2021;</li> <li>• Piloting the role of resilience workers with the Cardiff and Vale UHB to build capacity for schools to address the numbers of children affected by multiple adverse childhood experiences;</li> <li>• Delivering emotional and mental health support for young people through youth work intervention and the Curriculum for Life programme by April 2021.</li> </ul>			<p>primary mental health advice to the Family Help or Parenting teams to support them in managing their cases.</p> <p>Work has also been undertaken with the manager of the Resilience workers team, based within Education and local schools. This is to ensure clarity of purpose; agree referral pathways and agree how teams will work together where there is cross-over and where appropriate.</p> <p>A review has been completed of the effectiveness of the referral pathway for the Barnardos Well-being service, through the Family Gateway. This is working well with only 2 out of the 223 referrals made so far this year through the Gateway, being deemed as inappropriate.</p> <p>Meetings with lead officers are held routinely and discussions are in place to look at where there might be any cross-overs with this service and the work of the PMHS.</p>				

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<p>Continue to reduce the impact of adverse childhood experiences on children's wellbeing by:</p> <ul style="list-style-type: none"> <li>Developing new ways to review and monitor progress and impact of the Family Gateway, Family Help and Family Support teams by March 2021;</li> <li>Further developing the Family Gateway, Family Help and 0-16 Parenting Services by incorporating the Disability Team around the Family and Disability Parenting into these services, with the aim of providing a more inclusive approach to supporting families by March 2021.</li> </ul>	Cllr Graham Hinchey & Cllr Sarah Merry	People & Communities, and Social Services	<p><b>P&amp;C Update – Green</b></p> <p>In April a team of six staff, previously the Disability Team Around the Family (DTAF) under the management of Action for Children, TUPE'd into the service to form the Family Help Disability team.</p> <p>Following the successful completion of a virtual induction programme, the team began taking referrals in mid-May. As with the generic Family Help team, short-term intervention is provided but the primary need for the family is in relation to the young person's disability. A formal diagnosis is not required; however the young person needs to be under paediatric or consultant review.</p> <p>Referral processes and step-up/ step-down procedures have been developed with key partners to ensure that families referred into the service are receiving the most appropriate level of support according to the identified needs.</p> <p>A consultation process has also been established for staff within the wider Early Help teams who can seek advice from the team in relation to specialist support for identified disabilities.</p> <p>Two DTAF employees successfully TUPE'd into the Cardiff Parenting Service, as one had previously delivered Family Links Parent Nurturing Programme for parents of children with Additional Needs and another was previously the lead trainer for Cygnet, a group for parents of children with a diagnosis of the autism spectrum conditions.</p> <p>A review of the provision of services available to parents of children with additional needs and disabilities in Cardiff is being undertaken by the Parenting Service manager. This is being undertaken in collaboration with the OM for Adults and Children's Learning</p>	G	G		

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			<p>Disabilities and with colleagues from the neurodevelopmental teams within the University Health Board. The aim being to further develop Cardiff Parenting Services to ensure that all elements of the services are inclusive and supportive of children with additional needs, and their parents; and ensure that the Cardiff Parenting Services workforce have the specific skills and abilities to meet the increasingly complex needs of children and families.</p> <p>A Cardiff Parenting Additional Needs Implementation Plan has been developed to progress this work.</p> <p><b>Social Services Update – Green</b></p> <p>Arrangements are working well. Step-up/ step-down processes are in place and Early Help, Support4Families and Multi-Agency Safeguarding Hub (MASH) managers meet regularly. The Family Gateway and Family Help audit framework has been reviewed and changes made following a pilot. The revised audit plan and process is in place and audits are being undertaken routinely. Support4Families cases are to be audited via work with the Institute of Public Care. Disability Team Around the Family (DTAF) have transferred over and all referrals are now routed through the Family Gateway. There has been a short delay in commissioning programmes tailored for families with children with a disability. Work is being undertaken with colleagues in Child Health &amp; Disability, the University Health Board and Education to understand the potential demand and worries and concerns of families, so that the right programme(s) can be commissioned.</p>				
Enable more children to be placed nearer to home by December 2022 by:	Cllr Graham Hinchey	Social Services		A	A		

Steps	Lead Member	Lead Directorate	Update	Q1 RAG	Q2 RAG	Q3 RAG	Q4 RAG
<ul style="list-style-type: none"> <li>Implementing the action plans arising from the Social Care Commissioning Strategy by December 2022, including:               <ul style="list-style-type: none"> <li>Supporting children to return safely to their own homes during the year using a Reunification Framework;</li> </ul> </li> <li>Re-shaping respite provision by March 2021 to offer flexible short-break opportunities including emergency provision for children with disabilities;</li> </ul>			<p>A briefing session for the Children's Management Team was held with the NSPCC in advance of roll out to the wider staff group. Workshops have been held with managers to determine the readiness of the service for implementation and inform the workstreams that need to be delivered. 10 staff have received train the trainer training. We need to consider how this approach will dovetail with other initiatives in Cardiff, such as Signs of Safety. The timescale has been condensed due to the delay in initiating the project due to Covid-19, leaving 7 months to implement. Discussion with the NSPCC is required as to whether they can extend the timescale. It has been agreed that the NSPCC risk toolkit will be used and we now need to identify the children/ young people who will be included in the pilot. Project support needs to be identified.</p> <p>The need to expand existing service provision has been agreed, with a recognition that the current building cannot meet all needs required by the young people who require services. Work has been undertaken to set out a vision for the service - officers have worked collaboratively with Housing colleagues to explore options for delivery of overnight respite services within the Ty Storrie building. A Project Group has been set up to look at opportunities to remodel the provision at Ty Storrie and work will be undertaken to consider opportunities for developing a separate resource for emergency provision as it has been agreed that Ty Storrie should focus on delivering planned overnight respite going forward. A needs analysis will be undertaken as part of the disabled children's commissioning strategy that will inform the strategic direction for respite provision in the future. This will feed into a business case</p>				

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<ul style="list-style-type: none"> <li>- Re-designing our Local Authority Fostering Service by December 2020 to increase our numbers of Cardiff foster carers' homes for children;</li> <li>- Launching a new residential assessment centre by March 2021;</li> </ul>			<p>setting out the proposal for how the building should be used to meet the needs of disabled children and young people. It is proposed that the timescale for this work be extended to September 2021.</p> <p>A gap analysis has been completed along with a deep dive to inform our understanding of the wider needs of the service. A proposed structure has been developed and shared with trade unions and consultation has been undertaken with the staff group. The fostering service front door has moved to the Into Work Service to strengthen the presentation of fostering as a vocation and a media campaign has been launched to show how easy it is for agency foster carers to transfer to Cardiff's in-house service. A system is in place for the Operational Manager to oversee all applications for in house placements where a match is not initially made. The number of children in in house placements has risen to 110 at 28th September 2020 compared with 93 at 30th September 2019. Work is being undertaken to develop placements for parents and babies and a placement of this type was made in Quarter 2.</p> <p>A property has been identified and the purchase is in progress. A potential issue has been identified with regard to a covenant on the property restricting use to a residential dwelling. Legal advice has been sought and planning permission requested to approve the home for use as is or to change the covenant if appropriate. Recruitment for the manager and the rest of the team is ongoing. The statement of purpose and policies and procedures have been drafted and are currently being finalised.</p> <p>A system has been developed to monitor and project demand for Gateway provision and work is being undertaken with Housing to</p>				

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<ul style="list-style-type: none"> <li>- Developing accommodation sufficiency for vulnerable young people and those leaving care by December 2022;</li> <li>• Developing an effective recruitment plan with the Regional Adoption Service to increase the number of adoptive placements by March 2021.</li> </ul>			<p>develop a 'spend to save' business case to increase the level of provision currently available. Further guidance is required for staff in order to understand the process and the need to plan referrals in advance. During the quarter the Young Person's Gateway waiting list reached 53 – this has now reduced to 32.</p> <p>We are currently reviewing children with a Placement Order to identify where plans have changed and the Placement Orders need to be revoked. A tracker will be developed to monitor children on Placement Orders who are not yet placed for adoption going forward.</p>				
<p>Continue to develop and support the Children's Services workforce by implementing a recruitment and retention strategy and refreshed workforce plan by March 2022, including:</p> <ul style="list-style-type: none"> <li>• Introducing a market supplement by April 2020;</li> <li>• Increasing tailored recruitment campaigns linked to this new offer;</li> </ul>	Cllr Graham Hinchev	Social Services	<p>Introduction of a market supplement has been successfully implemented.</p> <p>Work on recruitment continued throughout the lockdown period and results are beginning to show. An OM lead for recruitment and retention has been allocated. A recruitment campaign with Golley Slater went live on 15th May and ran to the end of September. A dedicated Website – SocialWorkCardiff – has directed traffic to recruitment. This site has seen visitors to the website increase substantially. Social worker vacancies were at 29.2% (57.5 / 196.7) in September 2020 compared with 38.7% in June 2020. Based on new starters due to come into post, we are projecting that vacancy levels will continue to decrease in Quarter 3.</p>	A	A		

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<ul style="list-style-type: none"> <li>Implementing longer-term proposals to retain social workers in Cardiff through ensuring competitive rates of pay and that social workers are fully supported by April 2021.</li> </ul>			Induction processes are being reviewed and strengthened and every newly qualified social worker now has a mentor. A deep dive exercise has been undertaken to better understand capacity in the teams and inform a skills mix proposal going forward. A phased exit plan has been agreed for the Managed Team although some staff have left ahead of time due to securing contracts elsewhere. A Care and Support Plan team resource has been secured for 10 workers until 31st March 2020. Difficulties in recruiting to Grade 8 posts continue and Children's Management Team are considering options to address this.				
Roll out the locality working model for Children's Services and review the impact to better support families.	Cllr Graham Hinchey	Social Services	Work has commenced to map demand against the localities and determine how many cases are not yet sitting in the correct locality team. Volunteers from across the service have been identified to be part of a practice development group that has been established with various workstreams to engage staff and take forward best practice in key areas across the service. Engagement in these workstreams is really positive and progressing well. A caseload weighting system is under development. Work in relation to mapping out the impact of poverty in localities and to identify community resources has been delayed by Covid-19, but will restart shortly now that the responsible OM is back in their substantive post, having been repurposed during Covid-19.	A	A		
Implement the renewed Corporate Parenting Strategy action plan by March 2023 to improve outcomes and well-being for Children Looked After by:	Cllr Graham Hinchey & Cllr Chris Weaver	Social Services, Education & Lifelong Learning and People & Communities	<b>P&amp;C Update – Green</b> Data has been collected monthly from various council databases to have a clear vision of those aged 16-24 who are care experienced and not in education, employment or training (NEET), so there is a baseline figure to work from. Youth mentors are working on the lists created, targeting interventions and support accordingly. It is too early to say at this time if base line numbers will reduce – especially as the impact of Covid-19 on the economy and job	A	A		



Steps	Lead Member	Lead Directorate	Update	Q1 RAG	Q2 RAG	Q3 RAG	Q4 RAG
<ul style="list-style-type: none"> <li>Developing partnership arrangements around access to education and educational attainment for Children Looked After;</li> <li>Improving transition and progression into education, employment or training for care leavers by March 2021.</li> </ul>			<p>availability will start to be realised. There is, however a much better overview of numbers across the city with data guiding who is supported rather than a scatter dash or first come first served basis approach.</p> <p><b>Social Services Update – Amber</b>  Consultation sessions with young people commenced prior to Covid-19 and further sessions held virtually. 22 young people engaged in total aged 5-27 and in a range of care settings, including children with disabilities. Kinship carers and foster carers have also been engaged. The renewed Corporate Parenting Strategy is being drafted and informed by benchmarking good practice with Bristol, Powys and Carmarthenshire. It will be supported by an agreed set of performance indicators. A Corporate Parenting Officer has been appointed to take this work forward and took up post at the end of Quarter 2. Arrangements are being made for the Strategy to be agreed at full Council in January 2021.</p> <p>OM lead has been identified to take this work forward as we move into restart / recovery phase. Social workers and carers have been engaged with the Personal Education Plan (PEP) process, and PEP returns have increased significantly. Young people have been supported with electronic devices. Vulnerable Learners Meetings are working really well – enabling information sharing about particularly vulnerable children who are looked after (and some who are on the Child Protection Register. Discussions take place identifying needs and how they can be met and by who. Joint meetings with senior managers from Children’s Services and Education have not taken place during the Covid-19 period but will restart in Quarter 3.</p>				

Steps	Lead Member	Lead Directorate	Update	Q1 RAG	Q2 RAG	Q3 RAG	Q4 RAG
			The Into Work Service work closely with the Personal Adviser Service to identify young people for referral. From April to September 2020 Bright Futures received 101 new engagements, of which 16 entered employment, 17 entered education, 40 started training and 18 started a Bright Start work placement. A bid has been submitted to the Department for Work and Pensions for a grant to embed a 'stepping stones' programme of relationship-based activities in order to support young care leavers who aren't eligible for referral to into Work Service into education, training or employment. The Youth Justice Service have established a link with Cardiff Commitment and developed a pilot entrepreneurship programme – to be rolled out in December 2020. Work has begun to explore how Corporate Apprenticeships can be supported within the service. The economic impact of Covid-19 on employment opportunities for vulnerable young people is a concern.				
Implement a new service to support young carers by March 2021.	Cllr Graham Hinchey	Social Services	A brand identity has been agreed and systems set up to enable data capture in relation to young carers at the front door. Innovative approaches to working with young carers were developed during the Covid-19 period, although the planned launch of the service / building has been delayed due to arrangements for staff to work from home. The Young Carer Service have since started undertaking some face to face work in line with Covid-19 guidelines. Investigations are being made into whether it would be beneficial for young carers to have an id card. Initial feedback from young carers was that they don't want one, however more recent communication suggests that they would be interested. A decision about whether to proceed will be made early in Quarter 3. A specialist post to work with young carers has been advertised on a permanent basis – interviews will be held early in Quarter 3. Awareness raising is being undertaken with schools; the next step is to engage with GP clusters to ensure that	A	G		

Steps	Lead Member	Lead Directorate	Update	Q1 RAG	Q2 RAG	Q3 RAG	Q4 RAG
			young carers are included in medical appointments for the people that they care for.				

## Well-being Objective 2

Steps	Lead Member	Lead Directorate	Update	Q1 RAG	Q2 RAG	Q3 RAG	Q4 RAG
<p>Fully implement enabling support and care using a new model of intermediate tier care and support by March 2021 to include a:</p> <ul style="list-style-type: none"> <li>• New model of Community Resource Teams;</li> <li>• Single point of access;</li> <li>• New model of residential reablement.</li> </ul>	Cllr Susan Elsmore	Social Services	<p>A new locality model will be introduced for the Community Resource Teams and a new 'Cluster manager' role has been developed which will oversee all of the localities. The role will be advertised following approval by the Job Evaluation Panel.</p> <p>The Single Point of Access (SPA) will be strengthened with introduction of a senior social worker and a contact officer.</p> <p>The residential reablement is currently out to tender with a closing date of the end of October.</p> <p>The evaluation of services will now be undertaken in Quarter 4.</p>	A	A		
Commence the phased implementation of the new way of delivering domiciliary care by November 2020 that fully reflects local and community provision and the priorities of the Older Persons Housing Strategy.	Cllr Lynda Thorne & Cllr Susan Elsmore	Social Services	This was originally delayed due to Covid-19 (original contract start date was 1 <sup>st</sup> December). 'Test and Learn' sessions have continued throughout the Covid-19 period virtually and the contract has been extended up to 1 <sup>st</sup> April 2021. Currently we expect to meet this timeframe.	R	A		
<p>Deliver the Older Persons Housing Strategy to support independent living, fully understanding older people's housing needs and aligning work between Council and Health Services including:</p> <ul style="list-style-type: none"> <li>• Working to build and refurbish 'care-ready' schemes for older people;</li> <li>• Continuing the development of person-centred information, advice and assistance for older people and those with disabilities, including the development of performance measures for the service;</li> </ul>	Cllr Lynda Thorne & Cllr Susan Elsmore	People & Communities, and Social Services	<p><b>P&amp;C Update – Amber</b></p> <p>Consultation with residents at Worcester Court has been completed to finalise plans and obtain planning permission for extension. The planning application has been submitted and is now awaiting approval. The programmed work at Worcester Court was due to start in June but there has been a delay due to Covid-19.</p> <p>All plans for Broadlands Court have been finalised with the residents and this scheme was due to start once Brentwood was completed. However, the internal works have been delayed due to Covid-19.</p>		A		

<ul style="list-style-type: none"> <li>Developing innovative models of care, support and nursing services.</li> </ul>			Planning consent has been achieved for the Maelfa Independent living scheme. We have also achieved planning consent for the St. Mellons independent living scheme. Both schemes are now out for tender for contractors. We are anticipating a start on site for both schemes early in 2021.				
Continue the work on complex hospital discharge with partners through an integrated multi-agency approach to reduce the number of people experiencing failed or delayed discharge.	Cllr Susan Elsmore	Social Services	<p>Work has been undertaken to strengthen the Multi-disciplinary Team (MDT) within the Single Point of Access to reduce delayed discharge and this continues to be supported by the First Point of Contact Hospital team (the 'Pink Army') and wider MDT in the hospital. This work continues to feed into the enablement team to support people moving back home.</p> <p>An 'Asset Based Approach' will be used to improve this work further. This is a model of support and care which considers what a person is able to do and achieve, as well as looking at community resources such as third sector organisations, for people to be able to live the life they choose. Unfortunately due to Covid-19 there has been a delay in rolling out Asset Based Approaches to all frontline staff. However the new deadline for this will be March 2021.</p>	A	R		
<p>Address social isolation and enhance quality of life of older people by:</p> <ul style="list-style-type: none"> <li>Helping to build links between citizens, groups, organisations and private businesses;</li> <li>Bringing young and older people together to provide a platform where skills, experience and understanding can be shared.</li> </ul>	Cllr Susan Elsmore, Cllr Lynda Thorne & Cllr Sarah Merry	People & Communities, Education & Lifelong Learning, and Social Services	<p><b>P&amp;C Update – Red</b></p> <p>Due to Covid-19, we have not been able to act on this action, we have moved to virtual platforms during this period, and have an engagement plan for when groups can re-start and or be created, once restrictions are lifted.</p>	G	R		
<p>As a Dementia Friendly City, support those affected to contribute to, and participate in, the life of their communities by:</p> <ul style="list-style-type: none"> <li>Undertaking Dementia Friends training across the Authority with the aim of</li> </ul>	Cllr Susan Elsmore & Cllr Sarah Merry	Social Services, and Education & Lifelong Learning	Currently 40% of Council staff have undertaken the Dementia Friends training. This is now a focus to ensure that this improves	A	A		

<p>100% compliance amongst Council staff by April 2021;</p> <ul style="list-style-type: none"> <li>Developing a school engagement programme to encourage more inter-generational activities and events;</li> <li>Encouraging businesses to become Dementia Friendly by delivering the Council's awareness and engagement programme;</li> <li>Developing a dementia-focused website by April 2020 to support those with dementia, carers, families as well as businesses who want to better support those with dementia;</li> <li>Delivering locality-focused dementia awareness events.</li> </ul>			<p>throughout Quarter 3. However the compliance target is being reviewed due to a number of staff across the Council remaining on furlough.</p> <p>School engagement programmes are currently on hold due to Covid-19 and the risk around introducing external staff into school settings. This remains under review. Alzheimer's Society staff are still on furlough, meaning this has not yet moved forward. The Council is awaiting further information regarding when it may be possible to re-engage these events.</p> <p>This has been delayed due to Covid-19. Figures for Quarter 1 show engagement with 12 businesses, and work has continued throughout Quarter 2. This remains on the agenda for the remainder of the year, though the final result is expecting to be lower than initially hoped.</p> <p>The new Dementia Friendly Cardiff website launched at the end of Quarter 2. Dementia Friendly Cardiff is a partnership between Cardiff Council, Alzheimer's Society Cymru and Cardiff &amp; Vale University Health Board, which over recent years has been working towards making Cardiff a more dementia-friendly community. The Dementia Friendly Cardiff website will be a 'one-stop shop' of valuable information about services and support in the city to assist people living with dementia to live well in the capital.</p> <p>151 events have been held throughout the city this year, though these have not been based in schools. Digital options are being considered for this due to not being able to produce classroom-based practical training.</p>				
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### Well-being Objective 3

Steps	Lead Member	Lead Directorate	Update	Q1 RAG	Q2 RAG	Q3 RAG	Q4 RAG
Encourage and support organisations to become accredited Living Wage employers.	Cllr Chris Weaver	Resources	Positive discussions are ongoing with Public Services Board members who are not accredited Living Wage employers. Cardiff & Vale UHB became accredited in Quarter 2, helping Cardiff achieve 2 of its 3 key 2022 Living Wage City objectives in terms of number of employees working for an accredited Living Wage employer and number of employees who have had a pay rise to at least the real Living Wage. There are now 117 accredited Living Wage employers in Cardiff, 48,691 people working for an accredited Living Wage Employer and 7,131 workers have received a pay rise as a result of employers becoming Living Wage accredited.	G	G		
Support people into work by: <ul style="list-style-type: none"> <li>Creating 125 paid apprenticeships and trainee opportunities within the Council by March 2021;</li> <li>Placing over 3,000 people into Council posts through Cardiff Works;</li> <li>Supporting 850 people into work with tailored support by the employment gateway.</li> </ul>	Cllr Chris Weaver	Resources, and People & Communities	<p><b>Resources Update – Green</b></p> <p>The number of paid apprentice and trainee opportunities across the Council was 98 at the end of quarter 1 and 104 at the end of quarter 2. Information is available for Directorates on how to go about creating Directorate funded apprentice and trainee posts. Close contact has been kept with Directorates during the pandemic to ensure that apprentices and trainees are being utilised effectively and that their learning is continuing. Bid process was disseminated across the Council for this year's funding. Bids were received at the beginning of September and are being reviewed along with the finances required to extend any current placements due to restrictions in the work being carried out and therefore any learning and development during the pandemic. Work experience is being reviewed and alternative mechanisms put in place to ensure that these placements can continue albeit on a different and likely virtual basis.</p> <p><b>P&amp;C Update – Amber</b></p> <p>A full service review of Cardiff Works has now been completed and was agreed by Cabinet in September. A new improved and enhanced</p>		A		

			<p>Cardiff Works service will now be rolled out. This includes digitalisation of the service and closer working with Into Work Services as well as (when allowed due to Covid-19) a full time face to face presence at Central Library Hub .</p> <p>A small publicity campaign has commenced and the new attractive website has been launched. There has been a huge influx of requests for the track and trace system.</p> <p>Due to no face to face service (except emergencies) and few jobs being created and the introduction of the Furlough scheme, there has been few people currently that have been supported into work at the time. However, unless there is another national lockdown, we are confident that we can meet the target by the end of the year.</p>				
<p>Further improve the Into Work Service by continuing to integrate employment support services. This will include:</p> <ul style="list-style-type: none"> <li>• Reviewing support for care-experienced young people to ensure it is meeting their needs;</li> <li>• Fully aligning the 'Learning for Work' programme offered through Adult Community Learning with the Into Work Service;</li> <li>• Providing effective employer engagement and assistance into self-employment;</li> <li>• Continuing to promote and extend volunteering opportunities.</li> </ul>	Cllr Chris Weaver	People & Communities	<p>A full launch of Bright Futures was carried out at the beginning of 2020. This has led to closer working with the youth mentors and the Social Services Personal Advisers who support care leavers. This has led to some excellent outcomes for these young people even during lockdown.</p> <p>Adult Learning (for work) is now part of the Into Work team, so is fully aligned. This will ensure that referrals and outcomes between the services are seamless for those looking for work or to improve their digital skills.</p>		G		
Continue to ensure support is available to mitigate potentially negative consequences associated with the roll-out of Universal Credit by:	Cllr Lynda Thorne	People & Communities	Ongoing briefing sessions are carried out for staff on Universal Credit. The Advice line are also fully trained on Universal Credit.		G		



<ul style="list-style-type: none"> <li>Ensuring all Hub staff are able to support with claims for Universal Credit;</li> <li>Implementing measures to help private landlords with the changes associated with Universal Credit;</li> <li>Working with Jobcentre Plus, Registered Social Landlords and other partners to ensure that vulnerable individuals get the budgeting support they need.</li> </ul>						
Deliver a new skills hub in the city by May 2020 to provide on-site construction skills, apprenticeships and employment within the sector.	Cllr Lynda Thorne	People & Communities	Currently, due to Covid-19 and funding issues with the Construction Industry Training Board, this has yet to be launched. More details will be known about the scheme going forward in mid-November 2020.		R	
<p>Continue to deliver the Rough Sleeper Strategy and the Homelessness Strategy including:</p> <ul style="list-style-type: none"> <li>Taking forward the Strategic Review of services for single homeless;</li> <li>Reviewing and improving emergency accommodation, continuing to ensure no one has to sleep out in Cardiff;</li> <li>Extending the capacity of the Housing First schemes using both social and private rented sector homes and developing plans to make the scheme sustainable;</li> <li>Continuing to develop the multi-agency team around rough sleepers, improving support available for those with substance misuse, and for those with co-occurring mental health and substance misuse issues. Also</li> </ul>	Cllr Lynda Thorne	People & Communities	<p><b>Secure additional funding from Welsh Government in order to manage the transition to our proposed new way of working in single person homelessness.</b> - Due to the onset of the Covid-19 pandemic priorities with regards to homelessness have changed. £10 million was made available to Local Authorities to assist in the response to the pandemic. A further £20 million was made available to transform homelessness services and ensure no one need return to rough sleeping.</p> <p>182 units of supported accommodation were established made up of 20 isolation units, two hotels, and re-purposed accommodation. Between 23<sup>rd</sup> March and 12<sup>th</sup> April 2020, 140 clients were provided with appropriate accommodation.</p> <p>Rough sleeping reduced from approximately 30 people in March 2020 to 5 in April 2020.</p> <p>Funding has been made available for this year and an application has been submitted to cover costs, however continued funding will be</p>		G	

<p>strengthening links with the criminal justice system through enhanced probation input into the team;</p> <ul style="list-style-type: none"> <li>• Building on Give Differently to further investigate opportunities to address daytime begging within the city centre.</li> </ul>			<p>required if services are to remain in place and if the progress made to date in addressing homelessness is to be maintained.</p> <p><b>Identify sites for additional accommodation suitable for people with complex needs.</b> - The creation of the pilot Cardiff Assessment Centre will better understand the needs of people presenting with complex needs.</p> <p>We have opened Countisbury House, a 16-bed unit for people with low/medium support needs.</p> <p><b>Explore the feasibility of upgrading and remodelling existing accommodation within the SPG.</b> - In order to close the hotels commandeered throughout the pandemic and move clients into appropriate accommodation, 42 self-contained units for those with medium support needs opened at Ty Casnewydd in September 2020.</p> <p>47 self-contained units at Baileys Court offering more stable accommodation/housing first in a supported setting are planned. Work will commence in November 2020.</p> <p>Adams Court which is currently a family hostel will be converted into a specialist supported accommodation for single clients with complex needs.</p> <p><b>Finalise the emergency accommodation standards in partnership with accommodation providers.</b> - Due to the pandemic, the use of emergency accommodation has changed. All accommodation must now be self-contained with shared sleeping places heavily reduced in order to comply with Covid-19 restrictions. With the introduction of the accommodation units at the new Assessment centre, we aim to only use Pods as emergency accommodation with a longer term plan to phase out the use of Pods.</p>			
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			<p><b>Extend Housing First by an additional 20 units.</b> - Housing First has been expanded from 40 to 55 units. The current SAIL Team will also be increased and work with complex high need clients using critical time intervention approaches. They will provide more intensive support to clients that are in supported accommodation and ready to transition into independent living.</p> <p><b>Embed and develop closer working arrangements with the criminal justice service through appointment of the part-time probation officer based at the Multi-Disciplinary Team and a worker based in HMP Cardiff.</b> - A Probation Officer has now been recruited and is working within the MDT. We have also re-filled the Street Safe Officer role with SWP. The Housing First project has developed a pathway for prisoners on release, direct into the scheme.</p> <p><b>Commence review of MDT in order to finalise the long-term structure of the Team.</b> - The current team has expanded this year with an additional 3 therapeutic workers to be recruited, bringing the total to 6 in the team. Funding has also been secured for a psychologist and occupational therapist. A training post has also been secured to look at workforce development across Housing, Health and Support Services.</p> <p><b>Pilot the Cardiff Assessment Centre.</b> - This has been delayed slightly due to the pandemic. The building of 19 self-contained emergency accommodation units at the Assessment Centre has commenced. We are looking to open this new Centre in December 2020.</p> <p><b>Improve the prison pathway for those at risk of rough sleeping, in partnership with the probation officer based in the MDT.</b> - We are committed to improving the prisoner pathway. The pandemic provided an opportunity for improved joint-working with prisons, particularly surrounding referrals for early release prisoners. We will</p>			
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			take this learning forward. The Housing First Prisoner pathway has also been developed so individuals can access the scheme direct from prison. We have recruited a Probation Officer within the MDT who will work closely with the Street Safe Officer from South Wales Police.				
Develop a training and activities centre for single homeless people to divert them from street culture by providing a range of meaningful activities and commence the service by September 2020.	Cllr Lynda Thorne	People & Communities	<p>The plan to open additional accommodation for Cold Weather was impacted by the Covid-19 Pandemic. In order to support Frontline services in getting everyone off the street into a placement, we opened the Parade in April 2020. This project has since been closed in July 2020 and remains ready to use if required.</p> <p>The Covid-19 pandemic has had an impact on the Diversionary Activities Scheme, resulting in this project temporarily closing, with staff being re-assigned across the Frontline to support with providing additional accommodation.</p> <p>As the Pandemic has progressed, we have been able to introduce a minimised timetable for activities in parts of our frontline provision working closely with partner groups. The Diversionary Activities Team has now been put back into place and are working on re-establishing existing activities and increasing the options available to people going forward.</p>		G		

## Well-being Objective 4

Steps	Lead Member	Lead Directorate	Update	Q1 RAG	Q2 RAG	Q3 RAG	Q4 RAG
Deliver 2,000 new Council homes, of which at least 1,000 will be delivered by May 2022.	Cllr Lynda Thorne	People & Communities	<p>The procurement plan has been written and approved, this covers the entire new build programme. As above, the tender process for both St. Mellons and Maelfa Independent Living Scheme has begun with the Pre Qualification Questionnaire (PQQ) stage completed.</p> <p>The Planning Application for the Channel View scheme will be submitted in December 2020. The wider public consultation is being launched on 30<sup>th</sup> October 2020.</p> <p>We have delivered 65 new homes to date and we are indicating a total of 233 new homes being delivered by year end taking us to over 500 in total at that point.</p>		G		
Work to end the city's housing crisis by driving up the standards in the private rented sector and in the city's high-rise buildings by taking enforcement action against rogue agents and landlords letting and managing properties.	Cllr Lynda Thorne	Resources, and Planning, Transport & Environment	<p><b>Resources Update - Green</b></p> <p>Amendments to the Rent Smart Wales Memorandum Of Understanding (MOU) have been completed following consultation with Local Authority (LA) partners and Welsh Government. Revised MOU has been signed off by Corporate Director and call-in expired. Documents are now being processed by Legal Services and each Local Authority. Similarly a new Fee Policy is approved and published.</p>	G	G		
Deliver Shared Regulatory Services' business plan.	Cllr Lynda Thorne & Cllr Michael Michael	Planning, Transport & Environment	<p>While elements of the Shared Regulatory Services (SRS) Business Plan 2020-21 have been delivered as far as possible, the Covid-19 outbreak has required the service to re-direct resources to monitor and enforce the Health Protection (Coronavirus Restrictions) (Wales) Regulations 2020, and continue its commitment to the Test, Trace, Protect partnership.</p> <p>SRS was at the forefront of the initial business closure work during Quarter 1, and has been playing a crucial role in supporting businesses as they prepared to re-open to the public during</p>		A		

			<p>Quarter 2. The focus has changed to one where businesses are being challenged as to the continued adequacy of the measures they have in place as well as their ability to control the behaviours of customers through the issue of Improvement Notices and Closure Orders.</p> <p>In addition, the service investigates/resolves complaints and service requests surrounding the coronavirus pandemic from consumers and traders requesting advice about Covid-19 related matters including non-compliance with social distancing; premises trading in breach of the regulations and refunds for holidays that were cancelled as a result of the pandemic.</p> <p>Further work has included market surveillance of hand sanitisers and face masks that have been supplied as PPE which resulted in several brands of hand sanitiser being identified as ineffective against viruses including Covid-19.</p> <p>In terms of Test, Trace, Protect, the service remains a key partner, with a number of SRS officers seconded to TTP in Professional Lead and Contact Tracer roles. Our Communicable Disease Team have continued to provide support to care homes and deal with escalated referrals. The service is currently recruiting staff and contractors to backfill some of the vacant posts within the service created as a result of TTP, to attempt to recover our “business as usual” position.</p>				
<p>Invest in the regeneration of local communities by:</p> <ul style="list-style-type: none"> <li>• Completing Phase 2 of the Maelfa redevelopment scheme by September 2021;</li> <li>• Implementing improvement schemes for existing housing estates across the city based on the priorities identified in</li> </ul>	Cllr Lynda Thorne	People & Communities	<p>Estate regeneration scheme at Lower Llanrumney on site and progressing well. Consultation and design work for Roundwood behind programme due to resident take up and design complexities.</p> <p>Two Neighbourhood Renewal Scheme projects completed – Environmental improvements to Cathays Road End Closures and public realm improvements in Riverside.</p>		A		

<p>the current Estate Regeneration Programme and designing a new programme to co-ordinate with wider new housing initiatives in and around existing communities;</p> <ul style="list-style-type: none"> <li>• Securing Welsh Government Targeted Regeneration Investment Programme funding to deliver regeneration initiatives in the South Riverside Business Corridor;</li> <li>• Submitting an outline planning application for the Channel View Regeneration Scheme by October 2020;</li> <li>• Delivering projects identified in the three-year programme for Neighbourhood Renewal Schemes based on ideas submitted by Ward Members.</li> </ul>			<p>Scoping and consultation completed for 3 Year 2 schemes, Llanishen Street, Llanishen Park and Cowbridge East</p> <p>NRS 3G pitch project behind programme due to Sustainable Drainage System (SuDS) requirements.</p> <p>Design work has commenced for Trowbridge Green and Pennsylvania estate regeneration schemes.</p> <p>The Planning Application for the Channel View scheme will be submitted in December 2020. The wider public consultation is being launched on 30<sup>th</sup> October 2020.</p>				
<p>Continue to deliver the Community Hubs programme, in collaboration with partners, including:</p> <ul style="list-style-type: none"> <li>• Progressing plans for Youth Hubs in the city centre and Butetown;</li> <li>• Working with the University Health Board on the Cardiff Royal Infirmary, Maelfa Hub and other Hubs within the North District;</li> <li>• Ensuring people are connected with local service providers and activities in their neighbourhood through Community Inclusion Officers.</li> </ul>	Cllr Lynda Thorne	People & Communities	<p>Works completed at the Butetown Creative Hub which is now open under current Covid-19 guidelines.</p> <p>Funding sources and building options for a Youth Hub in the city centre are ongoing.</p> <p>Refurbishment work complete and buildings handed over for Whitchurch and Rhydypennau wellbeing hubs.</p> <p>Partnership working with health and the 3<sup>rd</sup> sector on the operational elements of the CRI chapel project are being finalised. Interior design and layout agreed and work on programme on site.</p>		G		

			Maelfa Health and Wellbeing Hub progressing lease and operational requirements in partnership with Health. Heads of Terms formally agreed.				
<p>Create safe and cohesive communities by:</p> <ul style="list-style-type: none"> <li>Implementing with partners a targeted approach to tackling crime and anti-social behaviour in Butetown and Splott as identified priority areas in 2020;</li> <li>Working in partnership with the newly established Violence Prevention Unit at South Wales Police to develop an enhanced preventative approach to tackling violence and organised crime by March 2021;</li> <li>Strengthening governance and delivery arrangements in the Youth Offending Service by May 2020, and implementing new approaches to reduce offending and reoffending rates by January 2021;</li> <li>Delivering the actions identified in the Cardiff &amp; Vale of Glamorgan Violence against Women, Domestic Abuse and Sexual Violence Strategy 2018-2023 including the launch of a regional service for male victims by September 2020;</li> <li>Implementing the Welsh Government's Community Cohesion Delivery Plan;</li> <li>Implementing the Cardiff PREVENT Strategy by 2021.</li> </ul>	Cllr Lynda Thorne & Cllr Susan Elsmore	People & Communities, and Social Services	<p><b>P&amp;C Update – Green</b></p> <p>The IRIS worker has made contact with the High school and 2 primary schools in the Llanrumney area and is developing the project plans, training and workshop content, and making contact with remaining schools.</p> <p>The Welsh Government's Single Unified Safeguarding Review is progressing with monthly meetings being attended across 4 separate task groups</p> <p><b>Social Services Update – Amber</b></p> <p>The Youth Justice Service (YJS) Inspection Report was published and an action plan has been developed to drive improvements forward with input from across the wider Children's Services teams. Systems are in place to ensure oversight of YJS performance in the wider Children's Services context – a report card is in place and is monitored regularly at the Children's Management Team. Management arrangements have been strengthened with the addition of team manager, service manager and operational manager (OM) posts. Governance arrangements are in place to ensure oversight across YJS and wider Children's Services.</p> <p>Additional capacity has been resourced to support the development of a robust but sustainable Quality Assurance (QA) framework in the YJS. A series of workshops will be set up to take managers and staff through the requirements of what a good QA framework looks like in YJS. Children's Services OMs will attend so the format can be replicated across the wider Children's Services teams. Case Planning Forums (CPFs) are running well and are being attended by a broader range of partner agencies including</p>	G	G		



		<p>Children's Services. However, there is concern that the number of CPF currently taking place is not sustainable in the long term. Joint daily meetings between YJS and the Multi-Agency Safeguarding Hub (MASH) have been implemented and are effective. The first tranche of YJS procedures have been signed off.</p> <p><b>P&amp;P Update – Green</b></p> <p><u>Implementing with partners a targeted approach to tackling crime and anti-social behaviour in Butetown and Splott as identified priority areas in 2020;</u></p> <p>The Community Safety Partnership has adapted at pace over the last six months to keep Cardiff safe during lockdown, the gradual reopening of the city and now a local lockdown to control the spread of the virus. Throughout, our response has relied on public services working together as one team to safeguard, protect and promote the well-being of residents.</p> <p>An interim governance structure has been in place since late March to ensure that the Community Safety Partnership can co-ordinate effective and fast-paced delivery to respond to a number of emergent priorities. Key areas of partnership delivery during this period have included supporting those at risk of homelessness, adapting provision to support victims of domestic abuse and the co-ordination of reopening public spaces to promote social distancing and compliance with Covid-19 regulations.</p> <p>The area-based working programme will resume in Quarter 3.</p> <p><u>Working in partnership with the newly established Violence Prevention Unit at South Wales Police to develop an enhanced preventative approach to tackling violence and organised crime by March 2021;</u></p>				
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			<p>The Community Safety Partnership are preparing for the future commencement of the Serious Violence Bill. This includes supporting a Home Office and Violence Prevention Unit evaluation of current approaches to address Serious Violence and Serious Organised Crime in Quarter 3, participating in a review of current partnership arrangements and supporting interviews with key leaders and individuals with strategic responsibility across South Wales in early November. The evaluation will inform proposals around future governance arrangements and violence prevention initiatives.</p> <p><u>Implementing the Welsh Government's Community Cohesion Delivery Plan;</u></p> <p>The Cohesion Team have supported engagement with a range of groups including asylum seekers and refugees, Gypsies and Travellers and faith communities to enhance the visibility and accessibility of information relating to Covid-19 regulations.</p> <p>The team have supported tension monitoring and mitigation activity in partnership with South Wales Police and the Welsh Government throughout lockdown and during recovery.</p> <p>A public appointment process and consultation on the priorities of the newly established Race Equality Taskforce has been delivered over the summer, with the first convening of the Taskforce scheduled for Quarter 3.</p> <p><u>Implementing the Cardiff Prevent Strategy by 2021</u></p> <p>All projects funded by the Home Office have had due diligence completed and are up and running, with contracts in place. Delivery plans have been amended in line with Covid-19 restrictions, for example, classroom-based training for staff is now being undertaken online.</p>				
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			Risk assessments and action plans have been adopted by the Cardiff & Vale CONTEST board and a presentation regarding both documents has been delivered to the Community Safety Leadership Board.				
<p>Continue the implementation of a strengths-based approach to social work practice to put individuals, families and communities at the centre of their own well-being by:</p> <ul style="list-style-type: none"> <li>Continuing to implement Signs of Safety in partnership with families to support children to remain at home;</li> <li>Striving for excellence in practice by establishing and embedding strengths-based practice in Adult Services.</li> </ul>	Cllr Susan Elsmore & Cllr Graham Hinchey	Social Services	<p>Work in relation to Signs of Safety was delayed during the Covid-19 period as the lead worker was repurposed. They returned to their post full time at the end of Quarter 2 and work will be renewed going forward. This work will link closely with the Practice Development Sessions and Reunification Framework referenced above to ensure that these areas all dovetail.</p> <p>Internal mentors were previously identified and are now engaging with the training provider so that the training on strengths-based working can be re-engaged. There has been a delay due to the requirement for an element of face-to-face training, but work is now underway by the provider to deliver this virtually. Training is to recommence in Quarter 3 and the aim is to have this completed by March 2021.</p> <p>Work continues on the development of the Adult Strategy with lessons learned being incorporated from the Covid-19 period. Strengths-based approaches have been utilised via more virtual means throughout the Covid-19 period and continue in this manner. Some face-to-face has been risk-assessed due to the requirement for more in-depth and physical understanding of individuals to continue to promote well-being and independence.</p>	A	A		
Complete the move to locality working for all adult social services by 2023, aligning with primary, community and third sector services, with phase 1 completed by November 2020.	Cllr Susan Elsmore	Social Services	This project will continue to run throughout the early part of Quarters 1 and 2 next year. Current sites are being considered to support this and consideration is also being taken due to the closure of Willcox house in March 2021.	A	A		
Adopt a new Adult Services Strategy by June 2020.	Cllr Susan Elsmore	Social Services	Key themes have been identified, and discussed with engagement groups. Further engagement groups are planned in November supported with Cardiff Third Sector Council (C3SC), and contact has	A	G		

			<p>been made with the Black, Asian and minority ethnic (BAME) disability network. Technology enabling care and support is being looked at and developed into the strategy to promote well-being and independence for citizens. Discussions regarding Direct Payments have been undertaken and key threads throughout the strategy have been identified and embedded into the work so far. The Equality Impact Assessment has been started with support from the in-house team. Existing strategies have been identified for further thought and development regarding their input into the Adult Strategy. The strategy is expected to go to Cabinet in May 2021.</p>				
<p>Address specific health needs within targeted communities by working with partners to implement the 'Healthier Wales' proposals by 2021.</p>	Cllr Susan Elsmore	Social Services	<p>The Single Point of Access has now been fully embedded across all hospital sites with some work still ongoing to develop the full Multi-disciplinary Team function, though this is now well underway.</p> <p>Work continues to strengthen and develop partnership working with colleagues in Health, and a focus on this continues throughout the remainder of the year. The work is expected to be completed by March 2021.</p>	G	G		
<p>Assist people with disabilities and mental health issues to be more independent by:</p> <ul style="list-style-type: none"> <li>• Embedding an all-age disability approach by March 2021;</li> </ul>	Cllr Susan Elsmore	Social Services	<p>The restructure project is now underway with some delays to phase 1 due to Covid-19 and preparation work not being completed. The restructure will ensure that the correct staff are utilised in the right way to provide the right support to people. It will develop clear pathways for professional development and accountability and promote asset based approaches, support empowering conversations for individuals and continue to work in a co-productive way to ensure the best outcomes for people.</p>	R	R		

<ul style="list-style-type: none"> <li>Analysing the Learning Disability Provision and the current demand levels to inform future commissioning and build programmes by October 2020;</li> <li>Working with the Police and Crime Commissioner to determine how pathways for people experiencing mental health issues can be improved by March 2021.</li> </ul>			<p>There was further delay due to Covid-19. A business analyst job is due to be advertised in the next few weeks.</p> <p>Work surrounding this has not commenced due to Covid-19 and will now be completed within the 2021-22 period. However there has been some work which has started to research service options being utilised throughout the UK.</p>				
<p>Ensure children and adults are protected from risk of harm and abuse by:</p> <ul style="list-style-type: none"> <li>Implementing the Exploitation Strategy to encompass new and emerging themes of child and adult exploitation by March 2021;</li> <li>Embedding the new All Wales Safeguarding Procedures by March 2021 – in consultation with staff and partners – to ensure that adults and children at risk are protected from harm;</li> </ul>	<p>Cllr Graham Hinchey &amp; Cllr Susan Elsmore</p>	<p>Social Services</p>	<p>The Exploitation Strategy has been published and a sub group has been established to monitor and review partner progress against the action plan. Sub groups that form part of the Regional Safeguarding Board governance structure are in place and are reviewing the exploitation action plan to gather partner feedback in relation to progress against the actions. A contextual safeguarding screening tool has been identified and is being piloted by MASH, YJS and 11+ for 2 months from early September – a decision about the toolkit for use going forward will be made following a review of the pilot. We need to ensure that new pieces of work compliment the Exploitation Strategy and that a focus on contextual safeguarding doesn't lead to familial issues being missed.</p> <p>The official launch of the Wales Safeguarding Procedures was delayed due to Covid-19 and we are awaiting confirmation of the new launch date. Virtual training for all staff is ongoing in readiness for launch. A document summarising the main changes has been shared with staff. General amendments have been made to CareFirst forms for Adult Services (e.g. references to adult at</p>	A	A		

<ul style="list-style-type: none"> <li>Making significant progress across all Council directorates to address actions identified in corporate safeguarding self-evaluations by March 2021.</li> </ul>			<p>risk). A group has been set up to ensure Children's Services forms also reflect any key changes. More detailed changes for both Children's and Adults are pending receipt of final forms from Welsh Government and will be accounted for in the development of Eclipse, the upgrade to the CareFirst client record system.</p> <p>Work on corporate safeguarding was delayed during the Covid-19 period as the lead Operational Manager was repurposed to cover a locality case management service. Work restarted at the end of Quarter 2 when the OM returned to their substantive post. Directorate self assessments have been issued for return early in Quarter 3. A safeguarding awareness video has been developed for launch in Quarter 3 and a newsletter has also been developed. A meeting has been held with key leads across the Council for Prevent, Human Trafficking, Exploitation, Violence against Women, Domestic Abuse and Sexual Violence (VAWDASV) and safeguarding to discuss streamlining of mandatory training modules.</p> <p>A child employment campaign has been launched to raise awareness of the safety of school age children undertaking part-time employment (e.g. paper rounds, riding stables, shops) during the Covid-19 restrictions. Although the campaign came about following the implementation of the Covid-19 restrictions as there was some confusion whether children could work during this time, it was also an opportunity to generally raise awareness about the legal requirements of the part-time employment of children, including the requirement for a work permit, types of work and hours permitted and Health &amp; Safety obligations of the employer to undertake and share a risk assessment/ Covid-19 risk assessment with the child and parents.</p>				
Continue to lead an inclusive and open city to migrants, refugees and asylum seekers by:	Cllr Susan Elsmore	People & Communities	The Council has participated in weekly Covid-19 Partnership Meetings with the Welsh Local Government Association to co-ordinate support for migrant communities in the city during the pandemic. This has included supporting a local immigration advice	G	G		

<ul style="list-style-type: none"> <li>Co-ordinating local support and information to enable EU citizens to access the EU Settlement Scheme by 31st December 2020;</li> <li>Continuing to deliver the Inclusive Cities project.</li> </ul>			<p>charity to attract additional funding to provide legal advice to those with precarious immigration status which is placing them at additional risk to the economic and health impacts of Covid-19 and conducting a safeguarding assurance exercise for all asylum seekers in the city.</p> <p>The Council is working closely with EU Settlement Scheme (EUSS) support providers to provide digital support to EU nationals who still need to apply to the EUSS and will be completing a review of all live cases within Children's and Adult Services in Quarter 3 to ensure that all eligible cases have been identified and supported to apply by the deadline.</p>				
Promote and support the growth of the Welsh Language to help meet the Welsh Government's 'Cymraeg 2050: A million Welsh speakers' strategy by delivering Cardiff Council's commitments in the city-wide Bilingual Cardiff Strategy 2017-2022	Cllr Huw Thomas	People & Communities	<p>The Welsh Language Standards Annual Report 2019-20 and associated Bilingual Cardiff Action Plan was presented to the Bilingual Cardiff Cross Party Member Group on 7th September before being approved by both Cabinet and Full Council in September 2020. Key achievements include Cardiff Council's new Street Naming Policy, which ensures parity between Welsh and English street names in the city, which was approved on 24th October 2019. Following approval, work has commenced validating current bilingual street names, preparing and standardising a list of additional bilingual street names, as well as researching and introducing new Welsh street names across the city. Also the Bilingual Cardiff Team translated 12,632,732 words in 2019-20 - more than any other year and a 10% increase on the total for 2018-19. 98.6% of all translation requests were returned to the client by the agreed deadline.</p> <p>As well as providing Welsh translation services to Cardiff Council, Bilingual Cardiff have service level agreements or contracts in place with a number of other public organisations, local authorities and partners to provide their translation services and solutions.</p>	G	G		

<p>Support grass-roots and community sports by:</p> <ul style="list-style-type: none"> <li>Working with partners to develop strategic plans for the development of sport and physical activity from March 2020 that secure increases in participation, attract investment, improve health and inequality, and ensure sustainability of provision;</li> <li>Supporting the roll-out of the 21st Century Schools Capital programme to influence design, programming and operation, ensuring local community organisations have priority access in extra-curricular time.</li> </ul>	Cllr Peter Bradbury	Economic Development	<p>Consultant partner appointed by the Partnership lead Cardiff Met. Launch re-scheduled for Quarter 3. Consultation has commenced with key stakeholders.</p> <p>Sport, Leisure and Development are members of the 21st Century Project Team (SOP) and will provide advice at the design stage of new school projects to ensure sports facilities are designed appropriately to facilitate community use. To date the team have input on the Cathays High School and provided mitigating provision for Fitzalan pupils and local clubs that are displaced during the new Fitzalan High School construction.</p>	G	G		
<p>Improve our parks and public spaces by:</p> <ul style="list-style-type: none"> <li>Growing the number of parks in Cardiff which receive the Green Flag Award – the international standard for the management of parks and green spaces;</li> <li>Working with partners in order to bring forward proposals for increasing Cardiff's tree canopy as part of the One Planet Cardiff strategy by July 2020;</li> <li>Promoting the benefits and support the development of the volunteer movement, through the Friends Forum and community based platforms;</li> <li>Putting in place a renewal programme for improving playgrounds by May 2020;</li> <li>Working in partnership with Welsh Water to bring the Llanishen Reservoir</li> </ul>	Cllr Peter Bradbury	Economic Development	<p>The Green Flag Award independent assessment for Forest Farm and Hailey Park took place week commencing 14th September.</p> <p>Proposals in the project to increase Cardiff's tree canopy are pending Coed Caerdydd funding from the Welsh Government.</p> <p>The council is also developing proposals under the Woodland Emergency Tree Fund administered by the Woodland Trust and the Climate Emergency fund administered by Trees for Cities.</p> <p>The Friends Forums and community based platforms is anticipated to start up in the Autumn – much of this work has been put on hold as volunteers fall into the vulnerable demographic group and therefore under Covid-19 social restrictions.</p> <p>The Playground Project Plan is in place, the Procurement Framework for design and build is in place and briefs developed for a wide range of projects. Lot 1 is out to tender.</p>	G	G		



site back into use for sailing and other recreational purposes.			The construction work to restore Llanishen Reservoir has been completed with the refill scheduled to take place in spring 2021. Welsh Water have completed the pre planning application public consultation and the feedback will form part of the visitor centre planning application pack that is due to be submitted in October.				
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## Well-being Objective 5

Steps	Lead Member	Lead Directorate	Update	Q1 RAG	Q2 RAG	Q3 RAG	Q4 RAG
Play a leading role in the design and delivery of city-regional governance for economic development, planning and transport that reflects the unique role that the capital city plays in the Capital Region by 2021.	Cllr Huw Thomas	Economic Development	The Council has Continued to contribute towards discussions and consultation exercises.	G	G		
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	Funding has been secured for development of the business case through City Deal. Network Rail have issued a schedule of items for inclusion in the final scheme and are awaiting sign off.	G	G		
<p>Grow the city centre as a location for businesses and investment, delivering an additional 300,000ft<sup>2</sup> of 'Grade A' office space by 2022, by working with partners to:</p> <ul style="list-style-type: none"> <li>Complete the regeneration of Central Square;</li> <li>Begin the Central Quay development extending the business district south of the station;</li> <li>Support the completion of Capital Quarter and the next phase of regeneration of Callaghan Square;</li> <li>Develop a new masterplan for the Canal Quarter area.</li> </ul>	Cllr Russell Goodway	Economic Development	<p>Work continues to complete Central Square, but has been impacted by market demand.</p> <p>The Council are assisting Rightacres in the development of Central Quay however; there is a Covid-19 impact on investor confidence.</p> <p>The Council are assisting John Smart the developers in the development of Capital Quarter and Callaghan Square however, there is a Covid-19 impact on investor confidence.</p> <p>We are awaiting the conclusion of the Indoor Arena procurement to finalise the masterplan for the Canal Quarter area. A decision is awaited on the Indoor Arena.</p>	A	A		
Write a new chapter in Cardiff Bay's regeneration story by:	Cllr Russell Goodway	Economic Development	A report has been drafted to go to Cabinet in November to agree the preferred bidder for the Indoor Arena.	A	A		

<ul style="list-style-type: none"> <li>Delivering the new 15,000-capacity Multi-Purpose Indoor Arena by 2024;</li> <li>Completing a procurement exercise for the next phase of development of the International Sports Village by October 2020;</li> <li>Bringing forward proposals to protect and revitalise historic buildings in the Bay and provide support for the completion of the ongoing redevelopment of the Coal Exchange;</li> <li>Commencing delivery of a new mixed-use development at Dumballs Road by 2021, including the delivery of 2,000 homes.</li> </ul>			<p>Due to Covid-19 there is a six-month delay for the next phase of development of the International Sports Village and the procurement process will commence early in 2021.</p> <p>Continued work to develop proposals with the private sector to bring forward proposals to protect and revitalise historic buildings in the Bay, but with obvious implications in the current investment climate.</p> <p>Dumballs Road developer to submit a planning application early in 2021.</p>				
Work with private partners to attract investment in innovation and start-up space across the city.	Cllr Russell Goodway	Economic Development	Continued work to develop proposals with the private sector to attract investment in innovation and start-up space, but with obvious implications in the current investment climate.	G	G		
<p>Support innovation and industry by:</p> <ul style="list-style-type: none"> <li>Supporting the completion of Cardiff Parkway as part of our Industrial Strategy for the east of the city;</li> <li>Working with City Deal partners, the private sector and the University Health Board to explore the potential of developing proposals for the creation of a Science Park Campus at Coryton;</li> <li>Working with Clwstwr Creadigol to attract further investment in establishing a creative industries network for Cardiff to support the growth of creative enterprises in the city.</li> </ul>	Cllr Russell Goodway	Economic Development	<p>Cardiff Parkway planning application is expected within timescale.</p> <p>Proposal currently being considered by City Deal.</p> <p>Aim for Strength In Places (SIP) fund to be submitted in November 2020 to support the growth of creative enterprises.</p>	G	G		

Establish a new Tourism Strategy, including delivery arrangements by spring 2021.	Cllr Russell Goodway	Economic Development	Tourism Strategy and delivery arrangements delayed to reflect changing tourism market post-Covid-19.	A	A		
<p>Keep our cultural scene as the beating heart of city life by:</p> <ul style="list-style-type: none"> <li>Co-ordinating the Cardiff Music Board and developing a Music Strategy through the Board and in partnership with the Welsh Government by March 2021;</li> <li>Considering development and investment opportunities for St David's Hall by 2021;</li> <li>Developing a Cultural City Compact approach with the cultural sector as a means for taking forward a new Cultural Strategy for Cardiff by March 2021.</li> </ul>	Cllr Peter Bradbury	Economic Development	<p>Music Board established, strategy delayed into post-Covid-19 world.</p> <p>The council continues to look for development and investment opportunities for St David's Hall.</p> <p>Will continue to develop a Cultural City Compact approach in timescales, but implementation likely to be delayed until 2021-22.</p>	A	A		
<p>Bring world events to Wales and take the best of Wales to the world through the development of an events portfolio including:</p> <ul style="list-style-type: none"> <li>The development of a 'signature music event' by October 2020;</li> <li>Working with PRO14 Rugby to facilitate the hosting of the Guinness PRO14 Final at Cardiff City Stadium on 20<sup>th</sup> June 2020;</li> <li>Working in partnership with the Welsh and UK Governments to inform the feasibility of a 2030 FIFA Football World Cup bid.</li> </ul>	Cllr Peter Bradbury	Economic Development	<p>In view of Covid-19 restrictions the council is looking to reschedule the Signature Music event to 2021.</p> <p>Progress on the development of the Events Portfolio has been impacted by the Global Covid-19 Restrictions. The Welsh Government Major Event Review has been postponed until Spring/Summer 2021 with current focus on survival of the sector. Cardiff Council is represented on the Wales Event Advisory Board and officers continue to support and work with Welsh Government to host and develop test events. Monthly Welsh Government/ Cardiff Council event planning meetings are ongoing to ensure future opportunities are identified and considered. Guinness Pro 14 Final was cancelled by organisers.</p>	A	A		

			No progress to report to date concerning work on the feasibility of a 2030 FIFA Football World Cup bid due to a focus on Covid-19. Ongoing.				
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## Well-being Objective 6

Steps	Lead Member	Lead Directorate	Update	Q1 RAG	Q2 RAG	Q3 RAG	Q4 RAG
Deliver a comprehensive programme of improvement to the Council's Street Scene services through integration, digitalisation and the use of data to support efficient and effective use of resources.	Cllr Michael Michael	People & Communities	<p>A booking system was implemented for the Recycling Centres to support them reopening at the end of May 2020. The digital booking of bulky item collections was launched on 9th September 2020 on both the website and Cardiff Gov app.</p> <p>Covid-19 has impacted on service demands and although measures have been taken to mitigate the impacts the data is being skewed with lockdown measures influencing resident behaviour.</p> <p>Data continues to be collected across Street Scene services to inform service provision in relation to pressures and areas of concern.</p>		A		
Deliver a tailored neighbourhood management approach to improving street cleanliness in targeted communities by December 2020.	Cllr Michael Michael	People & Communities	<p>Inner ward areas of Cathays, Plasnewydd, South Riverside, Grangetown and Splott have additional resource to provide cleansing services every weekday afternoon. A review has taken place on wards in the southern arc and service model prepared.</p> <p>The Estate Management plan for improvements relating to Council Estates and the service model for the southern arc have been put on hold until there is clarity around budgets and expenditure across the Council relating to Covid-19.</p> <p>Work is continuing to deliver a new service model for waste and recycling collections to be delivered in February 2021.</p> <p>We are moving to a four-day working model where waste is collected between 6.00 and 15:45 – it reduces collection working window by 50% so should make the streets look cleaner – needs to be backed up with data following the changes.</p>		A		

Engage with citizens and businesses on concerns in their communities through 'Love Where You Live' to encourage volunteering and working in collaboration	Cllr Michael Michael	People & Communities	<p>Work has progressed in relation to 'unloved spaces' (spaces on the highway which are licensed to the community to improve) and supporting licensing of areas to communities to improve.</p> <p>Covid-19 has meant group gatherings and the litter picking kits in Hubs have not been accessible. Volunteer groups like Cardiff Rivers Group are working with controls in place for Covid-19 allowing them to undertake activities like cleansing around the edge of Cardiff Bay.</p>		A		
<p>Deliver the recycling services strategy to achieve 70% recycling performance by 2024-25 by:</p> <ul style="list-style-type: none"> <li>Continuing project work with Welsh Government, Waste &amp; Resources Action Programme (WRAP) and local partnerships;</li> <li>Completing a whole systems review and options modelling for waste management service by May 2020 to collect better quality recycling material, improve service delivery and increase operating efficiency;</li> <li>Preparing a Business Case and draft implementation plan by September 2020;</li> <li>Commencing implementation by January 2021</li> </ul>	Cllr Michael Michael	People & Communities	<p>Changes to waste and recycling collections due to Covid-19 meant that between 30th March and 1st June all waste and recycling collected from residents was sent to the Energy from Waste plant. The Quarter 1 2020-21 Recycling Performance is 42.51% compared to 62.57% in the previous year.</p> <p>Work continues to take place with Welsh Government, Waste &amp; Resources Action Programme (WRAP) and Local Partnerships to review how Cardiff can achieve the Welsh Government target of 70% by 2024-25.</p>		R		
Launch an education campaign to promote changes in resident behaviour in March 2020 and monitor improvements throughout 2020-21.	Cllr Michael Michael	People & Communities	<p>The pink sticker campaign was put on hold during Covid-19 and was recommenced in August/ September 2020.</p> <p>Communications and media posts about the pink sticker campaign have been undertaken to support the delivery of the education to improve resident behaviour</p>		A		

Develop a citizen-based strategic plan for new and existing recycling centres and improve re-use/recycling to 80% in centres by March 2021.	Cllr Michael Michael	People & Communities	<p>The citizen-based strategic plan has not yet been developed to date. We will be looking at changing our model and have a strategic plan to support the improvements we have gained in this area. We are currently gathering data.</p> <p>The new booking system and controls at Recycling Centres have supported improving recycling performance to 90%.</p> <p>Ongoing support to embed the booking service and controls into a new service model for Recycling Centres</p> <p>Report to Cabinet on how the changes have improved the service using core data.</p>		G		
Remove single-use plastics from Council venues and work with partners to develop a city-wide response to single-use plastics in all public services by March 2021.	Cllr Michael Michael	People & Communities	The One Planet Cardiff strategy is due to go to Cabinet in early Quarter 3. The strategy includes details of how the Council will work with partners to develop a city-wide response and how the Council will eradicate the use of single-use plastics by the Council. For example, a review has already taken place on the procurement of the single-use plastics bags used for residual waste and for co-mingled recycling in some parts of the city.		R		
Launch the One Planet Cardiff Strategy by May 2020 and bring forward a delivery plan by October 2020.	Cllr Huw Thomas	Planning, Transport & Environment	<p>The Strategy is now scheduled to be approved for public consultation at October's Cabinet</p> <p>There was a slight delay in order to have all consultation materials and the associated website ready for the publication date.</p>		G		
Implement the Low Emission Fuels Strategy to convert the Council's fleet to low emission fuels and ensure 90 Council vehicles are converted to electric power by 2021.	Cllr Michael Michael	Planning, Transport & Environment	<p>Reducing total numbers of fleet vehicles and mileage is in line with reduced usage and greater numbers of staff home working. 20 pool cars have been off hired and returned and thus are no longer available.</p> <p>CTS are intending to review the wider fleet with Welsh Government Energy Service/ Ultra Low Emission Vehicles (ULEV). Following this review a revised timetable will be known or the</p>		A		



			<p>delay period to the original plan. Potentially pushed back by 1 year.</p> <p>Further review with Welsh Government Energy Service will enable a more robust assessment on vehicle and infrastructure requirements at Council locations.</p>				
<p>Work with the taxi trade to develop a phased transition for Cardiff licensing conditions by:</p> <ul style="list-style-type: none"> <li>Requiring vehicles to have a minimum Euro 6 emission standards by December 2021;</li> <li>Developing a medium-term strategy to ensure the Cardiff taxi fleet are all Ultra Low Emission Vehicles.</li> </ul>	Cllr Michael Michael	Planning, Transport & Environment	<p>As a result of the impact of Covid-19, a commitment was given from Leader that this policy would not be implemented in immediate future. Ongoing discussions with Welsh Government over providing an enhanced mitigation package to support uptake of ULEV taxis is ongoing and decision is due imminently. Further assessment of funding from additional Welsh Government sources is being investigated. Currently the date of the revised policy introduction is not known and will be dependent on future discussions with the trade.</p> <p>Welsh Government are unlikely to provide any funding for any transition of Euro 6 vehicles as this is against the policy direction of Zero Emission fleet by 2028. Covid-19 severely impacted the trade and thus further implementation of Euro 6 policy will be met with strong opposition from trade.</p> <p>We are waiting on confirmation from Welsh Government on an enhanced funding package to support taxi drivers to switch to ULEV. We are also looking at the possibility of developing a business case for longer term leasing option.</p>		A		
<p>Ensure good air quality by implementing and evaluating the:</p> <ul style="list-style-type: none"> <li>Clean Air Plan as approved by Welsh Government to ensure compliance with the EU Limit Value for Nitrogen Dioxide (NO<sub>2</sub>) in the shortest possible time by the end of 2021;</li> </ul>	Cllr Michael Michael	Planning, Transport & Environment	<p>The overall air quality has been significantly improved to the WG timescales, however further scheme development required.</p> <p>Monitoring stations have been implemented in City Centre at 5 locations with live data being captured from early August. A permanent station has been installed on Castle Street, with ongoing commissioning works.</p>		G		

<ul style="list-style-type: none"> <li>Wider Clean Air Strategy measures to ensure a continued reduction of NO<sub>2</sub> concentrations is achieved across the city.</li> </ul>			<p>There are delays to Bus Retrofit Scheme due to state aid notification process and impacts from Covid-19. The scheme is gearing up for launch in October 2020.</p> <p>The revised Taxi scheme has been further assessed and reported to Welsh Government. A decision is awaited on this before being able to launch with the trade.</p> <p>An on-going dialogue is taking place with Welsh Government over any revision to Castle Street Scheme to ensure that compliance can still be achieved in shortest possible time.</p>				
Progress the business case for an innovative heat network scheme to serve areas of the Bay and city centre by commencing a formal procurement for a delivery contract by May 2020, subject to grant funding.	Cllr Michael Michael	Planning, Transport & Environment	Grant and loan funding have been secured and the project is currently out to procurement with initial bids expected by the end of September		G		
Deliver a 9 Megawatt Solar Farm at Lamby Way by May 2020	Cllr Michael Michael	Planning, Transport & Environment	<p>The solar farm structure is complete and capable of producing energy, awaiting connection to the National Grid.</p> <p>Connection to a nearby electricity consumer via a private wire connection is scheduled to commence mid-September, but is dependent on Natural Resources Wales granting flexibility around some ecological constraints. An embargo on works in the Rumney estuary has been imposed by them. Discussions are taking place about potential additional flexibility but if they are not successful, this will delay the private wire completion until April 2021.</p> <p>Until this connection is made, the energy produced by the solar farm will go to the National Grid.</p>		G		
Promote healthy, local and low-carbon food by delivering the Cardiff Food Strategy by 2023.	Cllr Michael Michael	Planning, Transport & Environment	The Food Strategy Steering Group has been formed and the first meeting held. The Sustainable Food Standards have been drafted and Food Growing Plan task and finish group formed.		G		

			<p>The Food chapter has been written and included in One Planet Cardiff, the Council's response to the declared Climate Emergency.</p> <p>The recruitment to a three-year post to support the implementation of the Council's Food Strategy was put on hold due to Covid-19 related budget issues. The actions in the Food Strategy will be prioritised due to reduced resources.</p>				
Develop a sustainable water, flood and drainage strategy for Cardiff by 2021.	Cllr Michael Michael	Planning, Transport & Environment	<p>This strategy has been put on hold for 12 months due to the ongoing effects of the February 2020 storms on the Flood Risk Management Team and the ongoing demands related to Covid-19.</p> <p>Resource issues related to flooding events and Covid-19 are preventing progress. A continuing review of resources is taking place in order to bring work back on track.</p>		A		
Complete coastal defence improvements in Cardiff East by December 2022.	Cllr Michael Michael	Planning, Transport & Environment	<p>Ground Investigation works were completed by the end of May 2020 and the results subsequently analysed. The final business case and detailed design will now be completed to enable commencement of construction works.</p> <p>There are difficult conditions for construction along with agreement/licences required to enter the river estuary from NRW.</p> <p>A detailed and comprehensive design to address challenging conditions and ongoing consultation with WG and NRW.</p>		G		
Deliver phase 1 of the new Canal Quarter scheme by 2022.	Cllr Michael Michael	Planning, Transport & Environment	<p>Detailed design being progressed to ensure a high quality and environmentally sound scheme that will complement the city centre masterplan will be implemented</p> <p>There timescale and delays related to Covid-19 pressures. The Directorate will continue to ensure integration with city centre transport masterplan schemes</p>		G		

Conduct a full review of the Local Development Plan by 2023 and engage in dialogue on regional strategic planning arrangements.	Cllr Caro Wild	Planning, Transport & Environment	<p>The Local Development Plan (LDP) Review Report and Delivery Agreement were due to be considered by Cabinet and Council in March 2020. Approval of these documents for submission to Welsh Government would have triggered the formal commencement of the LDP review.</p> <p>However due to the Covid-19 pandemic these meetings were cancelled. Welsh Government guidance issued in July 2020 states that Local Planning Authorities should consider the implications of the pandemic for LDP reviews; given this the draft review report and Delivery Agreement are being revised to take account of the implications of Covid-19. These revised documents are due to be considered by Cabinet and Council in November 2020, with consultation planned for January and February 2021 and a further report to Cabinet and Council seeking approval for formal commencement in Spring 2021.</p> <p>It is vital that the revised Review Report and Delivery Agreement are revised to take into account the implications of the pandemic. The Review Report needs to take account of new Welsh Government planning guidance set out in “Building Better Places”, implications for the Replacement LDP evidence base and the LDP strategy and policies. The Delivery Agreement needs to include a revised timetable for review of the plan and the need to revisit the consultation and engagement methods in light of potential new waves of infection and the need to maintain social distancing</p> <p>Given the delay to the review of the LDP the date for completion of the full review of the LDP is now 2024 in proposed timetable for the LDP due to be considered by Cabinet and Council in November 2020.</p>		G		
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			As set out above the pandemic led to the Cabinet and Council meetings planned for March 2020 being cancelled and therefore formal commencement of the review process has been delayed. In line with Welsh Government guidance a revised Review Report and Delivery Agreement are being produced to take into account the implications of the pandemic and these are due to be considered by Cabinet and Council in November 2020.				
Support the delivery of high-quality, well designed, sustainable and well-connected communities as described by the Council's Master Planning Principle.	Cllr Caro Wild	Planning, Transport & Environment	The master planning approach continues to be successfully secured on new developments across the city, including LDP Strategic Sites and Council led developments. The review of achievements and identification of future priorities is ongoing. Data collection for monitoring framework indicators are ongoing as part of LDP Annual Monitoring Report.		G		
Deliver the Council's Green Infrastructure Plan.	Cllr Caro Wild	Planning, Transport & Environment	<p>An internal officer working group has been established to define project parameters and prepare a project brief. Work is currently being undertaken to review existing plans / guidance and to prepare a template for first draft of the document to align with Cardiff One Planet Strategy and emerging Local Development Plan Review.</p> <p>There are potential issues of availability of staff time and resources across the different service areas with regard to other workloads / priorities. The group will meet following completion of document template to review / agree workloads, anticipated timescales and reporting / approval processes.</p>		G		
<p>Work with Welsh Government, Transport for Wales and other partners to:</p> <ul style="list-style-type: none"> <li>• Deliver new stations at Loudoun Square, in the heart of Cardiff Bay, Crwys Road and Roath Park by 2024;</li> <li>• Establish a new mainline train station at Cardiff Parkway in St Mellons by 2023 and work with partners to complete the Eastern Bay Link Road;</li> </ul>	Cllr Caro Wild	Planning, Transport & Environment	The working relationships with the Cardiff Capital Region City Deal, Transport for Wales and Welsh Government have progressed enabling agreement on investments in the Central Interchange Transport Hub and Central Station. Governance and working arrangements for Cardiff Council to engage in discussions with Transport for Wales (TfW) and TfW Rail (KeolisAmey) have been established. The overarching business case for the Metro, including the Cardiff Core Metro/Cross-rail, is being developed.		G		

<ul style="list-style-type: none"> <li>• Deliver a Bus Strategy for the city by 2020, including a new cross-city bus interchange at Waungron Road, providing connections to the University Hospital of Wales and linking to the east of the city by 2021;</li> <li>• Deliver new park and ride facilities at Llanilltern (Junction 33 of the M4) by 2023.</li> </ul>			<p>Working groups with TfW and TfW Rail have been established to progress the preparation of business cases for improvements to stations, new stations and line extensions in Cardiff. Further study work is progressing by TfW following transfer of ownership of the Core Valley Lines from Network Rail to the Welsh Government including a collaborative bid to the Department for Transport for a new station at Ely Mill/Victoria Park.</p> <p>Key studies being progressed include Cardiff Central to Cardiff Bay, Cardiff Central to Pontyclun in the North West Corridor. Further extensions as part of the Core Metro/Cross-rail will involve further study work for the sections from Radyr to Coryton, Western Junction to Cardiff Central, Cardiff Bay to Roath Dock/Porth Teigr and Roath Dock to Newport Road/Cardiff Parkway St Mellons.</p> <p>Potential key issues include timely delivery of Metro improvements and extension aspirations in Cardiff. This is being mitigated through the Governance structure and programme of study work</p>				
Continue to progress the City Centre Transport Masterplan projects from 2020 through to 2022	Cllr Caro Wild	Planning, Transport & Environment	<p>The Central Square transport scheme is now on site. Detailed design all other projects is progressing, as is continued traffic modelling and option testing.</p> <p>Key issues affecting the projects are Covid-19 Programme Delay and staff resources. These issues will need to be mitigated by reprogramming to take account of Covid-19, and merging of schemes with Recovery Projects. Sourcing of agency staff and consultancy support will also be required.</p>		G		
Programme the delivery of the bridge crossing scheme at Llanrumney as part of a wider regeneration scheme.	Cllr Caro Wild & Cllr Lynda Thorne	Planning, Transport & Environment	A report to progress with the project and disposals is being brought forward to Cabinet in December 2020.		G		

Invest £20m in a new fully segregated, safe cycling network across the city by 2022.	Cllr Caro Wild	Planning, Transport & Environment	<p>North Road Phase 2 Scheme completed, phase 2 of Cycleway Way 1 consultation completed, Hailey Park consultation completed and solution agreed with Members; detailed design commenced.</p> <p>Contracts have been let for both phase 1 of Cycleway 4 and the Gold Pop-up Route, work on both sites commenced at the end of September.</p> <p>Key issues affecting the projects are Covid-19 Programme Delay and staff resources. These issues will need to be mitigated by reprogramming to take account of Covid-19, and merging of schemes with Recovery Projects. Sourcing of agency staff and consultancy support will also be required.</p>		G		
Develop a new Active Travel Network Map by 2021.	Cllr Caro Wild	Planning, Transport & Environment	<p>Initial engagement with schools and families has been undertaken along with an initial information gathering process. Technical work for the initial draft Active Travel Network Map is in progress.</p> <p>The statutory submission date is September 2021. Public consultation is required for a statutory 12 week period in early 2021. This needs to be timed to avoid clash with pre-election period for Welsh Government elections in 2021. The final revised Active Travel Design Guidance has not yet been published by Welsh Government.</p> <p>Programme has been revised to take account of these constraints.</p>		G		
Roll out 20mph speed limits across the city by 2022.	Cllr Caro Wild	Planning, Transport & Environment	Plans have been developed for Splott, Butetown, Canton/Riverside, Llandaff, and Creigiau. Traffic Regulation Orders processes are underway. Initial scoping work with Welsh Government has commenced to assist on an evaluation pilot of processes to inform guidance on a future 20mph default speed limit in built up areas.		G		

			The go-ahead from Welsh Government on the evaluation pilot is awaited. Mitigating actions will be dependent on the detail received from Welsh Government.				
Expand the on-street cycle hire scheme and complete roll out of e-bike fleet by June 2020.	CLlr Caro Wild	Planning, Transport & Environment	<p>Ebikes infrastructure planning is underway to locate 125 bikes in key appropriate locations across the city. The focus will be on connecting the Bay with the city centre in the first instance.</p> <p>Permissions for accessing power at selected Council buildings may delay some locations, along with Land ownership/power issues may cause delays for finding other appropriate locations. Covid-19 measures have impacted implementation of timescales.</p> <p>Facilitation via OneFrontDoor system and sourcing alternative sites where initial locations are unsuitable.</p>		G		
Ensure all Cardiff schools have Active Travel Plans by 2022.	CLlr Caro Wild	Planning, Transport & Environment	<p>Progress:</p> <p>Temporary School Street closures were implemented at end of summer term outside 24 schools.</p> <p>9 new camera enforced School Streets are due to go live on 2<sup>nd</sup> November.</p> <p>New CCTV cameras have been installed at 16 schools to enforce Keep Clear markings.</p> <p>There has been some good collaboration between Transport team, Corporate Health and Safety and Education teams to address various issues arising from traffic and parking issues around schools and facilitating new Covid19 school access arrangements.</p> <p>54 schools were supported to develop Active Travel Plans during Quarter 1 and Quarter 2</p>		G		



			<p>660 bicycles have been provided to over 30 Cardiff schools with funding from Welsh Government. This fleet of bicycles will be housed in on-site containers on school sites making them easily available for balance bike training and National Standards Cycle Training activities.</p> <p>A further phase of bikes is being planned for other schools and schools have been invited to express their interest to receive a new bike fleet.</p> <p>Key Issues: There is very high demand for the implementation of new school streets projects putting pressure on team capacity to deliver Active Travel Plans.</p> <p>Mitigating Actions:</p> <p>Support for School Streets programme now being provided from with Transport Policy team Establish whether School Streets enforcement revenue can cover some costs of Active Travel Schools team</p> <ul style="list-style-type: none"> <li>• Potential income-generating opportunity from co-ordinating regional School Streets bid.</li> </ul>				
Complete the 'Healthy Streets' pilot and assess its impact by 2021	CLlr Caro Wild	Planning, Transport & Environment	<p>Progress: Living Streets have completed their study focussing on Plasnewydd identifying a number of actions.</p> <p>A Community Group (drawing from the membership of existing community groups in Plasnewydd and Roath/Penylan areas has been established by Living Streets. Arrangements for officer engagement with this group will be made in the near future. The Living Streets report identified a number of measures such as Parklets (pop-up amenity spaces – seating, planting areas –</p>		A		

			<p>provided on street) and de-cluttering of street furniture which could potentially be delivered as part of Covid19 interventions, in particular, the potential Pop-Up segregated cycle route running along the Albany Road corridor which is currently being investigated.</p> <p>Key Issues: Additional officer capacity is required to deliver the Pop-Up route and interventions identified in the Living Streets report.</p> <p>The engagement carried out by Living Streets which is the subject of their report has been a useful experiment in engagement with residents and understanding their views of the streets in their area, key issues and what improvements they would like to see. However, due to Covid it will not be possible to actually pilot any physical Healthy Streets measure during this financial year.</p> <p>Mitigating Actions: Additional staff being sourced through agencies and consultants. The Council will engage with Living Streets and the local community group on the design of the proposed Pop-Up cycle route to identify opportunities for delivering some of the measures recommended in the Living Streets report. Officers will consider opportunities for developing a pilot for a Low Traffic Neighbourhood scheme as recommended in the Living Streets report.</p>				
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## Well-being Objective 7

Steps	Lead Member	Lead Directorate	Update	Q1 RAG	Q2 RAG	Q3 RAG	Q4 RAG
<p>Deliver fewer and better Council buildings and protect the Council's historic buildings by:</p> <ul style="list-style-type: none"> <li>Developing a new property strategy by December 2020 to rationalise and de-carbonise Council buildings, ensuring Council staff are located in buildings that have the highest environmental standards;</li> <li>Developing a plan to secure investment into the Council's historic assets including City Hall and the Mansion House by March 2021;</li> <li>Reviewing the Council's existing business estate to identify potential disposals to generate capital receipts to invest in the retained estate.</li> </ul>	Cllr Russell Goodway	Economic Development	<p>The Core Office proposal is anticipated to go to Cabinet at the end of the year. This will be based on and will inform the development of the wider property strategy. The property strategy going forward will reflect changes to working practices anticipated as a result of flexible working arrangements fast-tracked during Covid-19.</p> <p>It is anticipated that City Hall proposals will be included in the Core Office Report going to Cabinet at the end of the year.</p> <p>The Estates Team is currently examining various properties and particular portfolios within the council estate to identify disposal and investment opportunities.</p>	A	A		
<p>Reduce sickness absence rates by:</p> <ul style="list-style-type: none"> <li>Continuing to supporting staff well-being, particularly through providing additional support for staff suffering with poor mental health;</li> <li>Strengthening management practice across all directorates, with a focus on reducing long-term sickness absence rates.</li> </ul>	Cllr Chris Weaver	Resources	<p>Quarter 1 sickness forecast outturn was 7.22 days per FTE against a target of 9.5 days per FTE. Quarter 2 was 7.66 days per FTE. These figures include all sickness including any that was Covid-19 related. During the last quarter of 2019-20 considerable effort was undertaken to review long term sickness cases and the result was that the level of cases reduced from 331 to 191 by the end of the first quarter of 2020-21. A national agreement was in place between employers and the trade unions from the middle of March and the end of July that no casework would be undertaken, therefore this has impacted on these case numbers in Quarter 2 which have increased to 249. However, casework restarted in Quarter 2 with support provided to Managers and</p>	G	G		

			<p>Schools to support sickness cases. Regular sickness data had continued to be supplied to Directorates and Schools. The lockdown during Quarter 1 and the continued restrictions during Quarter 2 has had a significant impact on the face-to-face health and well-being interventions supplied corporately and through Occupational Health, such as sports massage, physiotherapy, health screening and counselling support. However increased support for mental health and well-being has been provided through changes to the Carefirst Contract as well as re-direction of the in-house counselling team to delivery of virtual support groups for key workers. Welfare contacts with staff shielding/self-isolating at home were a priority. Changes made to Cognitive Behavioural Therapy delivery, moving from external service through the University Health Board to an in-house service, reducing costs and improvement delivery of trauma counselling. Workforce Risk Assessment Support has been provided for staff returning from self-isolation due to medical vulnerability. In Quarter 2, virtual physio/DSE support was provided for home workers, with priority given to those covered by the Equalities Act. Mental health and well-being support sessions have been provided for shielding staff and follow-up sessions with an Occupational Health Physician where required. Also in Quarter 2, specific mental health and well-being support has been provided for school-based staff to help them with the return to school at the start of the new academic year.</p>				
Work towards achieving the Gold Level Corporate Health Standard Award by March 2021 by progressing the initiatives that are set out in the standard.	Cllr Chris Weaver	Resources	<p>The progression of the Gold Award will be delayed due to the pandemic; the necessity for many of the core buildings to be vacant which does not allow the activities which are required for Gold standard to be demonstrated. We have continue to look at best practice with regards to employee health and wellbeing and implemented a number of activities virtually as well as providing information to employees to support them. Any future policies or activities will reflect the needs of the Gold Award so we are ready to apply when the time is right. Silver validation is due to</p>	A	A		

			expire in March 2021. The re-validation is a desk-top exercise with a paired down action plan which will be completed. A number of different action plans are being reviewed around disability and carer confident to support the Silver re-validation. The appropriate representative at Public Health Wales has been contacted to confirm if any awards were being processed due to the pandemic and whether there is a changed process. Public Health Wales have confirmed that organisations will have a 6 months leeway from the end date of our award to complete the re-validation Work will continue in the background to ensure that we can reapply when we have had confirmation of the current process.				
<p>Build on the Agency Workers Charter by:</p> <ul style="list-style-type: none"> <li>Continuing the process of transferring long-term agency staff into permanent contracts;</li> <li>Reviewing agency workers placed with the Council via the Into Work Service.</li> </ul>	Cllr Chris Weaver	Resources, and People & Communities	<p><b>Resources Update – Green</b></p> <p>Quarterly monitoring information on agency workers and those with over 18 months' tenure was distributed to Directorates and discussed at the Trade Union Partnership meeting for Quarter 1. Quarter 2 data is being developed for distribution and discussion with Trade Unions. During Quarter 1 it was difficult for managers to reduce this as they required agency staff to backfill vacancies for staff unable to work due to Covid-19 restrictions. However, work is now underway to reduce the long-term agency staff through recruitment activities in areas of waste management and social services.</p>	G	G		
<p>Ensure that the Council's workforce is representative of the communities it serves by:</p> <ul style="list-style-type: none"> <li>Ensuring that our recruitment processes are not biased;</li> <li>Supporting careers events in our least represented communities;</li> <li>Reviewing current arrangements for Cardiff Works staff.</li> </ul>	Cllr Chris Weaver	Resources, and People & Communities	<p><b>Resources Update – Green</b></p> <p>Work has continued to bring young people into the organisation through the Council's Apprenticeship and Trainee scheme. Work experience has not been able to take place during Quarters 1 and 2, but virtual work experience is being developed in order to provide opportunities.</p> <p>All adverts on the Council's website encourage applicants from under-represented groups. Work is being undertaken with the Council's career site provider on how this site can reach a wider</p>	G	G		

			<p>audience. Also work is being undertaken to share information and best practice with Core Cities.</p> <p>Cardiff Academy have reviewed Recruitment &amp; Selection training, enhancing training content in relation to unconscious bias awareness in the form of a mandatory eLearning module to be completed prior to attending workshop. Also during Quarter 2 Cardiff Academy have adapted Recruitment &amp; Selection training to a virtual format (reduced from 1.5 day classroom-based to a five-hour online session) and relaunch alongside accompanying eLearning module.</p> <p>A presentation is available communicating the results of the Stonewall Workplace Equality Index (WEI) and will be presented during Quarter 3. Due to the Covid-19 pandemic, Stonewall have decided that there will be no WEI submissions for 2020 with the next submission by September 2021 based on a revised criteria which will be presented to SMT during Quarter 3.</p>				
<p>Progress and deliver our customer service agenda with a focus on:</p> <ul style="list-style-type: none"> <li>Delivering a programme of online and classroom-based customer service training;</li> <li>Recruiting customer and digital champions across the organisation;</li> <li>Reviewing customer services satisfaction through biannual benchmarking surveys.</li> </ul>	Cllr Chris Weaver	Resources	<p>Virtual course has been created and a number of sessions has been delivered.</p> <p>COMMS have been sent council wide and training dates are available on DigiGov up until December for all staff to book on to.</p>	G	G		
<p>Get the best social and community value out of the Council's £430m annual spend on goods and services by adopting a 'Social Value' framework for assessing contracts, with implementation commencing by May 2020.</p>	Cllr Chris Weaver	Resources	<p>The Procurement Team have played an active / leading role in the development of the TOMS for Wales which are due to be launched on 17th and 18th November.</p>	G	G		

Continue to support the Foundational Economy through our Socially Responsible Procurement Policy, ensuring that local people and communities benefit from the money that the Council spends on goods and services and working with partners to explore how we can further promote opportunities for Social Enterprises in Cardiff.	Cllr Chris Weaver	Resources	This work was planned to be undertaken as part of a Foundational Economy Bid to Welsh Government, the bid was unsuccessful. This will be picked up in Quarter 3, with trend analysis for the over last 3 years used to support the drafting of a Social Enterprise Plan for Cardiff.	G	A		
Strengthen social partnership arrangements in Cardiff by updating our procurement strategy to promote fair work and support the circular economy by October 2020.	Cllr Chris Weaver	Resources	Aim was to future proof the Council's Procurement Strategy by waiting for Social Partnership Bill and the accompanying statutory guidance, this as this has now delayed until spring 2021 we will progress based on the information available to develop a refreshed Procurement Strategy.	G	G		
Deliver our ambitious Digital Strategy by: <ul style="list-style-type: none"> <li>• Launching a new bilingual 'chat bot' by September 2020;</li> <li>• Producing an agile working strategy for the Council by December 2020.</li> </ul>	Cllr Chris Weaver	Resources	<p>The chatbot was initially launched February 2020, however to handle services changes resulting from lockdown restrictions, the chat platform was taken offline at the end of Quarter 4 2019-20 and relaunched in the first week of Quarter 1. During the first half of the year the chatbot has been continually revised and improved in relation to conversation scenarios and enquiry responses, in light of the many changes to operational services. Daily analysis of chat and enquiry types, and of conversations that could be completed due to misunderstanding by the chat logic, have enabled targeted improvements and revisions to be made.</p> <p>During Quarter 2, the team have successfully designed, developed and deployed the first new service (free waste bag ordering) without the support of Microsoft. This, along with a major upgrade affecting a number of elements of the chatbot architecture have been a successful test of knowledge transfer provided by the product suppliers.</p> <p>A proof of concept Alexa skill has been developed and</p>	G	G		

			<p>successfully demonstrated, this is now proceeding to more vigorous user testing and rework.</p> <p>The development of the Agile Working Strategy will be pushed back to later in the financial year, however, the operational principles of agile working are being developed due to the ongoing response to the Covid-19 pandemic.</p> <p>Work has progressed rapidly in relation to agile working during the first half of the year due to the Covid-19 pandemic. Approximately 500 new laptop and tablet type devices were procured to increase the number of mobile enabled users who can work from home or an alternate location. 5500 users were converted to use of Microsoft Teams instead of Skype in a matter of three weeks along with the conversion of approx. 500 PCs to allow usage from home via a user's home broadband.</p> <p>The volume of Direct Access remote access solution users increased by over 600% during the pandemic period when staff who were able to work predominantly from home.</p>				
Establish Cardiff as a Smart City, where digital technologies and data are seamlessly used to enhance the lives of people, by adopting the new Smart City roadmap by September 2021.	Cllr Chris Weaver	Resources	<p>The feedback from the stakeholder groups has been received and we are going to be finalising the smart city roadmap shortly. There has been a slight delay on completing the final version due to other work commitments. However, it will be finished at the beginning of quarter 3 - ready for approval.</p>	G	A		