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To: Members of the County Council

Date: 5 October 2022

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Dear Councillor

You are invited to attend a meeting of the **COUNTY COUNCIL** to be held at **10.00 am** on **TUESDAY, 11 OCTOBER 2022** in **THE COUNCIL CHAMBER, COUNTY HALL, RUTHIN AND VIA VIDEO CONFERENCE**.

Yours sincerely

G Williams
Monitoring Officer

AGENDA

PART 1 - THE PRESS AND PUBLIC ARE INVITED TO ATTEND THIS PART OF THE MEETING

1 APOLOGIES

2 DECLARATIONS OF INTEREST (Pages 5 - 6)

Members to declare any personal or prejudicial interests in any business identified to be considered at this meeting.

3 URGENT MATTERS AS AGREED BY THE CHAIR

Notice of items which, in the opinion of the Chair, should be considered at the meeting as a matter of urgency pursuant to Section 100B(4) of the Local Government Act, 1972.

4 MINUTES (Pages 7 - 14)

To receive the minutes of the meeting of County Council held on 19 July 2022 (copy attached).

5 DENBIGHSHIRE COUNTY COUNCIL'S CORPORATE PLAN 2022 - 2027
(Pages 15 - 58)

To receive a report by the Joint Interim Head of Business Improvement and Modernisation (copy attached) to approve the final draft of the Corporate Plan 2022 – 2027.

6 APPOINTMENT OF CHAIR OF THE DEMOCRATIC SERVICES COMMITTEE (Pages 59 - 62)

To receive a report by the Democratic Services Manager (copy attached) to appoint the Chair of Democratic Services Committee.

7 APPOINTMENT OF LAY MEMBER TO THE STANDARDS COMMITTEE
(Pages 63 - 66)

To receive a report by the Deputy Monitoring Officer (copy attached) to appoint for one year term of office, a Lay Member to the Councils' Standards Committee.

8 COUNTY COUNCIL FORWARD WORK PROGRAMME (Pages 67 - 72)

To consider the Council's forward work programme (copy attached).

MEMBERSHIP

Councillors

Councillor Arwel Roberts (Chair)	Councillor Pete Prendergast (Vice-Chair)
Brian Blakeley	Delyth Jones
Joan Butterfield	Paul Keddie
Jeanette Chamberlain-Jones	Diane King
Ellie Chard	Geraint Lloyd-Williams
Kelly Clewett	Julie Matthews
Ann Davies	Jason McLellan
Karen Edwards	Barry Mellor
Pauline Edwards	Terry Mendies
Gwyneth Ellis	Raj Metri
James Elson	Win Mullen-James
Chris Evans	Merfyn Parry
Hugh Evans	Gareth Sandilands
Justine Evans	Peter Scott
Bobby Feeley	Rhys Thomas
Gill German	Andrea Tomlin
Jon Harland	Michelle Walker
Elen Heaton	Cheryl Williams
Huw Hilditch-Roberts	David Williams
Martyn Hogg	Elfed Williams

Carol Holliday
Alan Hughes
Hugh Irving
Alan James

Eryl Williams
Huw Williams
Emrys Wynne
Mark Young

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Code of Conduct for Members

DISCLOSURE AND REGISTRATION OF INTERESTS

I, (name)

a *member/co-opted member of
(*please delete as appropriate)

Denbighshire County Council

CONFIRM that I have declared a ***personal / personal and prejudicial** interest not previously declared in accordance with the provisions of Part III of the Council's Code of Conduct for Members, in respect of the following:-
(*please delete as appropriate)

Date of Disclosure:

Committee (*please specify*):

Agenda Item No.

Subject Matter:

Nature of Interest:

(See the note below)*

Signed

Date

*Note: Please provide sufficient detail e.g. 'I am the owner of land adjacent to the application for planning permission made by Mr Jones', or 'My husband / wife is an employee of the company which has made an application for financial assistance'.

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Agenda Item 4

COUNTY COUNCIL

Minutes of a meeting of the County Council held in Council Chamber, County Hall, Ruthin and by video conference on Tuesday, 19 July 2022 at 10.00 am.

PRESENT

Councillors Brian Blakeley, Joan Butterfield, Kelly Clewett, Ann Davies, Karen Edwards, Pauline Edwards, Gwyneth Ellis, James Elson, Chris Evans, Justine Evans, Bobby Feeley, Gill German, Jon Harland, Elen Heaton, Huw Hilditch-Roberts, Martyn Hogg, Carol Holliday, Alan Hughes, Hugh Irving, Alan James, Delyth Jones, Paul Keddie, Diane King, Geraint Lloyd-Williams, Julie Matthews, Jason McLellan, Barry Mellor, Terry Mendies, Win Mullen-James, Merfyn Parry, Pete Prendergast (Vice-Chair), Gareth Sandilands, Peter Scott, Rhys Thomas, Andrea Tomlin, Michelle Walker, Cheryl Williams, David Williams, Elfed Williams, Huw Williams, Emrys Wynne and Mark Young

ALSO PRESENT

Chief Executive (GB); Head of Legal, HR and Democratic Services (GW); Steve Gadd, Head of Finance and Property Services (SG); Tony Ward, Head of Highways and Environmental Services (TW); Head of Children Services (RM); Principal Manager – Support Services (AL); Joint Acting Head of Business Improvement and Modernisation (NK); Strategic Planning and Performance Team Leader (IMcG); Pay and Reward Specialist (SV); Democratic Services Manager (SP); Scrutiny Co-ordinator (RE); Zoom Host (RT-J) and Committee Administrator (SLW)

1 APOLOGIES

Apologies for absence were received from Councillor Jeanette Chamberlain-Jones, Councillor Ellie Chard, Councillor Hugh Evans, Councillor Raj Metri and Councillor Arwel Roberts

Apologies for absence were also received from the HR Manager, Louise Dougal.

2 DECLARATIONS OF INTEREST

Councillor Cheryl Williams declared a personal interest in Item 5 (Council Performance Self-Assessment 2021-2022) as she was on the SARTH waiting list.

3 URGENT MATTERS AS AGREED BY THE CHAIR

None.

4 MINUTES

The minutes of Full Council held on 5 July 2022 were submitted.

RESOLVED that the minutes of Full Council held on 5 July 2022 be confirmed as a correct record.

5 COUNCIL PERFORMANCE SELF-ASSESSMENT 2021 TO 2022

At this juncture, Councillor Cheryl Williams declared a personal interest in this item as she was on the SARTH waiting list.

The Lead Member for Finance, Performance and Strategic Assets, Councillor Gwyneth Ellis, introduced the report (previously circulated).

The Joint Acting Head of Business Improvement and Modernisation, Nicola Kneale, and the Strategic Planning and Performance Team Leader, Iolo McGregor, summarised the report to provide the end of year analysis of progress and challenges with the key performance objectives and in each of the seven areas of governance. The report also provided narrative on council activity in support of Equality and Diversity.

The report was the first statutorily required document written in response to the Local Government and Elections (Wales) Act 2021, which required the council to produce a Self-Assessment of its performance against its functions. The report also responded to the council's duty around equality monitoring (under the Equality Act 2010 and Wales Measure 2011, which included the Socio Economic Duty), and the Well-being of Future Generations (Wales) Act 2015.

Within the report, 3 documents had been presented:

Appendix 1 – presented the Executive Summary, which sought to draw out the highlights of the council's performance against the objectives. The document also contained the seven governance areas together with the challenges faced and areas for improvement.

Appendix 2 – Quarterly Performance Update Report, which was the process for ongoing self-assessment.

Appendix 3 – a report to summarise the performance of the Corporate Plan 2017 to 2022 now it had reached its final year.

The Performance Objectives within the Corporate Plan 2017-2022 were:

- Housing
- Connected Communities
- Resilient Communities
- Environment, and
- Young People.

The Governance Functions which were statutory requirements were:

- Corporate Planning
- Financial Planning

- Performance Management
- Risk Management
- Workforce Planning
- Assets, and
- Procurement.

During discussions the following points were raised:

- The Chief Executive confirmed that to maintain the challenge going forward, it would be a team approach. SLT, Officers and Members were working together to present a new Corporate Plan in October. Regular update reports were submitted at Scrutiny, Cabinet and Full Council to ensure consistency in communication.
- Surveys – it was confirmed that during the previous council, residents survey had been carried out on a bi-annual basis. The survey was to ascertain how the council were performing against the priorities. Going forward, surveys would be carried out by mail drops, electronic surveys, and paper copies to be made available in libraries and reception points. The Local Government and Elections Act put a statutory duty on the council to survey residents annually together with other stakeholders. The next survey was to be produced in October/November which would give members the opportunity to encourage residents to complete.
- The issue of problems recruiting and retaining care staff was raised. It was confirmed that the issue was not just within Denbighshire but was nationwide. A Project Team had been established recently and had held a job fair to promote health and social care as a career.

PROPOSED by Councillor Gareth Sandilands, SECONDED by Councillor Cheryl Williams.

RESOLVED that Council approve the Performance Self-Assessment 2021 to 2022.

6 PAY POLICY STATEMENT

The Head of Legal, HR and Democratic Services introduced the Pay Policy Statement 2022/23 (previously circulated) as the HR Manager, Louise Dougal, was unable to attend the meeting.

The Localism Act 2011 required local authorities to prepare pay policy statements. These statements must articulate an authority's own policies towards a range of issues relating to the pay of its workforce particularly its senior staff (or "chief officers") and its lowest paid employees. Pay Policy Statements had to be approved by the Council on an annual basis, and published on the relevant website.

The Pay Policy had been updated with the 2021/22 Pay Award as the 2022/23 was yet to be agreed.

It was confirmed that the pay points were set nationally and the council had its own pay and grading structure which had grades within the pay spine. The grades were determined by job evaluations which had a set of criteria and awarded points to jobs for the different requirements of the job. The points total equated to a grade on

the national pay spine. The job evaluation scheme was effectively the way the council ensured that pay was approached equally in terms of equalities. Trade Union representatives were involved in the Panel for evaluation of posts.

In terms of increases in pay on an annual basis, those were negotiated nationally through the Joint Negotiating Council and the Council's policy was that they abide by and honour any nationally agreed pay award.

In respect of Chief Officers the council set up a Senior Leadership Remuneration Panel which was a politically balanced body, and they reviewed the senior leadership pay structure in 2016. Thereafter, they reviewed the pay structure annually to see whether or not it is still appropriate. The Senior Leadership Remuneration Panel did not make decisions, they made recommendations and any changes had to be presented at Full Council.

PROPOSED by Councillor Brian Blakeley, SECONDED by Councillor Huw Williams.

RESOLVED that Council agree the recommendation from the Senior Leadership Remuneration Panel to the changes to the Pay Policy for 2022/23 (copy in Appendix A)

7 ANNUAL REPORT OF THE COUNCIL'S SCRUTINY COMMITTEES 2021/2022

Councillor Hugh Irving presented the Annual Report of the Council's Scrutiny Committees 2021/2022 (previously circulated) on their activities during 2021/22.

The Annual Report was to comply with Section 7.4.4. of the Council's Constitution which stipulated that Scrutiny Committees must report annually to Full Council on their work and make recommendations for future work programmes and amended working methods if appropriate.

Scrutiny Request Forms were submitted from members, officers and members of the public and presented to the Scrutiny Chairs and Vice-Chairs Group who applied the criteria to determine whether the item merited scrutiny.

The report outlined Scrutiny's important role in relation to supporting the Council's work to deliver its corporate priorities and Corporate Plan, including its regular monitoring of the Plan's delivery.

The report also summarised:-

- The conclusions of the review undertaken following the only call-in of a Cabinet decision during the year;
- The work undertaken by a number of Scrutiny Task and Finish / Working Groups which reported to Scrutiny;
- The types of additional work undertaken by Scrutiny members.

Engaging with the public and encouraging residents to interact with Scrutiny continue to be a challenge. A positive was students from Ysgol Dinas Bran approached Scrutiny and requested to participate in the discussion on eradicating

the use of single use plastics in the school meals service. Scrutiny then conveyed the students' concerns and observations to Cabinet.

Families of Service Users also contributed to discussions on potential options for re-opening the Meifod work opportunities service for people with learning disabilities following the pandemic and had proved to be extremely positive.

Councillor Irving and other members expressed their gratitude to the Scrutiny Co-ordinator, Rhian Evans, for her support and hard work throughout the year.

PROPOSED by Councillor Hugh Irving, SECONDED by Councillor Alan James.

A vote took place and it was unanimously agreed to approve the report.

RESOLVED that Full Council considered and approved the Annual Report of the Scrutiny Committees for 2021/22

8 COMMITTEE TIMETABLE 2023

The Democratic Services Manager, Steve Price, introduced the report (previously circulated) to enable members to approve the draft Committee Timetable for 2023.

It was necessary for the Council to approve a timetable for 2023 to enable meeting arrangements and resources to be confirmed, to publicise the timetable and to populate the Members' diaries.

The Democratic Services Manager expressed his thanks to Kath Jones, Senior Committee Officer, for preparing the schedule and liaising with officers, as it had required extremely careful organisation.

The timings of meetings was raised as it was felt that meetings held during the day were at a detriment to working members as some employers were reticent to release staff to attend meetings.

The Democratic Services Manager confirmed a survey would be circulated to all members at the end of August. There would be a 3-4 week consultation with members and a report would be added to the forward work programme at a future meeting.

PROPOSED by Councillor Mark Young, SECONDED by Councillor Alan James.

RESOLVED that, subject to the above, Council approves the Committee Timetable for 2023 as attached in Appendix 1.

9 APPOINTMENT OF CHAIR AND MEMBER TO THE DEMOCRATIC SERVICES COMMITTEE

The Democratic Services Manager, Steve Price, introduced the report (previously circulated) to enable Council to appoint elected members to the Democratic Services Committee and appoint the Committee's Chair.

Council considered the membership requirements of the Democratic Services Committee during its Annual Meeting in May. At that time the political membership details were not complete and therefore it was agreed to return to Council at a later date to confirm the appointments to the Democratic Services Committee.

Section 11 of the Local Government (Wales) Measure 2011 required the Council to appoint a Democratic Services Committee.

Under the Measure, there could be no more than one member of the Cabinet on the Committee (who could not be the Leader) but Council in May 2012 made the decision membership be 11 councillors and not include a Cabinet member.

Nominations for the position of Chair of Democratic Services Committee was sought.

Councillor Jon Harland nominated Councillor Hugh Evans to be Chair of Democratic Services Committee, seconded by Councillor Karen Edwards.

There were currently 5 vacant seats. Of those, the Labour Group were entitled to appoint 4 members and the Plaid Cymru Group 1 member.

At this juncture, Councillor Elfed Williams confirmed he would take the vacant seat for the Plaid Cymru Group.

It was stated that if the vacant Labour seats could not be nominated today, Council approve the members already nominated in paragraph 4.4 and delegate authority to the Labour Group Leader to nominate members outside the meeting.

RESOLVED that Council approves the members of the Democratic Services Committee that have been nominated and identified in the report and delegates authority to the leader of the Labour Group to provide the final names for the seats available to that Group on the Committee.

10 APPOINTMENT OF A MEMBER TO THE NORTH WALES POLICE AND CRIME PANEL

The Democratic Services Manager, Steve Price, introduced the report (previously circulated) to confirm the appointment of an elected member to the North Wales Police and Crime Panel.

Each of the six local authorities in North Wales was able to nominate a member or members to sit on the Panel. The allocation of seats to each authority was based on the political balance and population distributions across North Wales as a whole. The d'hondt methodology was used to identify the number of seats each local authority was allocated and to which political group or groups they applied.

Based on population, Conwy, Flintshire, Gwynedd and Wrexham appointed 2 members each whilst Denbighshire and Anglesey appointed 1 member each. The

size of the main political groupings across the councils in North Wales determined how many seats each group or grouping was entitled to take.

The results of the local government elections in May led to Denbighshire's seat being allocated to the Labour Group.

Councillor Diane King nominated Councillor Pete Prendergast, seconded by Councillor Brian Blakeley.

There being no further nominations, it was:

RESOLVED that Council appoints Councillor Pete Prendergast to the North Wales Police and Crime Panel for the term of this Council or until a new appointment is made.

11 DENBIGHSHIRE LEISURE LIMITED - APPOINTMENT OF DIRECTORS

The Leader, Councillor Jason McLellan introduced the report (previously circulated to brief members as to the composition of the Board of Directors of Denbighshire Leisure Limited and to appoint new directors following the local government elections.

The two positions on the Board to be filled by Lead Members were vacant as their directorship ceased when they ceased to hold those roles following the election. The Lead Member roles set out in the report reflected the fact that the relevant Lead Members held the Leisure portfolio and the Education portfolio. Therefore, Councillors Rhys Thomas and Gill German were proposed as Members of the Board of Directors.

PROPOSED by Councillor Mark Young, **SECONDED** by Councillor Cheryl Williams.

There was one other position to be filled on the Board by an elected member who was not a member of the Cabinet. The position was currently filled by Cllr Peter Prendergast. Council was asked to confirm the appointment of a non-Cabinet member to this position.

Councillor Jason McLellan nominated Councillor Peter Prendergast, seconded by Councillor Barry Mellor.

Councillor Mark Young nominated Councillor Huw Hilditch-Roberts, seconded by Councillor Andrea Tomlin.

A vote took place and the results were as follows –

Councillor Peter Prendergast – 23

Councillor Huw Hilditch-Roberts – 16

Therefore, it was:

RESOLVED that -

- *Council appoint Cllr Gill German, Lead Member for Education, Children and Families, and Cllr Rhys Thomas, Lead Member for Housing and Communities to be Directors of Denbighshire Leisure Ltd*
- *Council confirms the appointment of a non-Cabinet Member, Councillor Peter Prendergast, as a Director of Denbighshire Leisure Ltd.*

12 APPOINTMENT OF TOWN, CITY AND COMMUNITY COUNCIL REPRESENTATIVE TO STANDARDS COMMITTEE

The Monitoring Officer, Gary Williams, introduced the report (previously circulated) for Council to appoint a Town, City and Community Council representative to Standards Committee.

On 24th May 2022 Council agreed that officers should consult Town, City and Community Councils on the re-appointment of Cllr Gordon Hughes to serve as a Town, City and Community Council representative on the Council's Standards Committee for a second term.

Town, City and Community Councils were contacted and asked for their view regarding the re-appointment of Cllr Hughes. All of the responses received were supportive of Cllr Hughes' re-appointment.

PROPOSED by Councillor Gwyneth Ellis, SECONDED by Councillor Alan James.

RESOLVED that the Council appoints Cllr Gordon Hughes of Corwen Town Council to be the Town, City and Community Council representative on Standards Committee for a second and final term.

13 COUNTY COUNCIL FORWARD WORK PROGRAMME

The Head of Legal, HR and Democratic Services introduced the Council Forward Work Programme together with the Council Workshop Forward Work Programme (previously circulated).

It was confirmed that the result of the Councillors Survey for timings of meetings would be presented at the October 2022 meeting.

RESOLVED that, subject to the above, the Council and Council Workshop Forward Work Programme be approved and noted.

THE MEETING CONCLUDED AT 11.55 A.M.



Report to	County Council
Date of meeting	11 October 2022
Lead Member / Officer	Cllr Julie Matthews, Lead Member for Corporate Strategy, Policy & Equalities / Nicola Kneale, Joint Interim Head of Business Improvement & Modernisation
Report author	Nicola Kneale, Joint Interim Head of Business Improvement & Modernisation
Title	Denbighshire County Council's Corporate Plan 2022-27

1. What is the report about?

- 1.1. Denbighshire County Council's Corporate Plan 2022-27

2. What is the reason for making this report?

- 2.1. A decision is required to adopt a set of Well-being, Equality, and Organisational Improvement objectives for the Council, which we have amalgamated into one key strategic document: a Corporate Plan that outlines a vision for Council to work towards over the next five years.

3. What are the Recommendations?

- 3.1. That Council confirms that it has read, understood and taken account of the Well-being Impact Assessment (Appendix B) as part of its consideration.

- 3.2. It is recommended that, subject to any agreed changes, Members approve the final draft of the Corporate Plan 2022-2027 to enable the document to be translated and published.

4. Report Details

- 4.1 It is a statutory requirement that Local Authorities publish Well-being Objectives, Equality Objectives, and identify areas for Organisational Improvement. Denbighshire's Corporate Plan 2022-27 serves all of these functions, and it's a vital document for a number of additional reasons:
- a. Agreeing and articulating our vision and ambition in this way helps us achieve consensus and communicate with our residents, partners, and regulators;
 - b. The corporate leadership that ensues as a result of having a Corporate Plan enables us to tackle cross-cutting and complex goals, e.g. address deprivation.
- 4.2 The key pledges we've committed to achieve in this plan are organised by themes. They are important because they either:
- a. Require significant capital / revenue funding, e.g. roads and new schools (but not everything requires extra funding);
 - b. Require significant cultural / organisational change, e.g. to become a Denbighshire of Thriving Welsh Language and Culture, and/or
 - c. Will impact across the whole county, e.g. establishment of an electric vehicle charging infrastructure.
- 4.3 Our Well-being and Equality Objectives outline where we want to see change and/or improvement for our communities in the next five years. They don't cover everything that we do that is important. Statutory obligations and every day, important business as usual is captured and monitored according to the services that lead on them via service business plans.
- 4.4 The priorities outlined in this Corporate Plan have been arrived at via a thorough and clear process of evidence-gathering and analysis ([Well-being Assessment](#)) and in-depth consultation with our communities (County Conversation).

5. How does the decision contribute to the Corporate Priorities?

- 5.1. This decision will set the strategic direction of the Council for 2022-2027.

6. What will it cost and how will it affect other services?

- 6.1. Adoption of this Plan will have a broad impact both in terms of enabling governance, oversight of delivery against these goals and also – in practical terms – it will affect goals we've set ourselves in terms of carbon reduction, etc.
- 6.2. In terms of governance, this Plan will influence the forthcoming SLT restructure, as Council ensures it is structured and resourced to deliver against its objectives. This will be communicated and consulted on in due course.
- 6.3. Practical details of any service developments or projects listed under this Plan will be developed, consulted on, and impact assessed as they progress.

7. What are the main conclusions of the Well-being Impact Assessment?

- We will need to work with businesses, farmers and Trade Unions more closely, and link into regional work via the North Wales Economic Ambition Board.
- There is the potential to maximise skills development around low carbon housing in particular. However, women and people with protected characteristics and people experiencing socio-economic disadvantage are less likely to benefit from opportunities from the green sector.
- There may be some pledges that result in increased carbon emissions in the development stages.
- We may need to adjust our thinking around climate risk resilience to include resilience to hotter, drier summers.
- Wildflower meadows remain contentious with some residents regarding them as an eyesore. The new plan could take the opportunity to bring people along with the climate and ecological change programme.
- Topics such as mental well-being should be kept under review as we continue to emerge from the pandemic, but move into a space with increased stresses around cost of living.
- There is some discussion about how experiences of Covid-19 will have exacerbated inequality – although the consequences are not yet fully understood. Perhaps the plan could more explicitly reference these, particularly in relation to the health, learning and growing and fairer, more equal themes.
- The well-being assessment specifically highlighted disabled people as having poorer wellbeing, with critical links between housing and employment.

- Some of the pledges may not be able to partly, let alone, fully alleviate poverty and disadvantage.
- Some interventions will need to be targeted to be effective. There is no specific geographic area of focus at present, although one will likely emerge as specific pledges are developed.
- There is some discussion about how experiences of Covid-19 will have exacerbated inequality, which can cause certain individuals to be more at risk – although the consequences are not yet fully understood.
- To what extent does the plan aim to contribute to the longer term resilience of rural areas together with opportunities to develop and safeguard vital rural assets?
- We may need to pay more attention to the rural economy and the importance of agriculture to culture. The council may need to be 'refocussed' in some way to deliver cultural regeneration in a cohesive way - the review of the new senior leadership team structure could address this.
- We will need to work seamlessly with partners and Welsh Government to support small and medium sized businesses to ensure they are prepared and well-positioned for changes to procurement.

Individual pledges identified within the Corporate Plan, where they warrant new or additional activity, should be individually impact assessed as they are developed.

It is also important to note that our level of influence and control varies across some of the pledges and this will affect our ability to bring about positive impacts in some areas. For example, digital infrastructure.

8. What consultations have been carried out with Scrutiny and others?

- 8.1. There has been a busy programme of consultation associated with the development of this Plan.
- 8.2. All stakeholders (i.e. the public, staff, partners and Members) have been invited to participate in the County Conversation, which has had 3 phases.
 - The first was in-depth in nature, asking open questions and encouraging long-term thinking to enable the collection of deep insight and the collection of qualitative data feeding into the Well-being Assessment. This was

conducted over summer 2021 via a series of virtual workshops and the provision of electronic and hard copy questionnaires. The approach was sound but has proved challenging in the midst of the Covid-19 pandemic, in common with the rest of Wales. Over 300 people engaged at this stage.

- Phase 2 of the County Conversation launched in January 2022 after Cabinet and SLT had reviewed the Well-being Assessment and developed a draft Plan. The purpose of this round of consultation was to share the draft Plan and invite feedback. 383 people provided feedback at this stage via an online survey that launched in January 2022; and online workshops for DCC staff focusing on each individual theme. The staff workshops were well attended and held towards the end of April and throughout May 2022.
- Phase 3 is the most recent round of activity, which is an online survey that launched in late July after the new Cabinet presented its updated Plan to Council. Again, the purpose of this round of engagement has been to inform all stakeholders of the Plan's content and invite feedback.

8.3 There has been a full timetable of working with Cabinet, SLT and Council as this has Plan has been developed, as follows:

Date	Forum	Purpose
30 Nov 2021	Cabinet & SLT workshop	To review the statutory Well-being Assessment and draft a Corporate Plan
19 January 2022	Council Briefing on draft Corporate Plan	To inform Council of the draft Plan, provide a rationale, and launch County Conversation Phase 2
27 June 2022	Cabinet workshop on the Corporate Plan	For new Cabinet to review the Well-being

		Assessment, draft its own Plan, and cross-reference content from previous iteration
6 July 2022	Cabinet & SLT workshop on Corporate Plan	For Cabinet to present its draft Plan to SLT
12 July 2022	Full Council & SLT session on the Corporate Plan	To share the draft Plan with Council, explain the rationale behind it, and to invite discussion and comment in small groups
September 2022	Lead Member and Joint Interim Head of BIM sessions with political groups	To engage with political group members on the refined version of the Plan ahead of its going to Council for ratification

9. Chief Finance Officer Statement

The proposed new Corporate Plan is very ambitious and will need a large amount of financial resources to succeed in full. However, it should be noted that most of activities have already started and have resources identified in order to help them be achieved. Examples of large commitments include the investment in flooding schemes, school buildings, zero carbon target and highways. Since the last Corporate Plan a robust Budget Process has been established which along with a proposed new capital budget process, will ensure that services can put forward requests for further funding as part of the annual budget process. This will help prevent funds being allocated before need and help with prioritisation across the Council. It should also be noted, however, that

the Council is entering a very uncertain financial environment due to inflationary and demand pressures far exceeding the projected level of funding. This may impact the availability of funding and flexibility going forward.

10. What risks are there and is there anything we can do to reduce them?

- 10.1. There is a risk that Denbighshire can't deliver all that is in this Plan, due to limited resources and/or issues that emerge and eclipse some of these pledges. This Plan should therefore be seen as a statement of intent (albeit firm intent at present). Performance against it will be managed via strong governance and reported on at quarterly intervals via Cabinet and Performance Scrutiny. Any alterations to the pledges contained here will be documented via those reports and committee discussions, ensuring there is a full audit trail behind any changes.
- 10.2. There is a risk that with this Plan being Council-owned but Cabinet-led non-Cabinet Members may feel less able to influence the pace and focus of its delivery. The transparency in reporting, and ability for non-Cabinet Members to ask questions at Cabinet enables all Members to have oversight of progress and scope. Members are encouraged to use those performance reports to identify areas for further scrutiny, and request further topic-based analysis as they see fit.

11. Power to make the decision

- 11.1. Well-being of Future Generations Act (Wales) 2015
- 11.2. Equality Act 2010
- 11.3. Local Government & Elections Act (Wales) 2021

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Theme 1: A Denbighshire of quality housing that meets people's needs

What we want

Ensure sufficient good quality housing is available, meeting the needs of all Denbighshire residents.

What we aim to do:

1. Ensure that there is quality housing that meets the needs of vulnerable people, assisting them to lead independent lives in appropriate accommodation for as long as possible.
2. Prevent homelessness, and ensure that any instances of it are rare, brief, and unrepeatable. This includes young care leavers.*
3. Upgrade the council housing stock to ensure it is:
 - Safe, secure, and well-maintained.
 - Where possible, suitable for the needs of residents, for example, those with disabilities.*
 - Energy efficient and well-insulated.
4. Signpost residents to opportunities to improve the efficiency of their homes.
5. Deliver more homes to meet local need and demand, including:
 - 300 affordable homes subject to the availability of Welsh Government funding
 - 35 specialist homes through Extra Care Schemes.
 - 170 council homes subject to the availability of Welsh Government funding
 - Working to minimise the number of empty homes in Denbighshire
 - Exploring how we can protect housing through new Welsh Government legislation to regulate the impact of second homes.

6. Ensure that our residents are informed about available housing options and routes to housing, seeking also to reduce the Single Access Route To Housing (SARTH) waiting list. This includes engaging with those already living in council houses, and those on low incomes.

*Equality Objectives.

DRAFT

Theme 2: A prosperous Denbighshire

What we want

Support economic recovery, capitalising on opportunities to enable residents to access decent employment and income. We want to use economic growth as a driver to reduce inequality and poverty.

What we aim to do:

1. Work collaboratively with communities and partners to deliver projects and initiatives that will stimulate economic growth, including:
 - Working with Ambition North Wales on North Wales Growth Deal projects.
 - The Welsh Government's Transforming Towns Programme.
 - The UK Government's Levelling Up Fund.
 - The new Queen's Market in Rhyl, that will provide employment and a mixed-use hall offering artisan eateries, retail and events space.
 - The former North Wales Hospital in Denbigh, which will provide construction jobs and apprenticeship opportunities during the construction phase, and homes and community facilities in the long-run.
2. Develop an economic strategy that will:
 - Grow Denbighshire's green economy.
 - Support rural businesses.
 - Regenerate town centres.
 - Enhance our tourism offer.
3. Provide advice and support that will:
 - Enable strong business growth and economic development.
 - Support the growth of the local social economy, including community businesses, cooperatives and social enterprises.
 - Secure local community benefits through our procurement and social partnerships.

Theme 3: A healthier and happier, caring Denbighshire

What we want

Promote the safety, resilience and well-being of people of all ages, using strong community networks that enable people to live safely, happily, independently, and receive support when needed.

What we aim to do:

1. Ensure that the council's social care offer is of a high standard, which includes:
 - Promoting a strong culture of safeguarding vulnerable children, young people and adults in the county.
 - Providing the best possible care and support through our Corporate Parenting role.
 - Supporting those with additional learning or complex needs.
 - Working with partners to enhance support and respite for carers. This includes carers of all ages.
 - Continue to work towards being a Dementia Friendly Organisation.*
 - Work with the Welsh Government to contribute to the provision of a high-quality national care service.
2. Support the well-being, mental-health and resilience of individuals within communities by:
 - Ensuring access to the right information, advice and assistance through our Single Point of Access (SPoA), Community Navigator, and Library Services.
 - Encouraging communities to be age-friendly, intergenerational and inclusive, reducing isolation and loneliness.*
 - Supporting local sports facilities to bring people together.

*Equality Objectives.

Theme 4: A learning and growing Denbighshire

What we want

Support the provision of quality learning and training that enables people of all ages to fulfil their potential, both personally and professionally.

What we aim to do:

1. Promote the learning and development of our children and young people by:
 - Enhancing the help and advice available to parents.
 - Supporting early years child development.
 - Working with schools and GwE, our school improvement partner, to support high standards of education provision that removes barriers to learning and leads to good attainment.
 - Supporting Schools to deliver against new standards, such as the Welsh in Education Strategic Plan, the New curriculum for Wales, and the Additional Learning Needs code.*
 - Providing high quality buildings and facilities, working in partnership with Welsh Government's Sustainable Communities for Learning Programme.
2. Support schools to transition to being Community-Focussed Schools, providing a range of services and activities to help meet the needs of pupils, their families, and the wider community.
3. Work with partners (including colleges and universities) to ensure that people of all ages, including those who are vulnerable or in our care, are resilient and prepared for employment, further education, or training, supported by:
 - The right opportunities for work.
 - Access to quality volunteering, work experience and apprenticeship opportunities.*
 - Personal and professional learning (e.g. life skills or 'green skills').
 - A strong extra-curricular offer available to young people through our Youth Service provision.

*Equality Objectives.

Theme 5: A better connected Denbighshire

What we want

Denbighshire will be a place of thriving, cohesive and connected communities. This will mean having good road infrastructure and transport links, better digital connectivity, and social infrastructure to support personal and community well-being.

What we aim to do:

1. Maintain a quality road network, including:
 - £20m in resurfacing projects by 2027.
 - Replace Llanerch Bridge, in partnership with Welsh Government.
2. Working through the regional body, and within the context of the Wales Transport Strategy, we will enable people to access education, employment, services and activities by:
 - Improve transport services in Denbighshire's communities.
 - Developing a Sustainable Transport Plan, that makes travel and tourism within our county 'greener', including new Active Travel routes that encourage walking and cycling within and between communities.
3. Support our county's green infrastructure by:
 - Developing and installing a public network of electric vehicle charging points.
 - Exploring ways in which the council can encourage new housing developments to allow for electric vehicle charging and green spaces.
4. Support communities with improved digital networks and skills, this includes:
 - Helping residents to understand options and solutions for improved internet connectivity, including through Fibre Community Partnerships.
 - Through our libraries, and in partnership with Cwmpass, offer skills development and quality facilities that support digitally safe and inclusive communities.
5. Promote personal and community well-being by:

- Supporting volunteering and projects from grassroots organisations to develop community and personal skills in local places.
- Investing in capacity building and support for community groups.
- Developing community engagement schemes to support community involvement and decision-making in local regeneration.

*Equality Objectives.

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Theme 6: A greener Denbighshire

What we want

Become a Net Zero Carbon organisation by 2030, and enhance, preserve and improve our natural assets to support biodiversity. We must also mitigate and work with communities to cope with the impacts of climate change.

What we aim to do:

1. Deliver our Climate and Ecological Change Strategy to become a net carbon zero and ecologically positive council by 2030, including:
 - Increasing renewable energy capacity in buildings the council owns and operates.
 - Reducing carbon emissions from our supply chains.
 - Offsetting carbon emissions through tree planting and other measures.
 - Grow the amount of habitat available for pollinators and wildlife.
 - Increasing new native wildflower meadows across the county.
2. Improve recycling rates and reduce waste by:
 - Implementing a new waste service.
 - Reducing the use of single use plastics in schools.
3. Support communities to mitigate and cope with the impacts of climate change by:
 - Increasing allotments and community food growing opportunities.
 - Delivering schemes to reduce coastal and in-land flood risk. This includes support for the management of land adjacent to waterways.
 - Encouraging the management of moorland to reduce the risk of wildfires, working with landowners, farmers, communities and statutory bodies.

Theme 7: A fairer, safe, and more equal Denbighshire

What we want

Address deprivation faced by our communities, reducing inequality, and promoting diversity and community cohesion.

What we aim to do:

1. Foster community cohesion by ensuring people are protected from harm, abuse and exploitation. This includes:
 - Working to reduce domestic abuse.*
 - Tackling anti-social behaviour.
 - Participating in the Welsh Government's Community Cohesion Programme.*
 - Promoting our Zero Racism Pledge.*
 - Taking action against hate crime, such as against those with a disability, or because of race or sexual orientation.*
2. Reduce inequalities by:
 - Ensuring that the experiences of people from diverse backgrounds, seldom heard groups, and those at a socio-economic disadvantage are heard and inform decision making.*
 - Improving the well-being of children from low income and disadvantaged families. This includes reducing the attainment gap of children and young people through Equity in Education and the Price of Pupil Poverty project.*
 - Encouraging broad participation in services delivered by libraries, arts, culture and heritage sectors.*
3. Alleviate poverty by:
 - Expanding our free school meals offer to all primary school pupils, in partnership with the Welsh Government.
 - Developing a food waste strategy for the county with our partners.
 - Working with our partners to provide information, advice and support to those at risk of fuel poverty.

- Stimulating and supporting community groups to help individuals with cost of living pressures.
4. Continue to support and resettle refugees through the UK Global Resettlement Scheme, in support of Wales' declaration to be a Nation of Sanctuary.*

*Equality Objectives.

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Theme 8: A Denbighshire of vibrant culture and thriving Welsh language

What we want

Be a county where Welsh is a living, thriving language. The county will also maximise its rich cultural heritage and natural assets to support economic prosperity, skills development, and community cohesion.

What we aim to do:

1. Play our part in achieving one million Welsh Speakers in Wales by 2050, by delivering the Welsh Language Strategy with partners and communities. This includes:
 - Ensuring everyone can access services through the Welsh language naturally, and at all stages in their lives.
 - Supporting children and families during their early years to develop confidence in using the Welsh language.
 - Support the broader use of Welsh and the celebration of Welsh culture in the community, including workplace settings.
 - Building a culture and ethos that encourages the daily use of Welsh by elected members and council staff, providing training and social opportunities to improve their confidence in using the language.
 - Grow the services available from the Welsh Language Centre in St Asaph to benefit the wider county.
2. Develop a cultural strategy and programme of events that includes:
 - Promoting Denbighshire's rich culture and heritage.
 - Making the best use of our great natural assets, including the Area of Outstanding Natural Beauty (AONB), and the newly proposed National Park.
3. Working in partnership to deliver an improved and sustainable archive service for North Wales.

Theme 9: A well-run, high performing council

What we want

To be a council that is fair, transparent, performs well, represents value for money, and gives consistently good customer service. The council wants to be creative, brave, ambitious, outward-looking, and an excellent employer, backed by strong governance and assurance.

What we aim to do:

1. Embed a positive culture of ambition, transparency and continuous improvement by:
 - Being a ‘learning’ organisation that uses feedback and lessons-learned to drive organisational improvement.
 - Fostering a culture that welcomes fair and appropriate challenge.
 - Instilling the values of integrity, respect, unity and pride in everything that we do.
2. Be close to our communities by:
 - Improving our systems and processes so that all our customers experience reliable and consistently good customer service.
 - Improving our services through meaningful promotion, engagement and communication with the public, City, Town and Community councils, and partners.*
 - Working in partnership to support an economy that promotes fair work, justice and socially responsible public procurement, benefitting the local supply chain.*
3. Have clear performance expectations by:
 - Promoting a strong culture around performance management, and being transparent in how we are performing as a council.
 - Ensuring that we exercise our seven core governance functions effectively, and are using resources efficiently. These functions cover corporate planning, financial planning, performance management, risk management, workforce planning, assets and procurement.
 - Working constructively with our regulators and ombudsmen.

- Ensuring value for money is embedded within our organisational culture, and that decisions are balanced by considering service quality and social value.
4. Promote strong staff and elected member relations by:
- Maintaining effective governance that allows for strong decision making.
 - Working together to ensure that elected member and staff codes of conduct are met.
5. Ensure Denbighshire County Council is a good employer and is an excellent place to work by:
- Delivering and embedding the staff well-being policy.
 - Supporting training and workforce development.
 - Promoting fairness, equality and diversity.*
 - Working collaboratively to alleviate problems with recruitment and retention.

*Equality Objectives.

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Development of new Corporate Plan 2022 to 2027 (third iteration of the Well-being Assessment):

Well-being Impact Assessment Report

This report summarises the likely impact of the proposal on the social, economic, environmental and cultural well-being of Denbighshire, Wales and the world.

Assessment Number: 913

Brief description: The Strategic Planning team is responsible for the development of the council's new Corporate Plan (and also supports the development of the PSB's Well-being Plan). The expected date for the new Corporate Plan to be ratified by Council is October 2022. The development of the Corporate Plan is supported by a collaborative approach with partners across North Wales, and in particular Conwy County Borough Council. The project also contains the following work streams: engagement and consultation, needs assessment, joint priority setting. v3 was completed following our workshops with staff, Denbighshire's new Cabinet and following a joint workshop between Cabinet and SLT, during which the findings of the well-being assessment (research, including engagement) were discussed.

Date Completed: 01/08/2022 14:13:25 Version: 3

Completed by: Nicola Kneale

Responsible Service: Business Improvement & Modernisation

Localities affected by the proposal: Whole County,

Who will be affected by the proposal? Communities, businesses, visitors, public sector partners (regional and local), including children and young people and people with protected characteristics.

Was this impact assessment completed as a group? Yes

Summary and Conclusion

Before we look in detail at the contribution and impact of the proposal, it is important to consider how the proposal is applying the sustainable development principle. This means that we must act "in a manner which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs."

Score for the sustainability of the approach

3 out of 4 stars

Actual score : 30 / 36.

Summary for each Sustainable Development principle

Long term

We still need to consider how community assets can be used to support the outcomes of the draft plan. However, pledges to support growing the local social economy, including community businesses, cooperatives and social enterprises and around community benefits in procurement have been introduced since an earlier iteration of this impact assessment. We will need to settle ongoing maintenance and secure legacy of our pledges as those are developed and being delivered.

Prevention

The latest iteration of the draft Corporate Plan now includes a "Healthier and happier, caring Denbighshire" theme. Its purpose is to promote and support the safety, resilience and well-being of people of all ages. In terms of the environment, it features strongly in the new plan to reflect the programme we have in place already and also because climate change adaptation was a key feature of engagement feedback and research.

Integration

V3 now closely mirrors the seven Well-being Goals of the Well-being of Future Generations (Wales) Act. Previously, the LDP was not a core part of our thinking. However, following the completion of the well-being assessment (engagement feedback and research) housing, and building new housing,

Development of new Corporate Plan 2022 to 2027 (third iteration of the Well-being Assessment)

has emerged as a priority for our residents. There are many actions relating to the LDP in the Net Carbon Zero strategy.

Collaboration

The ongoing disruption caused by Covid-19 is resulting in a medium term focus (ie not to 2050). PSB Board members workshop took place in January 2022, to discuss the findings of the Well-being Assessment, to consider the relationship between these challenges, and the new Well-being Plan proposes a focus on poverty and deprivation ("Conwy and Denbighshire will be more equal with less deprivation"), that is in alignment with Denbighshire's draft Corporate Plan.

Involvement

We are confident we are applying all ten principles, and the commissioned work to engage seldom heard groups continues to be an important part of our approach and evidence base. Our engagement has faced challenges (social distancing, online meeting fatigue), but the quality of feedback has been excellent. Councillors have said that they see themselves as a critical in conversations with their constituents.

Summary of impact

Well-being Goals	Overall Impact
<u>A prosperous Denbighshire</u>	Positive
<u>A resilient Denbighshire</u>	Positive
<u>A healthier Denbighshire</u>	Positive
<u>A more equal Denbighshire</u>	Positive
<u>A Denbighshire of cohesive communities</u>	Positive
<u>A Denbighshire of vibrant culture and thriving Welsh language</u>	Positive

Well-being Goals	Overall Impact
<u>A globally responsible Denbighshire</u>	Positive

Main conclusions

We should continue to revisit the impact assessment on a regular basis and review our findings to inform the approach to further development engagement and consultation on the draft plan.

Engagement with seldom heard groups (serving and ex-armed forces, offenders and ex-offenders, in addition to people with protected characteristics), across the region, should continue. We should also use the impact assessment as an aide memoir, using the topics and the tooltips to inform our engagement and well-being assessment. The opportunities highlighted at the end of each sustainable development principle and each of the seven well-being goals should be noted and considered thoroughly. These are, in summary:

- We will need to work with businesses, farmers and Trade Unions more closely, and link into regional work via the North Wales Economic Ambition Board. There is the potential to maximise skills development around low carbon housing in particular. However, women and people with protected characteristics and people experiencing socio-economic disadvantage are less likely to benefit from opportunities from the green sector.
- There may be some pledges that result in increased carbon emissions in the development stages.
- We may need to adjust our thinking around climate risk resilience to include resilience to hotter, drier summers.
- Wildflower meadows remain contentious with some residents regarding them as an eyesore. The new plan could take the opportunity to bring people along with the climate and ecological change programme.
- Topics such as mental-well-being should be kept under review as we continue to emerge from the pandemic, but move into a space with increased stresses around cost of living.
- There is some discussion about how experiences of Covid-19 will have exacerbated inequality – although the consequences are not yet fully understood. Perhaps the plan could more explicitly reference these, particularly in relation to the health, learning and growing and fairer, more equal themes. The well-being assessment specifically highlighted disabled people having poorer well-being, with critical links between housing and employment.
- Some of the pledges may not be able to partly, let alone, fully alleviate poverty and disadvantage given the turbulence in the wider global economy. We need to watch for optimism bias.

Development of new Corporate Plan 2022 to 2027 (third iteration of the Well-being Assessment)

- Some interventions will need to be targeted to be effective. There is no specific geographic area of focus at present, although one will likely emerge as specific pledges are developed.
- There is some discussion about how experiences of Covid-19 will have exacerbated inequality, which can cause certain individuals to be more at risk – although the consequences are not yet fully understood.
- To what extent does the plan aim to contribute to the longer term resilience of rural areas together with opportunities to develop and safeguard vital rural assets?
- We may need to pay more attention to the rural economy and the importance of agriculture to culture. The council may need to be 'refocussed' in some way to deliver cultural regeneration in a cohesive way - the review of the new senior leadership team structure could address this.
- We will need to work seamlessly with partners and Welsh Government to support small and medium sized businesses to ensure they are prepared and well-positioned for changes to procurement.

Individual pledges identified within the Corporate Plan, where they warrant new or additional activity, should be individually impact assessed as they are developed.

It is also important to note that our level of influence and control varies across some of the pledges and this will affect our ability to bring about positive impacts in some areas. For example, digital infrastructure.

The likely impact on Denbighshire, Wales and the world.

A prosperous Denbighshire

Overall Impact

Positive

Justification for impact

We are estimating a positive impact because the draft Corporate Plan is proposing more focussed work to support a green priority and to support people to secure better work.

The Wales Centre for Public Policy has produced research on the impact of Covid-19 and Brexit on economic well-being and this is included in our well-being assessment.

Further actions required

We will need to work with businesses, farmers and Trade Unions more closely, and link into regional work via the North Wales Economic Ambition Board (NWEAB). There is the potential to maximise skills development around low carbon housing in particular, which could form part of focus of the learning theme.

Positive impacts identified:

A low carbon society

Supporting a green economy is a core part of the draft Corporate Plan. The extent of positive impacts will need to be assessed once detailed pledges are agreed and projects scoped. However, following leadership set by NWEAB should lead to positive outcomes.

Quality communications, infrastructure and transport

Active travel, roads and bridges maintenance, electric vehicle charging, public transport and broadband for rural communities feature in the draft plan.

Economic development

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Tourism, green economy, social economy, levelling up and the growth deal feature as pledges in the draft Corporate Plan.

Quality skills for the long term

Curriculum development and delivery of 21st Century Schools are proposed alongside equality objectives to address social deprivation and disadvantage faced by some people with protected characteristics. However, it is worth noting that our powers are limited. Schools are their own public bodies, and it is their governing bodies, not the local authority, that determine how the curriculum is taught in schools. Our School Improvement Arm is also delegated to GwE.

Quality jobs for the long term

The new draft 'Learning and growing Denbighshire" theme prioritises a range of pledges to support people to find decent work, including support for young people to access work experience and income-maximising opportunities for those in low paid work and education, training and employment for all young people, including those in care.

Childcare

Childcare sufficiency audits will soon be refreshed. Once published we will consider and link to its findings.

We will be delivering new enhanced childcare facilities at three sites in the term of this plan, funding pending. These are Oaktree extension; Dewi Sant and Twm o'r Nant.

Negative impacts identified:

A low carbon society

There may be some pledges that result in increased carbon emissions in the development stages. These are sometimes difficult to calculate over the life time of a building for example, but our procurement team is exploring how this can be determined alongside partners across Wales

Quality communications, infrastructure and transport

None identified at present (this should continue to be reviewed).

Economic development

None identified at present (this should continue to be reviewed).

Quality skills for the long term

There is widespread recognition, which has been highlighted in our well-being assessment, that women and people with protected characteristics and people experiencing socio-economic disadvantage are less likely to benefit from opportunities from the green sector.

Quality jobs for the long term

The draft well-being assessment still lacks up to date analysis about local jobs.

Childcare

The draft well-being assessment includes some analysis of how childcare can be a barrier for women in particular, who may disproportionately arrange and ferry children to/from providers (this could impact active travel and visibility in the workplace).

The new childcare provision cited above brings with it questions around sustainability, for carbon, and overall provision across the sector. These should be assessed in more detail within each individual well-being impact assessment.

A resilient Denbighshire

Overall Impact

Positive

Justification for impact

Denbighshire County Council declared a climate and ecological emergency and a strategy (2021-2030) to become net carbon zero and ecologically positive has been approved. Environmental well-being is a key feature of our well-being assessment and engagement feedback.

Further actions required

The Climate Change Programme will soon be able to assess the results achieved by our current effort and allocated budgets to determine the extent to which we are on track to achieve our targets in 2030.

We may need to adjust our thinking around climate risk resilience to include resilience to hotter, drier summers.

Positive impacts identified:

Biodiversity and the natural environment

The draft Corporate Plan has made a commitment to the continued delivery of the Climate and Ecological Change Strategy and Action Plan, aiming to be a net carbon zero and ecologically positive council by 2030.

Biodiversity in the built environment

The draft Corporate Plan has made a commitment to the continued delivery of the Climate and Ecological Change Strategy and Action Plan, aiming to be a net carbon zero and ecologically positive council by 2030.

The draft well-being assessment demonstrates that the planet needs flourishing eco-systems for it to survive.

Reducing waste, reusing and recycling

This is a feature of the draft Corporate Plan (reducing use of single use plastics; increasing recycling)

Reduced energy/fuel consumption

Energy efficient housing, alleviating fuel poverty, electric vehicle charging infrastructure and choosing active travel over private car feature in the draft Corporate Plan.

It is also worth noting that this was a consideration throughout our engagement and consultation. We didn't print excessive paper copies of our surveys, due to the environmental impacts. They were still available from libraries to ensure it was accessible but as a print on demand service.

People's awareness of the environment and biodiversity

From our engagement, we have found that people feel strongly about being empowered to tackle climate change, and were particularly vocal about active travel.

Flood risk management

Continued delivery of flood defence schemes to reduce the risk of flooding features in the draft well-being assessment and draft plan. There is also more detailed consideration now of how climate risk resilience (eg from flooding), intersects with deprivation and other characteristics.

Negative impacts identified:

Biodiversity and the natural environment

There may be some pledges that result in increased carbon emissions in the development stages. These will need to be considered, with negative impacts removed, reduced or mitigated on a case by case basis.

Biodiversity in the built environment

There may be some pledges that result in increased carbon emissions in the development stages. These will need to be considered, with negative impacts removed, reduced or mitigated on a case by case basis.

Reducing waste, reusing and recycling

None identified at present (this should continue to be reviewed). However, the new waste service project should be managing any negative impacts identified through its own detailed well-being impact assessment.

Reduced energy/fuel consumption

Our well-being assessment shows that some people, particularly those experiencing socio-economic disadvantage, may be less likely to benefit from schemes to reduce their carbon footprint and reduce their energy bills. EV cars are likely to remain within the reach of those with a sizeable disposable income for a while yet.

People's awareness of the environment and biodiversity

Some people are vocal about wildflower meadows and see these as an eyesore. This needs to be resolved.

Flood risk management

None identified at present (this should continue to be reviewed).

A healthier Denbighshire

Overall Impact

Positive

Justification for impact

The draft Corporate Plan is making a new commitment for the county to be healthier, happy and caring.

We had previously raised a concern that the draft Corporate Plan did not adequately address the findings of the well-being assessment to attempt to resolve issues of food supply and poverty. The new draft overcomes this weakness.

Further actions required

We previously said we needed to reference the recently published North Wales Collaborative' s population health needs assessment in our well-being assessment. This has been done.

Topics such as mental-well-being should be kept under review as we continue to emerge from the pandemic, but move into a space with increased stresses around cost of living. There may be new evidence to consider. This is however a core part of the draft Corporate Plan around socio-economic disadvantage.

Positive impacts identified:

A social and physical environment that encourage and support health and well-being

This now features strongly in the latest draft of the Corporate Plan and cuts across many, if not all, of the themes. There are also a range of pledges/equality objectives that aim to secure better health and well-being outcomes for disadvantaged or marginalised groups.

Access to good quality, healthy food

The themes 'a greener Denbighshire' and 'a fairer, more equal Denbighshire' make pledges to alleviate food poverty and increase community grown food opportunities.

People's emotional and mental well-being

The new themes of health and a learning Denbighshire are very much focussed on securing better well-being outcomes.

Access to healthcare

Waiting lists, and the impact these have on service delivery, staff well-being, in addition to the health and well-being of patients is likely to be subject to further analysis.

Participation in leisure opportunities

Active travel features strongly, so too the aspiration of young people to get involved in more accessible and appropriate leisure, sport and cultural activities.

Negative impacts identified:

A social and physical environment that encourage and support health and well-being

None identified at present (this should continue to be reviewed).

Access to good quality, healthy food

None identified at present (this should continue to be reviewed).

People's emotional and mental well-being

Some groups may be at risk of worse emotional and mental well-being as a result of the social distancing measures of Covid-19. The plan, as it is worked up into more detail, will need to consider

how some interventions will need to be targeted to be effective.

Access to healthcare

The draft Corporate Plan currently, aside from a commitment to providing dropped kerbs and supporting digital inclusion/transport, may not contribute anything significant in terms of improved access to healthcare.

Participation in leisure opportunities

Some people may be less likely to participate either because of access issues (cost, transport, living in a rural area) or perhaps due to accessibility barriers for people with protected characteristics.

A more equal Denbighshire

Overall Impact

Positive

Justification for impact

Overall there is a greater focus in draft Corporate Plan around mobilising collective resources to tackle poverty, hence the overall impact changing from neutral to positive. However, it is not clear currently how any proposed areas of focus will truly reduce poverty (increase household incomes) given the turbulence of the geopolitics and the global economy.

Further actions required

There is some discussion about how experiences of Covid-19 will have exacerbated inequality – although the consequences are not yet fully understood. Perhaps the plan could more explicitly reference these, particularly in relation to the health, learning and growing and fairer, more equal themes.

Positive impacts identified:

Improving the well-being of people with protected characteristics. The nine protected characteristics are: age; disability; gender reassignment; marriage or civil partnership;

pregnancy and maternity; race; religion or belief; sex; and sexual orientation

The latest draft Corporate Plan includes a new theme, 'A fairer and more equal Denbighshire' and is supported by a range of pledges to reduce harms, exploitation and abuse experienced by people, to ensure people's voices are heard; to alleviate socio-economic deprivation.

A range of equality objectives are highlighted with an Asterix (*) throughout the Corporate Plan.

People who suffer discrimination or disadvantage

The draft Corporate Plan includes proposals to support marginalised groups, such as refugees. The draft well-being assessment includes analyses to consider the well-being of (some) marginalised groups, such as refugees. There is also, while limited, a little more understanding of the long term resilience of people who suffer discrimination and disadvantage to climate change for example.

People affected by socio-economic disadvantage and unequal outcomes

Deprivation and tackling poverty is featuring strongly in the draft Corporate Plan, with a particular focus on reducing the impacts of poverty (eg hunger) and improving opportunities for skills

Areas affected by socio-economic disadvantage

The draft well-being assessment includes analysis at a smaller local area level (both in terms of data and engagement feedback). There is no specific geographic area of focus at present, although one will likely emerge as specific pledges are developed.

Negative impacts identified:

Improving the well-being of people with protected characteristics. The nine protected characteristics are: age; disability; gender reassignment; marriage or civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation

The well-being assessment specifically highlighted disabled people has having poorer well-being. We will need to critically review the pledges to see whether they will enhance or pose further challenges to people with protected characteristics as each pledge is developed further.

People who suffer discrimination or disadvantage

Development of new Corporate Plan 2022 to 2027 (third iteration of the Well-being Assessment)

The draft well-being assessment includes analyses to consider the well-being of (some) marginalised groups, such as refugees. However, this is limited, and reflects, in part, challenges we faced with engagement. There is also, while limited, a little more understanding of the long term resilience of people who suffer discrimination and disadvantage to climate change for example. Some of the pledges may not be able to partly, let alone, fully alleviate poverty and disadvantage given the turbulence in the wider global economy.

People affected by socio-economic disadvantage and unequal outcomes

As already stated, the impacts of the pledges may not be able to partly, let alone, fully alleviate poverty and disadvantage given the turbulence in the wider global economy.

Areas affected by socio-economic disadvantage

There is no specific geographic area of focus at present, although one will likely emerge as specific pledges are developed. As stated elsewhere, some interventions will need to be targeted to ensure the benefits are felt by the people/places needing them most.

A Denbighshire of cohesive communities

Overall Impact

Positive

Justification for impact

Impact has changed from neutral to positive as a result of the the new themes and pledges in the current draft Corporate Plan that focus on community well-being and community building.

Further actions required

This section may need more extended discussion to determine any negative impacts as well as opportunities to maximise collective efforts to support cohesive communities over the longer term. To what extent does the Corporate Plan aim to contribute to the longer term resilience of rural areas together with opportunities to develop and safeguard vital rural assets?

We will need to fulfil these pledges within the context of the fairer, more equal Denbighshire theme.

There is some discussion about how experiences of Covid-19 will have exacerbated inequality, which can cause certain individuals to be more at risk – although the consequences are not yet fully understood.

Positive impacts identified:

Safe communities and individuals

The draft Corporate Plan emphasises the council's ongoing commitment safeguarding vulnerable children, young people and adults, to ensuring the best possible care of looked after children, carers. Homelessness, and good housing features strongly, alongside pledges that focus on bringing communities together.

Community participation and resilience

This features in the context of pledges around skills development, sports and leisure, cultural and Welsh language opportunities and opportunities for intergenerational community building. Social isolation and loneliness is included.

The attractiveness of the area

Plans to support a green economy could create a positive impact, although this could be a tenuous assertion with no specific evidence at present.

Connected communities

The draft corporate plan considers connectivity again as a core part of securing well-being (see prosperous section), and also to ensure people are digitally included.

Rural resilience

Rural broadband is a feature, so too the rural economy.

Negative impacts identified:

Safe communities and individuals

None identified at present (this should continue to be reviewed).

Community participation and resilience

None identified at present (this should continue to be reviewed).

The attractiveness of the area

Wildflower meadows remain contentious with some residents regarding them as an eyesore. The new plan could take the opportunity to bring people along with the climate and ecological change programme.

Connected communities

Our control in securing better phone signal and broadband is limited, as demonstrated by the previous corporate plan.

Rural resilience

To what extent does the Corporate Plan aims to contribute to the longer term resilience of rural areas together with opportunities to develop and safeguard vital rural assets?

A Denbighshire of vibrant culture and thriving Welsh language

Overall Impact

Positive

Justification for impact

The overall impact is expected to be positive, given the contribution we intend to make to collectively supporting the national agenda around Welsh language as well as deliver local culture and arts-led regeneration.

Further actions required

Further discussion needed, particularly at a North Wales Economic Ambition Board level. There

Development of new Corporate Plan 2022 to 2027 (third iteration of the Well-being Assessment)

could be tensions across the region with some areas wanting to limit tourism and others wanting to stimulate more tourism. We may need to pay more attention to the rural economy and the importance of agriculture to culture.

The council may need to be 'refocussed' in some way to deliver cultural regeneration in a cohesive way - the review of the new senior leadership team structure could address this.

Positive impacts identified:

People using Welsh

The draft Corporate Plan contains a theme dedicated to securing a Denbighshire of vibrant culture and thriving Welsh language. The pledges propose to create community-focussed Welsh language opportunities and play our part in achieving one million Welsh Speakers, embedding our Welsh Language Strategy 2022 to 2027 and our Welsh in Education Strategy, among other pledges.

We are awaiting new Census 2021 data. Until that is available, the draft assessment uses 2011 data and any new information gleaned from engagement or other research sources.

Promoting the Welsh language

The draft Corporate Plan states it wants Denbighshire to be a county where the Welsh language is a living, thriving language and the pledges within the theme focus on developing people's skills and confidence in using Welsh at home, in work and with children from a very young age.

Culture and heritage

Culture and heritage, and in particular links with our rural farming heritage, is a key feature of our draft well-being assessment – with opportunities for growth highlighted. The new theme highlights, in particular, arts and culture as a driver for regeneration and personal/community well-being.

Negative impacts identified:

People using Welsh

None identified at present (this should continue to be reviewed).

Promoting the Welsh language

None identified at present (this should continue to be reviewed).

Culture and heritage

The council may need to be 'refocussed' in some way to deliver cultural regeneration in a cohesive way. Agriculture may be overlooked somewhat.

A globally responsible Denbighshire

Overall Impact

Positive

Justification for impact

Denbighshire County Council declared a climate and ecological emergency and a strategy (2021-2030) to become net carbon zero and ecologically positive has been approved. Procurement features heavily in the action plan to deliver the strategy and for these reasons the anticipated impact is positive.

Further actions required

The latest draft Corporate Plan sets out a broader commitment to health and well-being. We will await consultation of the PSB's draft Well-being Plan to ensure the plans are integrated once that is approved. Based on the current draft, both plans are in alignment.

Positive impacts identified:

Local, national, international supply chains

In line with the draft social partnerships Bill, the latest draft of the Corporate Plan makes specific pledges around procurement and securing community benefits.

Human rights

Core part of procurement and HR policies currently. The equalities commitment emphasises ongoing support as part of Wales's declaration as a Nation of Sanctuary.

Broader service provision in the local area or the region

The draft Corporate Plan attempts to create more focus around tackling poverty and deprivation. The draft well-being assessment provides a shared analysis and narrative around long term trends, opportunities and aspirations. We need to wait and see whether this will feature in the PSB's plan.

Reducing climate change

Reducing climate change is a core part of the draft well-being assessment – and was a particular feature of engagement feedback.

Negative impacts identified:

Local, national, international supply chains

We will need to work seamlessly with partners and Welsh Government to support small and medium sized businesses to ensure they are prepared and well-positioned for the changes.

Human rights

None identified at present (this should continue to be reviewed).

Broader service provision in the local area or the region

In terms of our evidence base, there are some gaps across topics, which are identified very clearly in our draft well-being assessment. These gaps are often due to partners experiencing capacity issues while they deliver business as usual in addition to the additional demands placed upon them by Covid-19.

Reducing climate change

None identified at present (this should continue to be reviewed).

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Report to	Council
Date of meeting	11 October 2022
Lead Officer	Democratic Services Manager
Report author	Steve Price
Title	Appointment of Chair of the Democratic Services Committee

1. What is the report about?

- 1.1. This report is about Council appointing the chair of this statutory committee.

2. What is the reason for making this report?

- 2.1. Council considered the membership requirements of this statutory committee during its Annual Meeting in May. At that time the political membership details were not complete and therefore it was agreed to return to Council in July to confirm the chair and membership of the Democratic Services Committee.
- 2.2. Although not present at the July meeting Council appointed Councillor Hugh Evans as Chair of the committee. Unfortunately, Councillor Evans was not able to accept the appointment and Council is therefore required to consider the appointment of a chair for the committee.

3. What are the Recommendations?

- 3.1. That Council appoints the chair of the Democratic Services Committee for the 2022 / 2023 municipal year.

4. Report details

Democratic Services Committee

- 4.1. Section 11 of the Local Government (Wales) Measure 2011 requires the Council to appoint a Democratic Services Committee to review the adequacy of provision by the

authority of staff, accommodation and other resources to discharge democratic services functions, and to make reports and recommendations to the authority in relation to such provision.

- 4.2. The members of the Democratic Services Committee must be appointed by full Council. There are to be no co-opted members. Under the Measure there may be no more than one member of the Cabinet on the Committee (who cannot be the Leader), but Council in May 2012 decided that the membership would be 11 councillors and would not include members of the Cabinet.
- 4.3. Full Council must by law appoint its chair who must not be a member of any of the political groups represented on the Cabinet. For Denbighshire, this means that the chair will be a member of the Independent, Conservative or Green Party groups.

5. How does the decision contribute to the Corporate Priorities?

- 5.1. Adhering to statutory duties is an essential element of the Council's corporate governance arrangements.

6. What will it cost and how will it affect other services?

- 6.1. There are no implications on cost or for other services from the contents of this report.

7. What are the main conclusions of the Well-being Impact Assessment?

- 7.1. A Well-being Impact Assessment is not required for this report

8. What consultations have been carried out with Scrutiny and others?

- 8.1. The statutory requirements for appointing the Democratic Services Committee were considered by Council in May and July 2022.

9. Chief Finance Officer Statement

- 9.1. There are no additional costs arising from the recommendations in this report.

10. What risks are there and is there anything we can do to reduce them?

10.1. No risks have been identified arising from the contents of this report.

11. Power to make the decision

11.1 Local Government (Wales) Measure 2011

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Report to	Council
Date of meeting	11 th October 2022
Lead Member / Officer	Gary Williams, Monitoring Officer
Report author	Lisa Jones, Deputy Monitoring Officer
Title	Appointment of Lay Member to the Standards Committee

1. What is the report about?

To appoint for one term of office, a Lay Member to the Council's Standards Committee.

2. What is the reason for making this report?

The governing regulations regarding the composition of the Council's Standards Committee requires a committee of between five and nine members comprising persons who are independent of the Council, County Councillors and Town and Community Council Councillors. The majority of members on the Standards Committee must be Lay Members and the Council is seeking one lay member due to the retirement of a previous lay member.

3. What are the Recommendations?

The Council's Standards Committee Appointments Panel recommend to the full Council that Samuel Jones be appointed as Lay Member.

4. Report details

The Council nominated a Standards Committee Special Appointments Panel consisting of: County Councillors Peter Scott, Bobby Feeley, Arwel Roberts; Community Councillor Gordon Hughes; and Lay Member Noela Jones to interview prospective lay members for the one vacant position on the Council's Standards Committee.

The position is required to be advertised openly in two newspapers circulating in the Local Authority area and the interview took place on the 28th September 2022 with references sought in advance, which the panel were sighted upon on the day. Following an impressive interview, the Panel unanimously agreed that the role be offered to Samuel Jones, subject to full council approval.

5. How does the decision contribute to the Corporate Priorities?

A fully functioning and representative Standards Committee which upholds the high standards expected of members helps underpin the Council's exercise of its democratic functions.

6. What will it cost and how will it affect other services?

There are no implications for other services as a result of this report. There were some direct advertising costs in recruiting. Lay members are entitled to be paid an allowance in accordance with the Independent Remuneration Panel for Wales mandatory levels. The rates are a daily rate and are available on their website. Costs will be maintained within the current budget.

7. What are the main conclusions of the Well-being Impact Assessment?

Not required.

8. What consultations have been carried out with Scrutiny and others?

The Chair of Standards Committee was also in attendance as an observer and full Council were consulted in respect of the establishment of the Appointments Panel itself. No other consultations were necessary and the position was advertised to the public via statutory newspaper adverts and also on the Council website.

9. Chief Finance Officer Statement

10. What risks are there and is there anything we can do to reduce them?

The Council will be in breach of the governing Standards Committee legislation and will not have in place a committee to deal with any matters referred to it by the Public Services Ombudsman.

11. Power to make the decision.

The Local Government Act 2000; the Standards Committee (Wales) Regulations 2001 and the Standards Committee (Wales) (Amendment) Regulations 2006.

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COUNCIL FORWARD WORK PROGRAMME

Meeting	Item (Description / Title)		Purpose of Report	Council Decision Required (yes/no)	Lead member and Contact Officer
6 December 2022	1 Central Rhyl and Prestatyn Coastal Defence Schemes			Yes	Councillor Barry Mellor Tony Ward and Wayne Hope
	2 Results of Members Survey regarding timings of meetings 2023			Yes	Cllr Julie Matthews / Steve Price
	3 Petition Scheme		To approve a Petition Scheme for the Council		Gary Williams
31 January 2023					
28 February 2023	Public Services Board Well-being Plan 2023 to 2028				Cllr Jason McLellan Nicola Kneale / Iolo McGregor
9 May 2023 (Annual Council)					
4 July 2023					
5 September 2023					
14 November 2023					

COUNCIL FORWARD WORK PROGRAMME

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Note for Officers – Full Council Report Deadlines

Meeting	Deadline	Meeting	Deadline	Meeting	Deadline
				06.12.2022	22.11.2022

Updated 05/10/2022 SLW

Council Workshops 2022/23

DATE OF COUNCIL WORKSHOP	TOPIC(S)	LEAD SLT / LEAD MEMBER
2022 DATES		
24 October (Monday 2pm)	Senior Leadership Team Review of Structure	Graham H Boase Councillor Jason McLellan
7 November (Monday 2pm)	Budget	Steve Gadd Councillor Gwyneth Ellis
16 December (Friday 10am)	Strategic Regional Work; The Regional Landscape (e.g. NWEAB, PSB, RPB, GWE etc)	Graham Boase & Relevant CDs Councillor Jason McLellan
2023 DATES Tuesday 2pm		
17 January	Budget	Steve Gadd Councillor Gwyneth Ellis
14 February	Climate Change & Biodiversity (including Strategy & Action Plan)	Relevant Corporate Director, Helen Vaughan Evans/Jane Hodgson Councillor Barry Mellor
14 March	Comms/Marketing/Engagement and Behaviour Change (include Press Release protocol, Working with CRM etc)	Relevant CD/HoS Councillor Julie Matthews
18 April	Health & Social Care, including Residential Care for Older People (how its structured & funded)	Nicola Stubbins Councillor Elen Heaton
16 May	Waste Model pre roll out of the new model	Tony Ward Councillor Barry Mellor
13 June	Sustainable Communities for Education (i.e. 21 st century Schools)	Geraint Davies Councillor Gill German
11 July	Budget	Steve Gadd Councillor Gwyneth Ellis
12 September	Strategic Flooding approach (inc DCC Strategy)	Tony Ward & Emlyn Jones Councillor Barry Mellor
10 October	Promotion of Welsh Language (within the Council, Communities and Schools - Welsh Education Strategic Plan, New Language Categorisation).	Relevant CD Councillor Emrys Wynne

Council Workshops 2022/23

7 November	Supporting Mental Health and wellbeing of young people	Geraint Davies & Rhiain Morrile Councillor Gill German
5 December	Highways Maintenance Update	Tony Ward Councillor Barry Mellor

Reserve List for consideration post 2023;

1. ALN Reform, the New Curriculum for Wales and the support provided by The Regional School Improvement Service (GwE)
2. Inclusion Service & Pupil Referral Unit
3. How we support Schools through Admissions, Transport, Governance and Resource Management.
4. Tackling Poverty/Deprivation
5. Tourism, including destination management and Tourism Strategy
6. Culture/Arts/Heritage
7. Young People in democracy
8. AONB & proposed National Park
9. CJC Update to include the Regional Strategic Planning, Transport Plan etc
10. NWEAB work, including Growth Deal
11. Sustainable Transport Plan & Active Travel
12. LDP
13. Approach to Homelessness
14. Town Centres
15. Flying Start, Family Support and Early Prevention
16. Safeguarding & Community Safety
17. Levelling up Funds and Shared Prosperity Fun
18. Regional Integration Fund (RIF) Projects & Funding
19. NWOW & Office Strategy
20. Corporate Plan
21. DLL & DCC
22. Workshop for each of the Corporate Plan themes.

Council Workshops 2022/23

Revised 04/10/2022 - SLW

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