

To: Members of the Performance  
Scrutiny Committee

Date: 21 September 2023

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Dear Councillor

You are invited to attend a meeting of the **PERFORMANCE SCRUTINY COMMITTEE** to be held at **10.00 am** on **THURSDAY, 28 SEPTEMBER 2023** in **COUNCIL CHAMBER, COUNTY HALL, RUTHIN AND BY VIDEO CONFERENCE.**

Yours sincerely

G. Williams  
Monitoring Officer

## **AGENDA**

### **1 APOLOGIES**

### **2 DECLARATION OF INTERESTS (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 OF THE LAST MEETING (Pages 7 - 20)**

To receive the minutes of the Performance Scrutiny Committee meeting held on 20 July 2023 (copy attached).

10.05am - 10.10am

**5 CHRIST THE WORD CATHOLIC SCHOOL INSPECTION REPORT UPDATE** (Pages 21 - 26)

To consider and discuss a report from the Head of Education Services on the support provided to the school and progress made since the core Estyn inspection in May 2022 (copy enclosed).

10.10am – 10.45 am

**6 WHOLE SCHOOL APPROACH TO EMOTIONAL AND MENTAL WELL-BEING** (Pages 27 - 32)

To consider and discuss a report from the Head of Education Services which provides an overview of how schools are implementing Welsh Government's statutory framework on 'embedding a whole-school approach' to emotional and mental well-being (copy enclosed).

10.45 am – 11.15am

**BREAK 11.15 AM - 11.30 AM**

**7 DELIVERY OF WELSH MEDIUM PROVISION** (Pages 33 - 40)

To consider and discuss a report from the Head of Education Services on the progress of the planning and implementation work undertaken to date with respect of securing the delivery of Welsh Medium Curricula and Non-Curricula provision in the County's Schools in accordance with the Welsh Government's vision (copy enclosed).

11.30 am – 12.00 pm

**8 DENBIGHSHIRE'S HOUSING AND HOMELESSNESS STRATEGY ACTION PLAN** (Pages 41 - 74)

To consider and discuss a report from the Senior Officer – Strategic Planning & Housing on the progress made to date in delivering the revised Strategy and Action Plan approved by County Council in December 2020 (copy enclosed).

12.00 pm – 12.30 pm

**9 SCRUTINY WORK PROGRAMME** (Pages 75 - 100)

To consider a report by the Scrutiny Coordinator (copy enclosed) seeking a review of the committee's forward work programme and updating members on relevant issues.

12.30 pm – 12.45 pm

**10 FEEDBACK FROM COMMITTEE REPRESENTATIVES**

To receive any updates from Committee representatives on various Council Boards and Groups.

12.45 pm – 13.00 pm

## **MEMBERSHIP**

### **Councillors**

Councillor Hugh Irving (Chair)

Councillor Gareth Sandilands (Vice-Chair)

Ellie Chard

Paul Keddie

Chris Evans

Diane King

Martyn Hogg

Terry Mendies

Carol Holliday

Andrea Tomlin

Alan Hughes

### **Voting Co-opted Members for Education (Agenda Items No. 5,6 and 7 only)**

Kathleen Jones

Neil Roberts

### **COPIES TO:**

All Councillors for information

Press and Libraries

Town and Community Councils

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## LOCAL GOVERNMENT ACT 2000

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### Code of Conduct for Members

### DISCLOSURE AND REGISTRATION OF INTERESTS

I, ( <i>name</i> )	<input type="text"/>
a *member/co-opted member of <i>(*please delete as appropriate)</i>	<b>Denbighshire County Council</b>
<b>CONFIRM</b> that I have declared a <b>*personal / personal and prejudicial</b> 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:- <i>(*please delete as appropriate)</i>	
Date of Disclosure:	<input type="text"/>
Committee ( <i>please specify</i> ):	<input type="text"/>
Agenda Item No.	<input type="text"/>
Subject Matter:	<input type="text"/>
Nature of Interest: <i>(See the note below)*</i>	<input type="text"/>
Signed	<input type="text"/>
Date	<input type="text"/>

\*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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## PERFORMANCE SCRUTINY COMMITTEE

Minutes of a meeting of the Performance Scrutiny Committee held in Council Chamber, County Hall, Ruthin and by video conference on Thursday, 20 July 2023 at 10.00 am.

### PRESENT

Councillors Ellie Chard, Chris Evans, Martyn Hogg, Carol Holliday, Alan Hughes, Hugh Irving (Chair), Terry Mendies, Gareth Sandilands (Vice-Chair) and Andrea Tomlin.

**Lead Members-** Lead Member for Corporate Strategy, Policy and Equalities, Julie Matthews, Lead Member for Education, Children and Families and Lead Member for Health and Social Care.

Chair of Governance and Audit Committee- David Stewart

**Education Co-opted Members-** Neil Roberts and Kathleen Jones

**Observer:** Councillor Jeanette Chamberlain-Jones

### ALSO PRESENT

Corporate Director: Governance and Business (Monitoring Officer) (GW); Corporate Director: Communities, Modernisation and Wellbeing (NS); Chief Internal Audit Officer (BC); Interim Head of Human Resources (LD); Lead Business Partner (AM); Head of Adult Social Care and Homelessness Services (AL); Head of Children Services (RM); Principal Education Manager (RT); Principal Education Manager (JB); Inclusion Officer (JE); Scrutiny Coordinator (RE); Zoom host (SJ) and Committee Administrator (NH).

**GwE Core Leads for Denbighshire:** Jacqueline Chan (Primary) and Mair Herbert (Secondary).

### 1 APOLOGIES

Apologies for absence were received from Councillor Diane King.

### 2 DECLARATION OF INTERESTS

The following Committee members declared a personal interest in business items 6 and 7:

Councillor Ellie Chard – Local Education Authority (LEA) Governor at Ysgol Tir Morfa

Councillor Chris Evans – LEA Governor at Ysgol Tir Morfa

Councillor Martyn Hogg – Parent Governor at St. Asaph VP School

Councillor Carol Holliday – Governor at Ysgol Penmorfa

Councillor Alan Hughes – LEA Governor at Ysgol Caer Drewyn

Neil Roberts – Governor at Ysgol y Parc

Councillor Gareth Sandilands – LEA Governor at Ysgol Clawdd Offa

Councillor Gareth Sandilands also declared a personal interest in business item 8 as an independent trustee of Denbighshire Voluntary Services Council (DVSC).

### **3 URGENT MATTERS AS AGREED BY THE CHAIR**

No items of an urgent nature had been raised with the Chair or the Scrutiny Co-ordinator prior to the commencement of the meeting.

### **4 MINUTES OF THE LAST MEETING**

The minutes of the Performance Scrutiny Committee meeting held on 8 June 2023 were submitted. It was:

***Resolved: that the minutes of the meeting held on 8 June 2023 be approved as a true, accurate and correct record of the proceedings.***

No matters were raised in relation to the contents of the minutes.

### **5 RECRUITMENT, RETENTION AND WORKFORCE PLANNING**

The Lead Member for Corporate Strategy, Policy and Equalities introduced the report (previously circulated) on Recruitment, Retention and Workforce Planning to Members.

The report provided information and progress of the workforce plan including recruitment and retention activities and also provided turnover and sickness absence data for 2022/2023.

A corporate workforce plan was agreed by the Council in January 2022 together with an Action Plan to address the agreed priorities. The plan and action plan were brought to Performance Scrutiny Committee in March 2022. The current report provided an update on the action plan's progress.

A number of appendices were attached to the report including an internal audit report on the workforce planning to inform Members of capacity and resilience. The audit confirmed that there were robust initiatives and strategies in place to support the Corporate Workforce Plan.

The Lead Member welcomed Officers in attendance to outline the key points of the report.

The Interim Head of Service: Human Resources (HR) stated that there were three topics highlighted within the report, these were Recruitment, Retention and Sickness Absence. Thanks was given to the Internal Audit Team for their Audit of the Workforce Plan and the recommendations from the Audit were welcomed.

An overview of the report was given to Members:-



- Turnover statistics were provided in appendix 2 of the report (previously circulated). Turnover statistics were based on the number of leavers who leave an organisation. The organisations turnover figure was at the highest it had been in the last 6 years and was at 11.6%. However, this was still in line with average national UK figures.
- Trends were in line with UK statistics.
- Turnover of staff in certain departments was higher and these were being addressed by methods listed within the report.
- The organisation was recruiting more staff than 12 months ago.
- Recruitment was being undertaken in most departments however, some advertised posts were taking longer to recruit into than others.
- The biggest area of focus for recruitment was in Social Care.
- The organisation had conducted recruitment workshops and was looking at career grade progression for existing staff and where possible amendments were being considered in relation to terms and conditions.
- The Interim Head of Service: HR was working with other Councils on a national basis to address pay issues with agency staff.
- The HR team were tailoring their support to meet the needs of roles which included completing application forms and using the correct marketing tools to place adverts.
- Local authority and UK wide best practice was being reviewed to ensure that the organisation were maximising recruitment opportunities.
- Two barriers facing recruitment within the organisation were agile working and pay. Local authority pay rates for some roles were below those for similar roles within other public bodies. However, pay scales were agreed at a national level not on a local basis, therefore the Authority's powers in relation to varying pay rates was extremely limited.

The Interim Head of Service: HR continued and gave an overview of sickness absences to Members:-

- The average days lost due to sickness in 2022/2023 was 9.5, which was a slight reduction on the previous year.
- Denbighshire County Council remained one of the leading councils in Wales in managing absences.
- There was a robust absence monitoring policy in place.
- Personal stress of employees had decreased.
- Absence due to COVID had remained one of the main reasons for absence over the last 12 months however, this was due to how data was recorded and isolation periods coming to an end.
- Conversations on health and well-being were encouraged and occurred on a regular basis with mandatory 1:1 meetings in place for all employees within the organisation.

The Chair thanked the Interim Head of Service: HR for her report and questions were welcomed from Members.

The Corporate Director: Governance and Business informed Members that there was currently a difficult labour market and there were difficulties with recruitment

within the organisation however, the organisation was recruiting and continued to use innovative and creative methods to address the issue.

Members stated that the report highlighted the biggest issue facing all councils.

Members queried if a lack of business continuity planning for posts being vacant for long periods of time affected the handover of responsibilities to new staff. The Interim Head of Service: HR stated that there was a succession plan in place and the HR team were talking with Heads of Service on a regular basis. It was not felt that the current recruitment and retention issues were having an effect on business continuity.

Members questioned if loss of experienced staff lead to loss of knowledge, as a new recruit would need time to build a sufficient knowledge base to enable them to undertake their role effectively. The Corporate Director informed Members that statutory handovers had never been in place within the organisation however, as mentioned there were succession plans in place within departments.

Members questioned the timescale for when a post was advertised. For example, when a resignation was handed in, was the role advertised immediately. The Interim Head of Service: HR stated that when they received a resignation, the role would be advertised as soon as possible after considering if the role was still needed or could be amended.

At this juncture in the meeting the Chair invited David Stewart, Chair of Governance and Audit Committee to address the Committee. He informed Members that the Governance and Audit Committee had raised concerns regarding recruitment and retention within Children's Service following on from the Care Inspectorate Wales report they received in October 2022. The report recognised the recruitment and retention difficulties within Children's Services and the impact of this on service users. David Stewart stated that his Committee was particularly concerned about the impact of recruitment and retention on the governance of the Council as a whole.

The Chair thanked David Stewart for the Governance and Audit Committee's comments.

Members questioned if the Agile Working Policy was working well within the organisation. The Interim Head of Service: HR informed Members that the organisation had been working in an agile manner for over 2 years, and the Agile Working Policy was put in place to give a more consistent approach in its application and guidance for employees and managers.

Members stated that the turnover of a workforce was a good thing as it allowed new people with new ideas to join the organisation however, it was the time and the cost to recruit new employees which was an ongoing issue.

Members stated that recruitment and retention was cited as one the main issues within many reports that they received and enquired whether there was a Recruitment and Retention Policy in place. Members also noted that resignations

were one of the main reasons for employees leaving the organisation and questioned if there was data available on exit interviews to ascertain why people were leaving that they could be provided with. The Interim Head of Service: HR informed Members that there was a Recruitment Policy in place however, following the internal audit, wording needed including in the policy relating to retention. Referring to exit interviews, Members were informed that the organisation changed the way they conducted exit interviews 4 years ago. Exit interviews were not mandatory and were undertaken online by those employees leaving the authority who wished to complete them. Data was monitored from completed exit interviews however, the data was not deemed sufficiently reliable to bring to the Committee.

Stay surveys had been completed within departments of the organisation that were felt to be the most difficult to recruit, with the intention of promoting the benefits of working within that department in Denbighshire County Council.

The Chair thanked officers in attendance for their report and for attending the meeting.

At the conclusion of a comprehensive discussion the Committee:

**Resolved: subject to the above observations -**

- (i) to confirm that it had read, understood and taken account of the information presented to it and supported the ongoing work in relation to monitoring staff turnover and absence;***
- (ii) requested that a further report be presented to it in 12 months' time detailing the progress made in relation to workforce planning, recruitment and retention and highlighting pressure areas; and***
- (iii) that the Heads of Service for those services where staff recruitment and retention are proving to be a persistent challenge be invited to attend the meeting mentioned in (ii) above to discuss the potential impact of those challenges on service delivery and how they are addressing staff shortages in the short to medium term, until long-term solutions are found.***

## **6 CURRICULUM FOR WALES**

The Lead Member for Education, Children and Families introduced the Curriculum for Wales update report (previously circulated) to Members.

The report provided an update on the progress made by schools since the Curriculum for Wales became statutory for all primary school learners and those secondary schools who opted in to start in Year 7, in September 2022. Additionally, the report offered information on how secondary schools and settings had been preparing to start teaching the Curriculum for Wales in Year 7 and 8 from September 2023 as per the national implementation rollout timescales.

The Principal Education Manager guided members through an overview of the report.

In September 2022, the new Curriculum for Wales became statutory for all learners from Nursery to Year 6. Secondary schools were given the opportunity to start with Year 7 in September 2022. One secondary school in Denbighshire had opted in. All other secondary schools and settings would start with the Curriculum for Wales in Years 7 and 8 in September 2023.

The Curriculum for Wales was a national framework with the Four Purposes as the shared vision. The framework was based on the principles of progression for all learners and required schools to design their own local curricula based on their learners' community.

There had been a significant amount of work undertaken by all primary schools in Denbighshire in preparation for the new curriculum. All primary schools had met the statutory requirements to enable them to deliver the new curriculum. This had been made possible by collaboration work across all schools within the region, sharing good practice and gauging a common understanding.

Collaboration work undertaken by secondary schools had also been a significant factor in supporting teachers to understand the demands of the new curriculum and the level of flexibility within it.

Curriculum for Wales focused on continuum learning for children from the age of 3 years old, allowing learners to become more involved with their education.

Many aspects of the curriculum were being reviewed such as teaching, learning and progression, and schools within the region had been very clear about where their successes had been to date.

9 Primary schools had been inspected throughout the school year and many were recognised for showing a strong vision for the curriculum and identifying where learners were thriving in that environment.

The Principal Education Manager stated that all schools within the region had worked significantly hard to embrace the new curriculum and continued to develop and refine their curriculum provision to meet the needs of all learners.

The Chair thanked the Education Manager and Lead Member for their report and questions were welcomed.

Members queried how schools were planning for the transfer of learners from Year 6 to Year 7 without any data being given.

The Principal Education Manager informed Members that Primary schools were using personalised reading and numeracy assessments to inform secondary schools of learners' abilities. Primary schools had been working in their clusters looking at a wider more holistic range of information that could be given to secondary schools, such as attitudes towards learning and wellbeing to aid the transition from primary to secondary school.

Members confirmed their full support for the new curriculum however, they enquired if the pressures relating to the new curriculum's implementation was influencing teachers to leave the profession.

GwE's primary core lead for Denbighshire informed Members that there had been a significant amount of work within the Local Authority and within schools to help manage the change in preparation for the new curriculum. However, the changes may influence some teachers to change their career paths.

Members questioned if life skills were taught within the new curriculum. Officers advised that the aim of the curriculum was to teach the six areas of learning with a view to equipping all pupils with academic, social and life skills. The delivery methods for the curriculum had a strong emphasis on learning linguistic and numeracy skills through their use in everyday situations, learning in an informative, interesting, and practical way by applying the skills learned to everyday situations. GwE's secondary core lead for Denbighshire emphasised that numeracy skills were very evident within the new curriculum. The new curriculum looked at working within authentic contexts, giving schools the flexibility to look at the life skills and learning experiences of learners within their community.

Members questioned how teachers gave their feedback on the new curriculum and how they felt about the pressures they may feel with the implementation. GwE's secondary core lead informed Members that the team were in schools working alongside school leaders and staff in the classroom. Generic support for all schools was given however, bespoke support was given if a school had specific needs. The team were sensitive to the differing needs of individual schools. The school clusters were extremely proactive in sharing best practice and providing feedback to both county education staff and GwE with a view to supporting the delivery of the curriculum and maximising its benefits for learners and deliverers alike.

The Principal Education Manager added that there was a support plan for each school tailored to their needs. The new curriculum did not stand in isolation it was part of a far wider reform of the delivery of education in Wales, in September 2024 a new School Improvement Framework would be introduced.

The Scrutiny Coordinator asked Members if there were aspects of education that they felt needed to be brought to Performance Scrutiny Committee at a future date. Members expressed interest in receiving feedback from Head Teachers and teachers on their thoughts on implementing the new curriculum within their schools.

At the conclusion of an in-depth discussion the Committee:

**Resolved: subject to the above comments and observations to –**

- (i) receive the information on the progress made to date in relation to the implementation of the Curriculum for Wales for all primary school learners in Denbighshire along with the secondary school who chose to introduce it to Year 7 learners during the 2022/23 academic year;***

- (ii) receive the information on how secondary schools have been preparing to start teaching the Curriculum in Years 7 and 8 from September 2023, in line with national implementation rollout timescales;**
- (iii) request that a further report detailing the progress made in embedding the Curriculum in primary schools and implementing it in Years 7 and 8 in secondary schools be presented to the Committee during the autumn of 2024; and**
- (iv) that the report requested in (iii) above include an evaluation of the implementation process across all key stages, the Curriculum's impact on staff recruitment and retention, along with feedback from headteachers, teachers and school-based staff on their experiences of the implementation process and the advantages and/or disadvantages of the new Curriculum for learners.**

## **7 ADDITIONAL LEARNING NEEDS (ALN) TRANSFORMATION**

The Lead Member for Education, Children and Families introduced the report (previously circulated) to the Committee.

The report provided information regarding the actions taken to ensure that the Local Authority and schools were ready to meet their statutory requirements under the Additional Learning Needs and Education Tribunal (Wales) Act, 2018 that started in September 2021 and was being implemented until 2025. The Welsh Government's Minister for Education and Welsh Language had allowed for an extension on the implementation period due to feedback received from schools.

The Additional Learning Needs and Education Tribunal (Wales) Act, 2018 would replace the current Special Educational Needs Code of Practice for Wales (2002). The new Act would be supported by regulations and an Additional Learning Needs (ALN) Code. The Act replaced the terms 'special educational needs' (SEN) and 'learning difficulties and/or learning disabilities' (LDD). This would also replace existing plans, such as Individual Education Plans (IEPs), Statements of SEN and Learning Skills Plans.

The Inclusion Officer guided members through the report on the Additional Learning Needs (ALN) transformation.

Training on the ALN reforms continued to be provided to local authority (LA) teams where needed. The LA continued to provide support and guidance to schools where required. At a recent Additional Learning Needs Coordinator (ALNCo) meeting, school systems and processes were discussed, shared and explored and a workshop on writing Individual Development Plans had been held.

School inclusion funding was fully delegated to schools as agreed in the school budget forum.

Denbighshire, Flintshire, Conwy and Wrexham had implemented the regional IT system (Eclipse ALN) which enabled the management of the new ALN processes. Denbighshire IT along with regional colleagues continued to work to refine the system.

The Team Around the School (TaS) had been established to continue to meet the current requirements of the Statutory Assessment Process and the ALNET (Wales) Act 2018 in relation to early intervention and prevention and accurate, timely identification of additional learning needs. Work was continuing with schools to map out their provision including interventions and strategies that they used to support learners with and without ALN.

The Chair thanked the officers for their report and welcomed questions from Members.

Members questioned if schools had adequate time and resources to plan effectively for ALN and queried if the current budget allowed for the transformation to be implemented. The Inclusion Officer informed Members that there had been some funding from Welsh Government in terms of grants to support schools and local authorities in implementing the transformation. The Lead Member for Education, Children and Families stated that the Welsh Government Minister for Education and the Welsh Language had responded to the concerns raised by schools in relation to budget and an allocation of £12 million had been made to support resources and an additional £1 million investment had been allocated to Special Schools to enable the transformation to be implemented successfully.

Members queried the feedback from Head Teachers referred to in the report, stating that funding was often highlighted to local councillors as a main concern for schools in the area whenever they spoke to local headteachers.

Members requested clarification on the new Eclipse ALN system and questioned if the system was for teachers to diagnose children with an ALN. The Inclusion Officer informed Members that the Eclipse IT System was being implemented to record the statutory processes that took place. If a child was going through the process for consideration of ALN, the system would record correspondence that was sent to parents and any decisions that were made. Education staff were not able or qualified to give a diagnosis of neurodevelopmental conditions, for example Autism Spectrum Disorder (ASD) or Attention Deficient Hyperactivity Disorder (ADHD). These types of diagnosis were undertaken by medically qualified professionals. Education staff were trained to support the educational needs of those pupils identified as having ALN.

Members questioned if teachers could make a referral to request one-to-one support for a child without a formal diagnosis. The Principal Education Manager stated that the diagnosis of a child did not initiate the support that a child could receive and that the support was based upon a child's presenting needs. Schools had a duty of care to each child which included supporting a child's needs with or without a diagnosis. TaS meetings were held regularly within the local authority to enable schools to discuss any concerns they had and to obtain any advice.

Following a discussion, it was agreed that a general update on the ALN Transformation should be brought to Performance Scrutiny in 12 months' time.

The Chair thanked the officers in attendance for their report.

Following an extensive discussion, the Committee:

**Resolved: subject to the above to –**

- (i) receive the report and the information provided during the discussion on the local education authority's progress in ensuring that its schools are ready to meet the statutory requirements entailed with the Additional Learning Needs and Education Tribunal (Wales) Act 2018; and**
- (ii) request that a further report be provided to members during the autumn of 2024 analysing**
  - the effectiveness of the funding provided to schools to meet the Act's requirements;**
  - progress made in recruiting and supporting Educational Psychologists;**
  - school-based educational practitioners' feedback on the resources and support provided to schools with a view to meeting the Act's additional requirements; and**
  - staff recruitment and retention matters relating to the implementation of the Act's requirements.**

## **8 DRAFT DIRECTOR OF SOCIAL SERVICES ANNUAL REPORT**

The Lead Member for Health and Social Care presented the Draft Director of Social Services Annual Report (previously circulated) to Members.

Every Statutory Director of Social Services in Wales was required to produce an annual report which summarised their views on the effectiveness of the authority's social care services along with their priorities for improvement.

The Corporate Director: Communities, Modernisation and Wellbeing guided Members through the draft Director of Social Services annual Report. She stated that the report was for the last financial year and combined the progress of Children's and Adult Social Care Services.

The demand on Social Care Services had increased and Social Care employees had worked extremely hard to meet the needs of their local communities. However, it was important to note that the social care service had not progressed as well as they would have liked, this was due to national challenges and budgetary constraints. Recruitment and retention were continuing to be difficult within the Social Care Sector.

At this juncture the Corporate Director welcomed questions from Members.

Members requested details on how social care services were trying to recruit employees into the sector. The Corporate Director informed Members that recruitment and retention was one of the biggest challenges facing the sector. Details were given on the Social Care Recruitment and Retention Working Group



which met on a regular basis. The escalation of the challenges relating to social care staff recruitment and retention, and their potential impact on the Council's ability to deliver services to residents, on the Council's Corporate Risk Register highlighted the increased focus given by the Authority's senior management team to this area of work. The Head of Adult Social Care and Homelessness Services stated that front line social care recruitment and retention was the biggest challenge for the Service at present, with external factors such as higher wages being paid by other public organisations for similar roles or for less stressful jobs within the retail sector exacerbating the situation. National organisations were currently working on potential solutions to improve local authority care workers' terms and conditions and also exploring the potential of utilising overseas recruitment. Vacancies for positions were constantly advertised and aspects of the recruitment process had been relaxed to make it a more assessment-based process rather than an interview-based process. The team had visited schools and colleges to attract younger people into the sector.

Members questioned if there were plans to have an inhouse respite service for carers. The Head of Children Services informed Members that a business case was being developed for a respite service and it was a need that had been identified and were committed to implementing this in the future.

Members felt that the report did not give information on the aspects of the social care service that were not performing well. Members requested data on the number of people who had been recruited and the number of vacancies within the sector. It was felt that this information would enable Members and the public to understand the context of the difficulties that the social care sector was facing. The Corporate Director advised that the report presented followed a specific structure with regards to the information contained within it and the audience that it was prepared for. The figures for the number of people recruited and the number of vacancies was constantly changing.

Members referred to the Micro-Providers Scheme and questioned the effect that the scheme was having on the care that was provided within the community. The Head of Adult Social Care and Homelessness Services told Members that the Micro-Providers were helping to deliver lower-level packages of care. There were currently 35 Micro-Providers within Denbighshire and 21 of them were providing personal care packages locally. Currently, 150 residents were having their care provided from Micro-Providers.

Looking ahead the Lead Member and officers advised that they were of the view that the greatest challenges for the forthcoming would be around rebalancing the care and support agenda, delivering preventative, intervention and safeguarding services with diminishing finite resources.

The Chair thanked the officers for their continued valuable work and for presenting the report to the Committee.

Following an in-depth discussion, the Committee:

***Resolved: subject to the above observations, and having regard to the high profile and continued focus given to recruitment and retention pressures across the social care sector by the Council's Corporate Executive Team along with the measures being implemented in a bid to address staffing shortages, to confirm that the report provided a clear account of performance during 2022-2023.***

## **9 SCRUTINY WORK PROGRAMME**

The Scrutiny Co-ordinator introduced the report and appendices, (previously circulated) the purpose of which was to seek the Committee to review its programme of future work.

The Scrutiny Co-ordinator advised Members that it would be reasonable to bring the Curriculum for Wales and the Additional Learning Needs Transformation reports back to the Performance Scrutiny in September 2024. This followed on from Members requesting to have Head teachers at the next meeting to receive their feedback.

The next meeting of the Performance Scrutiny Committee was the 28 September 2023, proposed for that meeting were four agenda items.

1. Delivery of Welsh Medium Curricula and Non-Curricula provision in the County's Schools.
2. Christ the Word Progress report.
3. Whole School approach to wellbeing.
4. Denbighshire's Housing and Homelessness Strategy Action Plan.

The Scrutiny Chairs and Vice Chairs Group meeting was scheduled for 25 July and Members were reminded to complete the relevant form if they had any topics they wished to be considered.

Members were guided to appendix 4 which contained progress on the Committee's recommendations from the previous meetings. The Scrutiny Co-Ordinator informed Members that the action from the Council Performance Self- Assessment in relation to the Sustainable Transport Plan for Denbighshire was in progress and enquiries had been made in relation to when it would be presented to Scrutiny.

The Committee:

***Resolved: subject to the amendments and additions agreed during the course of the discussions at the current meeting, to confirm the Committee's Forward Work Programme as set out in Appendix 1 to the report.***

## **10 FEEDBACK FROM COMMITTEE REPRESENTATIVES**

The Vice-Chair in his capacity as the Committee's representative on the Planning, Public Protection and Countryside Services Service Challenge Group provided members with a summary of the discussions which had taken place at that meeting, explaining that he found it to be an extremely informative and constructive meeting.

The Chair, in his role as Scrutiny's representative on the Queen's Building Project Board, informed the Committee that the building was nearing completion and would be handed over to the Council in the near future. In the meantime, an operator had been appointed for the facility who would soon be commencing work on recruiting businesses to operate within the facility.

The Chair thanked officers and Members for their contributions and attendance at the meeting.

Meeting concluded at 1.05pm.

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<b>Report to</b>	<b>Performance Scrutiny Committee</b>
<b>Date of meeting</b>	<b>28<sup>th</sup> September 2023</b>
<b>Lead Member / Officer</b>	<b>Gill German / Geraint Davies</b>
<b>Head of Service</b>	<b>Geraint Davies</b>
<b>Report author</b>	<b>James Brown, Jacqueline Chan, Mair Herbert, Ruth Thackray</b>
<b>Title</b>	<b>Christ the Word Catholic School <a href="#">Inspection Report</a> (update)</b>

## 1. What is the report about?

1.1. To present a report on the support provided to the school and progress made since the core Estyn inspection in May 2022

## 2. What is the reason for making this report?

2.1. To provide an information update regarding Christ the Word Catholic School since the last report presented in January 2023 regarding the work undertaken to improve standards. Background information included in the January 2023 report continues to be relevant, but is not repeated in this update.

## 3. What are the Recommendations?

3.1. Performance Scrutiny Committee are invited to discuss the details of the report and identify any aspects that they feel require further explanation or clarification.

## 4. Report details

4.1. Christ the Word Catholic School opened in September 2019 and was inspected by Estyn in May 2022. The report was published on 20<sup>th</sup> July 2022 and Estyn identified five recommendations.

- 4.2. In accordance with the Education Act 2005, the school was placed in Special Measures by Estyn. The local authority also used its statutory powers of intervention in accordance with the provisions of the [School Standards and Organisation \(Wales\) Act 2013](#) and [Welsh Government Statutory Guidance Document \(222/2017\) Schools Causing Concern](#) to require the school secure advice or collaborate and to appoint additional governors.
- 4.3. The interim headteacher, Mrs Bernadette Thomas, continues leading the school this September and secondary expertise is provided by the Associate Head Teacher, Mrs Claire Armitstead (Head teacher of Rhyl High School).
- 4.4. There is a comprehensive support plan in place agreed by the school, the local authority, GwE and the Diocese. Support is also provided dynamically to respond to emerging needs identified in the school. Under the current leadership, the school is collaborating with partners on some aspects of the support which is on offer. However, whilst some aspects of support are accepted, many aspects of support that could, in the opinion of the LA and or GWE be impactful, remain under discussion with the school.
- 4.5. Since the core inspection, the school have undergone two monitoring visits by Estyn, one on the last week of the Easter term and one of the penultimate week of the summer term. Estyn have focussed on two recommendations at each visit.
- 4.6. **Recommendation 1: Strengthen safeguarding arrangements and address the concerns identified during the inspection.** At Easter, Estyn found that real progress has been made in this recommendation and in the Summer that the school have maintained the focus and rigour in keeping learners safe. The school are clear about the areas to continue developing, including the strategic use of data to monitor attendance, and there is a programme of support to improve behaviour. A different member of staff is now leading this recommendation and additional support and guidance is being provided by the LA. All partners recognise the need to support behaviour; support is available to the school from the LAs Behaviour Support Service, and this priority is intrinsically linked to the quality of teaching and learning (Recommendation 3).
- 4.7. **Recommendation 2: Improve leadership at all levels, including leaders' ability to evaluate the quality of teaching and learning.** This has not yet been

monitored by Estyn, however considerable work has been undertaken in this area. Since the core inspection, changes have been made in terms of the Chair of Governors, appointment of interim Headteacher and two days' support of Associate Headteacher, interim deputy and other roles leading on aspects of the recommendations. The Associate Headteacher has supported some senior and middle leaders in developing aspects of their roles. Responsibilities have recently been re-organised due to new staff in roles.

- 4.8 **Recommendation 3: Improve the quality of teaching so that pupils of all ages and abilities make strong progress** Estyn's monitoring reports and GWE monitoring reports cite the need for an increased pace in improving teaching and learning. The school continues to be offered a range of support to address weaknesses in planning, delivery and assessment that support partners believe need to be a priority. Support on understanding the role of the adult in the classroom, developing questioning, and understanding pedagogy has been delivered and initial impact can be seen in teachers' engagement with the training. Follow-up support is necessary to embed improved practices. A working party of staff at the school has developed a clear set of expectations for teachers and pupils, which is helping to provide structure and focus in lessons.
- 4.9 **Recommendation 4: Ensure that the curriculum provides pupils of all ages with broad, balanced and relevant learning experiences.** A rapid review and modification to the Year 11 curriculum at Christmas 2022 was undertaken by the school and support partners to address concerns which support partners and LA officers had identified. The impact of these modifications on Year 11 was the provision of a more suitable and aspirational curriculum to meet these learners' needs, from January 2023. Estyn monitored this recommendation in the summer of 2023 and recognised the improved curriculum, whilst also reiterating concerns regarding the curriculum offer this cohort had previously been given and its impact on the learners. With support, the school has re-constructed the curriculum offer for 2023-24 for the upper school, which provides greater curriculum time for a range of subjects, more choice for pupils in Year 9 and fewer non-specialist teaching across all year groups. GwE monitoring activities, and Estyn have also identified concerns over the curriculum in lower school and appropriate support is being offered to address this.

4.10 **Recommendation 5: Strengthen the provision for the progressive development of pupils' skills.** As part of the support plan, the school are receiving additional support to develop pupils' skills and this support has recently focussed on literacy and Cymraeg. This recommendation will become a prioritised focus for the school's improvement work in 2023-24, and the school has appointed staff to lead on literacy and numeracy improvements specifically. Support will continue to be offered by improvement partners on literacy, numeracy and Cymraeg development.

## **5 How does the decision contribute to the Corporate Plan 2022 to 2027: The Denbighshire We Want?**

5.1 The work undertaken at Christ the Word Catholic School contributes to multiple themes in the Corporate Plan, but in particular, theme 4 A learning and growing Denbighshire. However, the improvements for the pupils in Christ the Word will also contribute towards a more prosperous Denbighshire, a healthier and happier, caring Denbighshire and a Denbighshire of vibrant culture and thriving Welsh language.

## **6 What will it cost and how will it affect other services?**

6.1 Any additional costs to support the school are being met from existing budgets.

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

7.1 There is no decision or proposal for change required and therefore a Well-being Impact Assessment is not required.

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

8.1 This Scrutiny report is an update to the one delivered to Members in January 2023. The school is subject to a Multi-Agency Working group which is attended by the school and Chair of Governors, local authority officers, GwE officers, Lead Member, the Diocese of Wrexham, Estyn and Welsh Government.



## **9 Chief Finance Officer Statement**

9.1 Funding to support the improvement at Christ the Word Catholic School comes from existing budgets.

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

10.1 A school placed in Special Measures is defined as:

“...a school that is failing to give its pupils an acceptable standard of education and the persons responsible for leading, managing or governing the school are not demonstrating the capacity to secure the necessary improvement in the school.”

This is the main risk and the Post Inspection Action Plan and agreed support plan is addressing the shortcomings.

## **11 Power to make the decision**

11.1 The [School Standards and Organisation \(Wales\) Act 2013](#) and [Welsh Government Statutory Guidance Document \(222/2017\) Schools Causing Concern](#) provides the legislative requirement for local authorities to respond to the Christ the Word Estyn Inspection 2022.

11.2 Section 21 of the Local Government Act 2000 and Section 7.4.2 of the Council's Constitution.

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<b>Report to</b>	<b>Performance Scrutiny Committee</b>
<b>Date of meeting</b>	<b>28 September 2023</b>
<b>Lead Member / Officer</b>	<b>Gill German (Lead Member for Education, Children and Young People), Geraint Davies (Head of Education)</b>
<b>Report author</b>	<b>Kathryn Nash, Suzie Lohead, James Brown, and Ruth Thackray</b>
<b>Title</b>	<b>Whole School Approach to Emotional &amp; Mental Wellbeing</b>

## **1. What is the report about?**

1.1. The report provides an overview of how schools are implementing Welsh Government's statutory framework on 'embedding a whole-school approach' to emotional & mental well-being. This replaces the existing National Quality Award Emotional Health and Well-being criteria of the Welsh Network of Healthy School Schemes (WNHSS). As part of this, Denbighshire County Council are working in strong partnership with schools, Health, Public Health Wales to support all schools and settings to develop our own provision in line with terms and conditions of Welsh Government grant funding.

## **2. What is the reason for making this report?**

2.1. To provide information regarding the work that schools and Denbighshire have undertaken as part of implementing the whole school approach to emotional and mental wellbeing.

## **3. What are the Recommendations?**

3.1. Scrutiny is invited to discuss the details of this report and to identify any aspects of whole school approach to emotional and mental wellbeing which may benefit from detailed examination in the future.

## 4. Report details

- 4.1. The Framework on embedding a whole-school approach to emotional and mental well-being (WSA) was published by Welsh Government in March 2021 to support schools, including pupil referral units (PRUs) and education settings in reviewing their own well-being landscape and in developing plans to address their weaknesses and build on their strengths. It recognises that the school alone cannot meet all the needs of a complex population of children and young people, and sets out the role of regional bodies, the NHS and others such as the third sector, in supporting the school. It is meant to support and complement the Curriculum for Wales and in particular the Health and Well-being Area of Learning and Experience.
- 4.2. Within DCC, wellbeing support for schools has been played a key role for many years. Currently there is a Health and Wellbeing Team Lead in place who works closely with the North Wales Implementation Lead within Public Health. Various teams across DCC work together on wellbeing and strong partnerships between Inclusion teams and colleagues in Health have been developed through regular professional dialogue and a structured program of meetings. An example of this collaborative work with CAMHS can be seen in the co-construction of 'Suggested Questions – Emotional and Mental Wellbeing' and 'Emotional and Mental Well-being Flowchart' which support school staff and help determine the levels of concern and appropriate interventions available.
- 4.3. DCC have established a Whole School Approach (WSA) group that meets half termly. This group includes key partners from Health (CAMHS / CAMHS IN Reach), Healthy Schools, Public Health Wales and regional consortia (GwE) to ensure a collaborative approach to implementing the Whole School Approach Framework. The group aims to support the implementation of the framework and continues to consult with schools in relation to their interventions and training to ensure that the authority's Wellbeing grant meets their needs. The WSA group also aims to consider the evidence base and efficacy of interventions to support schools in making informed choices.
- 4.4. Denbighshire's Health and Wellbeing Team Lead works closely with the North Wales Implementation Lead within Public Health on an assessment tool. This self-assessment tool provides a broad overview and a starting point for

development of the WSA. It is a means to foster an inclusive dialogue across the school community that helps the school identify what it is currently doing well and what areas need further development or improvement and jointly support schools with their tool and action plan. The process of completing the tool and the discussions that the school has, involving all parts of the school community, is the valuable part of the process. Having identified areas for improvement the school will prioritise them into an action plan that can be incorporated into wider school development and improvement plan to develop a culture of wellbeing across the school.

- 4.5. Based on consultation with schools, DCC has been able to develop a suite of evidenced based training opportunities to include Trauma Informed Schools, Friends Resilience, Empathy Lab, Emotional Literacy Support Assistants (ELSA) Seasons for Growth. All are aimed at increasing resilience and emotional health in learners.
- 4.6. A further aspect of the grant funding is to enhance schools and settings with counselling provision. 'Denbighshire Independent Young Persons Counselling Service (DIYPCS)' is the school-based counselling service and is well established in the secondary sector. It is also a BACP accredited service for counselling children and young people. The counselling service is in the early stages of development in the primary sector, following Welsh Government guidance to expand the service downwards to children 4 years and above, in March 2022. In response to increasing demand and complexity of emotional difficulty in schools, DIYPCS Counsellors have access further training in 'Therapeutic Play', trauma and cognitive therapy.
- 4.7. Schools monitor and capture their progress in this area on a regular basis. Self-evaluation tools such as Pupil Attitudes to Self and School (PASS) and School Health Research Network (SHRN) provide schools with information for them to identify further aspects for development. To fulfil our duties within WSA, DCC support schools with this work through a universal approach and targeted approach where appropriate.
- 4.8. DCC actively promotes collaboration across schools and shares successful practice where possible, for example Headteachers' conference in June 2023. As part of Estyn inspections, effective practice is also recognised and in June

2023, Estyn invited a DCC primary school to prepare a case study on its work in relation to implementing a whole-school approach to well-being for dissemination on Estyn's website.

## **5. How does the decision contribute to the Corporate Plan 2022 to 2027: The Denbighshire We Want?**

5.1. This area of work contributes towards making Denbighshire a healthier and happier place where young people want to live and work and have positive emotional wellbeing. It also contributes to make Denbighshire a place where young people can learn and make good progress in their skills as part of the Four Purposes, learning in a fair and safe environment. This will help ensure all learners have the best start in life and can realise their full potential.

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

6.1 Implementing the Framework requires close partnership working between schools, the local authority, and partnership agencies. The WSA grant provided £147,464.69 in 2022/2023 to the local authority and reduced to £129,383.44 for the current financial year. Welsh Government have allocated £5.3m nationally to support CAMHS School In-Reach services this financial year.

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

7.1. A Well-being Impact Assessment will generally be required for decisions or proposals for change in order to comply with the Equality Act 2010, the Well-being of Future Generations (Wales) Act 2015 and the Welsh Language Standards. This report does not require a decision for change and therefore a Well-being Impact Assessment has not been completed for this report.

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

8.1 This is the first time that the WSA Framework has been brought to Performance Scrutiny Committee. As the Approach is being implemented there is regular consultation between all partners, including schools, local authority, GwE, Public Health Wales and BCUHB.

## **9. Chief Finance Officer Statement**

- 9.1. Costs will be met from existing delegated budgets to schools, Education budget and also grant funding that has been made available from Welsh Government.

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

- 10.1. The implementation of the Framework is reviewed and reported upon by Estyn as part of their inspection work and is under scrutiny from Welsh Government. The local authority, Public Health Wales, GwE, and BCUHB are already working in partnership to monitor and support schools with their implementation, thereby reducing the associated risks.
- 10.2. Continuation of the work is dependent on the funding received through the WSA approach to support counselling, school-based support, and education other than at school (EOTAS); further reduction of this funding will put the work at risk at a time when there is increased need and demand for support.
- 10.3. Wellbeing support provided by school is dependent upon the level of delegated budgets to schools – reductions to school budgets will reduce the level of wellbeing support provided by schools.

## **11. Power to make the decision.**

- 11.1. Section 21 of the Local Government Act 2000. Sections 7.3, 7.4.1 and 7.4.2 of the Council's Constitution.
- 11.2. Section 175 of the Education Act 2002 places a duty on local authorities and governing bodies to make arrangements to ensure their functions are exercised with a view to safeguarding and promoting the welfare of children in school or another place of learning. This includes supporting the mental health and emotional well-being of learners. Section 21(5) of the Education Act 2002 places a duty on governing bodies to promote the well-being of learners at the school as far as related to the matters mentioned in section 25(2) of the Children Act 2004, which includes physical and mental health and emotional well-being, education, training and recreation, and social well-being.

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<b>Report to</b>	<b>Performance Scrutiny Committee</b>
<b>Date of meeting</b>	<b>28<sup>th</sup> September 2023</b>
<b>Lead Member / Officer</b>	<b>Councillor Gill German, Lead Member for Children and Young People / Councillor Emrys Wynne, Lead Member for Welsh Language, Culture &amp; Heritage</b>
<b>Head of Service</b>	<b>Geraint Davies, Head of Education</b>
<b>Report author</b>	<b>James Curran and Marc Lloyd Jones</b>
<b>Title</b>	<b>Delivery of Welsh Medium Provision</b>

## **1. What is the report about?**

- 1.1. To inform Members of the progress of the planning and implementation work undertaken to date with respect of securing the delivery of Welsh Medium Curricula and Non-Curricula provision in the County's Schools in accordance with the Welsh Government's vision.

## **2. What is the reason for making this report?**

- 2.1. The report was requested by the Committee in September 2022 following discussion on a progress report in respect of amendments to school categorisation according to Welsh Medium Provision.

## **3. What are the Recommendations?**

- 3.1 Scrutiny are invited to discuss the details of the report and to identify any issues that it may seek further updates on to ensure that the Council is progressing the actions of the Welsh in Education Strategic Plan.

## 4. Report details

- 4.1. The Council has a ten year vision for increasing and improving the planning of the provision of Welsh-medium education in our area. This is articulated in the Council's [Welsh in Education Strategic Plan \(WESP\)](#). By September 2032 it is our aspiration that 40% of all seven year old pupils will attend Welsh Medium Education.
- 4.2. To achieve this vision the Plan sets out seven outcomes which will contribute towards this aspiration. The Council is required to submit an annual report to Welsh Government on the progress against this Plan and a summary of progress is provided as Appendix 1.
- 4.3. The main progress against the plan includes a clear vision and support to develop projects; an increase in the capacity for the Welsh Language Support team via WESP grant funding from Welsh Government; the implementation of sub groups to lead on individual outcomes within the plan; effective working with Headteachers regarding the planning to increase Welsh language provision and the progression of developments in pre-school settings to raise capacity.
- 4.4. The main area of concern is a reduction in the percentage of learners who received education in year 2 in 2022-23. This has reduced from the baseline in the plan of 28% in September 2020 to 26.4%. This reduction will make the ambitious target very far-reaching. An additional issue is the expectation around schools changing language category. At the time of developing the plan there was a greater expectation of the language outcome for schools transitioning from English to Welsh medium provision and it's unlikely that these pupils will contribute to this target now. Welsh Government are aware of the current position and this will be kept under regular review.
- 4.5. On a positive note over the summer of 2023 the Council were invited to submit business cases for capital funding of £5.8m for five projects to assist with Welsh Medium provision. The projects in 4 primary schools and for the development of an immersion provision in Ysgol Brynhyfryd, Ruthin will assist in progressing towards these targets.

## **5. How does the decision contribute to the Corporate Plan 2022 to 2027: The Denbighshire We Want?**

- 5.1. A learning and growing Denbighshire – The work in this area supports the aim to promote the learning and development of our children and young people by supporting schools to deliver against new standards such as the WESP and the expansion of provision via grant funding supports the aim of providing high quality buildings and facilities.
- 5.2. A Denbighshire of vibrant culture and thriving Welsh language – The work in this area will ensure Denbighshire plays a part in achieving one million Welsh Speakers in Wales by 2050, in particularly by supporting children and families during their early years to develop confidence in using the Welsh language.
- 5.3. A greener Denbighshire - Any proposed new build / refurbishments dependent on their size, will have a positive contribution to the Council becoming Net Carbon Zero by 2030. Welsh Government announced that from 1st January 2022 all new build projects will be required to demonstrate delivery of Net Zero Carbon in operation.

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

- 6.1. The Council receives a grant of £170k via the Local Authority Education Grant for the implementation of the WESP. This funding has been utilised to increase the capacity of the team to progress the implementation of the plan. The Council has also received notification of Capital funding to support the improvement of provision. Approvals will be sought to progress individual schemes via the Capital Strategy Group in due course.

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

- 7.1. The report presented is an update report so accordingly a Well-being Impact Assessment has not been completed. The findings of the Impact Assessment when the Plan was approved in January 2022 was that the WESP has the potential to have a positive impact on a Denbighshire of vibrant culture and thriving Welsh language, cohesive communities, a more equal Denbighshire and a more prosperous Denbighshire.

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

8.1. The progress against the Plan is regularly considered by the Welsh in Education Strategic Group. The Membership of the Group includes external stakeholders who Denbighshire work with to promote development of the Welsh Language.

## **9. Chief Finance Officer Statement**

9.1 The Council is facing huge financial challenges now and over the coming couple of years. This will impact the capacity to deliver on a number of services, projects and corporate priorities. These impacts are unknown at present but the overall financial position needs to be kept in mind when discussing all reports going forward. However, it is welcome that the direct funding for this initiative is currently coming from WG Grant.

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

10.1. The main risks to the delivery of the plan are around parental engagement and capacity to influence change. Strong retention of pupils in Welsh Medium schools throughout their education is key to delivery of the plan together with the expansion of provision either via re designation of the language category of schools or the development of new Welsh Medium schools where appropriate. To support this financial support for training programmes to ensure there is sufficient capacity for Welsh Medium teaching provision including enhancing the Welsh Language skills of current second language staff is key to deliver of the plan.

## **11. Power to make the decision**

11.1. The requirement to produce a new Welsh in Education Strategic Plan will ensure compliance with the provisions in relation to the Welsh in Education Strategic Plans (WESP) in the School Standards and Organisation (Wales) Act 2013 ('the Act') and the regulations made under it.

11.2. Scrutiny's powers in relation to the above are set out in Section 21 of the Local Government Act 2000 and Section 7 of the Council's Constitution.

## **Appendix 1 – Summary of Progress against the Action Plan**

### **Progress against Outcome 1: More nursery children/ three year olds receive their education through the medium of Welsh**

- There has been an increase in the number of Welsh medium pre-school settings in the authority and there are plans to develop more.
- There has been an increase in the number of children attending Welsh medium pre-school settings in the authority.
- Nearly all pupils in the Cylchoedd Meithrin transition to Welsh medium schools.
- Capital investment has and will improve buildings and resources throughout Denbighshire. i.e. recent completion of the Oaktree Centre extension in Rhyl has enabled a new Cylch Meithrin provision to be established on site.
- Close working with stakeholders such as Mudiad Meithrin, Libraries, Sure Start and other Early Years DCC departments ensure that strategic decisions are made.
- Outcome 1 sub-committee (comprising a number of stakeholders) have mapped out pre-school Welsh medium provision available in the community to assist parents to consider the benefits of bilingualism and Welsh medium education.

### **Progress against Outcome 2: More reception class children/ five year olds receive their education through the medium of Welsh**

- Ysgol Gwernant in Llangollen has been selected in Band B of the Sustainable Learning Communities Programme.
- There are a large number of developments in pre-school settings. This will increase the numbers for Welsh education at the age of 5 in due course.
- An increased awareness among parents of the benefits of bilingualism and Welsh medium education will increase the numbers of 5 year old learners in Welsh medium education.
- 4 English medium primary schools are under consideration to move to T2 in the new language category
- The only current category 2 primary school, delivers its curriculum to nursery learners through the medium of Welsh. This will develop each year when all learners up to Year 2 are taught solely in Welsh.

Progress against Outcome 3: More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another

- DCC now have a team of 6 members of staff to support the delivery of Welsh in all schools.
- Much work has taken place to promote primary/secondary transition between Welsh medium schools to ensure pupils continue with Welsh medium education. The transfer rate to the Welsh stream in the two secondary schools in the south of the county has increased significantly because of this.
- Discussions are taking place with Ysgol Brynhyfryd to open an immersion class at the school.
- A pilot project in the north of the county, involves 2 primary English medium schools, taking part in extra Welsh medium fun activities. Staff from the Welsh Language Support Team, Yr Urdd and Menter Iaith visit Year 5 and 6 pupils to encourage more children to go to the immersion class in Glan Clwyd.
- There is a significant increase in the level of support latecomers to Welsh medium primary schools receive.
- Detailed plans have been shared with schools outlining how best to develop Welsh language oracy skills.

**Progress against Outcome 4: More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh**

- We are in constant discussions with the two secondary schools in the south of the county to increase the offer to study more subjects through Welsh and to utilise the e-ysgol resource.
- Welsh coordinators in Denbighshire's secondary schools are part of newly formed working groups aimed at supporting schools to increase Welsh provision at their settings.
- The authority is working with Ysgol Glan Clwyd to ensure that parents in English-medium primary schools are aware that there is a choice to go to the immersion class.
- Discussions are on-going to open an immersion class at Ysgol Brynhyfryd.
- We are in discussions with the Coleg Cymraeg Cenedlaethol to see how more students can be encouraged to study fields through the medium of Welsh
- 14 pupils in one secondary school have registered to study Welsh as a second language at Level A in September. We will work closely with this school to support their enthusiasm and desire to increase the Welsh language provision in the school.

### **Progress against Outcome 5: More opportunities for learners to use Welsh in different contexts in school**

- The Siarter Iaith and Cymraeg Campus national frameworks encourages the use of Welsh in different contexts.
- All Welsh medium primary schools have achieved the Siarter Iaith gold standard.
- The category 2 primary school has achieved the Siarter Iaith silver standard.
- Number of English medium schools achieving Cymraeg Campus standards:
- Bronze -28; Silver – 3.
- We are planning to introduce Cymraeg Campus and Siarter Iaith in all secondary schools.
- There is excellent cooperation between DCC officers and schools to develop Welsh in different contexts in school.
- Following collaboration between the Welsh Language Support Team and co-ordinators, a comprehensive plan has been created with digital resources and clear guidelines for teachers to follow when presenting and drilling language patterns.
- We have worked together to create a plan to develop Welsh speaking skills of primary age learners in all schools.
- The Urdd and Menter Iaith effectively support school activities to develop the use of Welsh.

### **Progress against Outcome 6: An increase in the provision of Welsh-medium education for pupils with additional learning needs (ALN) (in accordance with the duties imposed by the Additional Learning Needs and Education Tribunal (Wales) Act 2018**

- ALN services are looking at recruitment systems to attract Welsh speaking staff.
- DCC in collaboration with Coleg Cambria, offer training to employees to learn to speak Welsh.
- We are currently reviewing the current provision and expanding the Welsh-medium support available for pupils in schools in Denbighshire.
- Denbighshire's special schools/units meet the linguistic needs of their learners. Staff who can speak Welsh are available to support learners who want to receive parts of their education through Welsh.

**Progress against Outcome 7: Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh**

- The Welsh Language Support Team in Denbighshire has grown, from one member of staff last year, to having 6 by September 2023. The staffing structure now means that there is support for staff and teachers in the primary and secondary sectors, as well as support for latecomers.
- The new staffing structure has facilitated training sessions, meetings and visits in order to develop the use of the Welsh language in the schools.
- DCC has a comprehensive training programme for school staff.
- In partnership with Coleg Cambria we offer training to school staff (and council officers) to learn Welsh.
- The authority continues to promote the 'Learn Welsh in a Year' course and there will be 5 teachers on the course in September.
- County officers study the annual School Workforce Annual Census (SWAC) returns and create an audit of training needs and identify potential Welsh speaking leaders.



<b>Report to</b>	<b>Performance Scrutiny Committee</b>
<b>Date of meeting</b>	<b>28<sup>th</sup> September 2023</b>
<b>Lead Member / Officer</b>	<b>Councillor Rhys Thomas</b>
<b>Head of Service</b>	<b>Emlyn Jones/Liz Grieve/Ann LLOYD</b>
<b>Report author</b>	<b>Jane Abbott, Senior Officer – Strategic Planning &amp; Housing</b>
<b>Title</b>	<b>Denbighshire’s Housing &amp; Homelessness Strategy Action Plan</b>

## **1. What is the report about?**

- 1.1. To examine the progress made to date in delivering the revised Strategy and Action Plan approved by County Council in December 2020 (the report to also include data and analysis on the current impact, along with potential future impact, on the Homelessness Service of the introduction of the private rented sector 6-month tenancy termination notice period)

## **2. What is the reason for making this report?**

- 2.1. To provide information regarding the progression of the Housing & Homelessness Strategy and associated action plan.

## **3. What are the Recommendations?**

That the Committee:

- 3.1 confirms that it has read, understood the progress of the Housing & Homelessness Strategy; and
- 3.2 if appropriate determines how it wishes to monitor the Action Plan’s delivery in future.

## 4. Report details

4.1. Denbighshire's Housing & Homelessness Strategy sets out the Council's vision and aims for housing in the County for the period 2021-2026. It is an important corporate document for the Council and provides the framework for all Council housing and homelessness related functions (private & public). The Strategy is set within the framework of the Corporate Plan as detailed in 5.1 and sits alongside the Local Development Plan (LDP). The Strategy identifies 6 "Themes" which are priority areas for action to be targeted:

- More homes to meet local need and demand.
- Creating a supply of affordable homes.
- Ensuring safe and healthy homes.
- Preventing & ending homelessness in Denbighshire
- Homes and support for vulnerable people.
- Promoting and supporting communities.

4.2. Delivery of the Action Plan is overseen by the Corporate Plan Housing Board, which is chaired by Councillor Rhys Thomas in his role as Lead Member for Housing & Communities. Membership of the Group comprises those Lead Members with responsibility for an area of housing or homelessness within their portfolios, relevant Heads of Service, and the Strategic Planning & Housing Manager.

4.3. The Action Plan for the Strategy currently comprises of 42 actions. The Strategy is a live document and additional actions are added as appropriate when projects are completed, and new ones identified as contributing to the theme.

4.4. 20 actions are now completed and incorporated as 'business as usual' within the relevant service, 15 actions are on track and 7 actions have experienced some challenges, however this is being actively managed, and they are still progressing and are on target to be completed through the life of the Strategy. There are no red actions.

4.5. Actions are reviewed prior to each meeting with the action plan made available to all members of the group prior to the quarterly meeting, to ensure there is time to monitor progress of the Strategy and challenge as appropriate.

**Key areas of progress since April 2023 include:**

- 154 affordable housing dwellings brought forward in Denbighshire in 2022/23, of these 83 dwellings were new build properties.
- 256 new build dwellings (all types, affordable and market dwellings) were completed in 2022/23
- The Council owned new build Passivhaus apartments on Caradoc Road, Prestatyn have been completed.
- Since the HMO Additional Licencing scheme was introduced in December 2020, 134 licences have been issued – 32 of which are new dwellings to the licensing scheme.
- 56 Empty Homeowners have contacted the Council asking for more information on services we can assist with to bring their empty homes back into use following a mailshot in July 2023
- My Home Denbighshire, a collaboration project between Clwyd Alyn, Shelter Cymru and DCC, which supports citizens at threat of homelessness is now up and running and has had 167 referrals so far. The project aims to support people early on and so prevent the need to access emergency and temporary accommodation and the associated statutory services.
- Targeted support regarding mental health and substance misuse can now be provided following the full recruitment of the multi-disciplinary team providing homelessness support.
- 83 homes in Denbighshire (January – May) have been improved through ECO4 funding with solar PV panels, air heat source pumps, insulation etc.
- Single Access Route to Housing (SARTH) has now been brought back in-house and incorporated into homelessness services.

4.6. The change in regulations surrounding the eviction notice process because of the Renting Homes (Wales) Act was implemented on 1st December 2022. The table below illustrates the homelessness households who have been given a duty to assist from DCC and the reason for homelessness was the reason of loss of rent or tied accommodation. Included in the table is also those who have been evicted due to rent arrears.

Year	Loss of rented or tied accommodation	Of which rent arrears in private sector dwellings
2021/22	157	2
2022/23	218	3
2023/24 (to 12/9/2023)	40	3

4.7. It can be seen from the data that there was a large increase in households presenting to DCC, due to the loss of their rented accommodation. My Home Denbighshire was also launched in in the last quarter of 2022 and has assisted households with early intervention services. From April to June 2023 53.49% of referrals made to My Home Denbighshire have been from those within the

Private Rented Sector, seeking help with an aim to prevent individuals from accessing statutory services or temporary accommodation.

## **5. How does the decision contribute to the Corporate Plan 2022 to 2027: The Denbighshire We Want?**

- 5.1. The Housing & Homelessness Strategy is one of the main vehicles for delivering the Council's theme of 'A Denbighshire of quality housing that meets people's needs'. The Strategy also contributes to the priorities of 'A healthier and happier, caring Denbighshire, A better connected Denbighshire, A greener Denbighshire, and A fairer, safe, and more equal Denbighshire'.
- 5.2. Through the Strategy's theme of 'Ensuring safe & healthy homes' there are initiatives which make a positive contribution to the Council's aim of the Council becoming Net Carbon Zero and Ecologically Positive by 2030.
- 5.3. These include the ECO4 scheme (action 3.08) which improves energy efficiency in homes which have been identified as having poor energy measures and the programme of decarbonising Council homes (action 3.02)

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

- 6.1. The costs of the projects are closely monitored. All costs will be kept within budget – ours and those of our partners.

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

- 7.1. The annual report does not require a Well-being Impact Assessment because it provides a retrospective evaluation of performance, and the publication of the report has no potential impact on future generations. However, Well-being Impact Assessments was undertaken of the Strategy at the time of its adoption.

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

- 8.1. A range of mechanisms are in place to monitor progress, including regular reports to the Corporate Plan Housing Board and reports as and when required by Scrutiny.

## **9. Chief Finance Officer Statement**

9.1 Although the strategy does involve spend and significant investment in some instances, these are currently being delivered within existing approved budgets and resources. Further investment decisions will need to take account of the worsening financial outlook for local authorities.

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

10.1 Ensuring that people are supported to live in homes that meet their needs is a key priority for the Council. A range of mechanisms are in place to monitor progress, including regular reports to the Corporate Plan Housing Board and as and when required by Scrutiny.

## **11. Power to make the decision**

11.1. Local Government Act 2000, Housing Act 1985 (S8), Housing Act 2004 (S8), Local Government Act 2003 (S87), Housing (Wales) Act 2014.

11.2. The Committee's powers in relation to this matter are set out in Section 21 of the Local Government Act 2000 and Sections 7.3 and 7.4.2 of the Council's Constitution.

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## Appendix A



Denbighshire County Council

# Housing & Homelessness Strategy

Action Plan September 2023

J Abbott



## Introduction

The Housing & Homelessness Strategy and accompanying Action Plan were adopted by the Council in December 2020 and are an amalgamation of all of our actions concerned with housing, homelessness and housing related support. As a result, the implementation of the Strategy is being undertaken by several different departments, in many instances working with partner organisations.

The relevant actions have been included in each service business plan as appropriate and are monitored by the relevant Lead Members and Heads of Service through the Corporate Plan Housing Board, chaired by Councilor Rhys Thomas in his role as Lead Member for Housing & Communities. The Housing & Homelessness Strategy is based around 6 key themes, and the Action Plan is structured around these themes, setting out the key actions required to deliver the desired outcomes for each key theme:

1. More homes to meet local need and demand.
2. Creating a supply of affordable homes
3. Ensuring safe and healthy homes
4. Preventing & ending homelessness in Denbighshire
5. Homes and support for vulnerable people
6. Promoting and supporting communities

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	Major issues - action stalled or will not meet targets
	Minor Issues - some slippage but actions taken to address
	No issues - action on track
	Action now complete or part of Business As Usual work





# Appendix A

Theme Title	Reference	Action	Justification / Context	Update	RAG Status	Completion Date	Lead Member / Head of Service
More homes to meet local need & demand	1.01	Review LDP housing allocations and policies as part of statutory LDP Review	Current LDP covers the period up to 2021, a review of policies and land use for the County is a statutory requirement.	We are working to progress background technical evidence and candidate sites assessments for Denbighshire's Replacement LDP, but the Covid-19 crisis impacted decision- making, public engagement and fieldwork. The Delivery Agreement has been revised and was approved by Council (6th December 2022) and subsequently submitted to and approved by WG. This sets out a revised timetable for the LDP. We have held workshop sessions with Councilors to discuss candidate sites assessments. (August 2023)		Dec-23	Win Mullen James Emlyn Jones
More homes to meet local need & demand	1.02	To develop an Infrastructure Plan for Denbighshire	Identification of infrastructure issues and requirements to inform policies and land allocations to enable housing growth and development.	Infrastructure Plan will be further developed as part of the work on the replacement LDP and site assessments. A continuous review process required for this. (August 2023)		Dec-23	Win Mullen James Emlyn Jones
More homes to meet local need & demand	1.03	Update Local Housing Market Assessment incorporating housing need and demand data.	Current assessment was completed in 2019. Statutory requirement to provide an updated assessment every 2 years	WG guidance, template and toolkit for undertaking LHMA's published in June 2022. A revised LHMA tool was devised by Welsh Government in June 2023. Development of new LHMA for Denbighshire is currently underway and the data is being transferred to the revised LHMA tool. LHMA will be completed in September 2023 (August 2023)		Dec-23	Rhys Thomas Emlyn Jones

<p><b>More homes to meet local need &amp; demand</b></p>	1.04	Undertake a Gypsy & Traveller accommodation needs assessment and act on its findings.	Housing (Wales) Act 2014 requires an updated Gypsy & Traveller Accommodation Assessment to be carried out every 4 years and for any needs identified to be addressed.	New G & T Assessment has been undertaken as part of the background evidence for the LDP. Work was led by Project Board and Task and Finish Group. Draft GTAA approved by Cabinet in December 2021 and submitted to WG for approval. WG response awaited. This action is now completed and as a result a new Project Board and Scrutiny Task and Finish Group has been re-established to progress work on this project and review the GTAA to ensure that it is as up to date as possible, and all families have been included. Families previously involved with the GTAA have been re-interviewed to ensure needs information is up to date and the revised GTAA will be completed in September 2023. It will be reported to members in the Autumn and approval sought to re-submit to WG. (August 2023)		Dec-22	Win Mullen James Emlyn Jones
<p><b>More homes to meet local need &amp; demand</b></p>	1.05	Implement the Empty Homes Delivery Plan	Better use of existing housing stock by continuing to target empty homes across the County.	Empty Homes matching service was launched in October 2020. A publicity plan is pushing the scheme and currently 15 applicants are signed up. Signposting to the DCC leasing scheme is utilised whenever feasible. Empty Homes Project Officer was appointed in Nov 2022 and is providing additional resource to focus on bringing empty homes back into use. (May 2023). Mailshot issued July 2023 and there have been 56 responses to date requesting further information / updating records. 1nr long term problematic property in Rhyl has recently come back into use, with another long-term problematic property in Prestatyn currently being redeveloped to be brought back into use as 2nr flats. (August 23)		Dec-26	Rhys Thomas Emlyn Jones

# Appendix A

<b>More homes to meet local need &amp; demand</b>	1.06	Act on recommendations of the Gypsy & Traveller Accommodation Needs Assessment	Housing (Wales) Act 2014 requires an updated Gypsy & Traveller Accommodation Assessment to be carried out every 4 years and for any needs identified to be addressed.	New Project Board and Scrutiny Task and Finish Group is being re-established to progress work on this project - see 1.04. (August 2023)		Dec-26	Win Mullen-James Emlyn Jones
<b>Creating a supply of affordable homes</b>	2.01	Review of Local Development Plan policies such as affordable housing in rural areas and commuted sums	To ensure that affordable housing requirements are balanced against viability of site delivery and the amount of affordable housing being delivered by private developers is maximised without impacting overall housing delivery. Requirements for rural affordable housing, and the Council's approach, will also be reconsidered to ensure this supports sustainable rural communities.	This will form part of the Replacement LDP evidence and methodology. Updated development viability assessment will be essential to inform our approach in the Replacement LDP. Work will include testing a range of methods for calculating financial contributions towards affordable housing, with the aim of reducing the number of calculations currently used. We will also test a range of approaches to calculating the value of affordable properties, to ensure this is set at an appropriate level. (August 2023)		Dec-23	Win Mullen James Emlyn Jones
<b>Creating a supply of affordable homes</b>	2.02	Review the current approach and thresholds for affordable housing requirements in LDP policies	To ensure that affordable housing requirements are balanced against viability of site delivery and the amount of affordable housing being delivered by private developers is maximised without impacting overall housing delivery. Requirements for rural affordable housing, and the Council's approach, will also be reconsidered to ensure this supports sustainable rural communities.	This will form part of the Replacement LDP evidence and methodology. Updated development viability assessment will be essential to inform our approach in the Replacement LDP and this will be undertaken in due course. The Strategic Planning and Housing Team are currently working on the development of the Development Viability Model which will form the basis of this work. (August 2023)		Dec-23	Win Mullen James Emlyn Jones

# Appendix A

<p><b>Creating a supply of affordable homes</b></p>	<p>2.03</p>	<p>Promotion of Tai Teg affordable housing register</p>	<p>Tai Teg is the Affordable Housing Register for Denbighshire, ensuring promotion will enable applicants to find suitable accommodation and the list is used in planning application responses as an indication of demand.</p>	<p>This action is on-going and a number of press releases have been produced, and a video recorded to actively promote the Tai Teg register and promote all types of schemes available Homebuy, Rent to Own, Intermediate Rental &amp; Shared Equity. Tai Tag was promoted at the Cost-of-Living Crisis Summit (public event) on 29 November 2022 through Grwp Cynefin who discussed the affordable housing register with members of the public that attended. Economic and Business Development included an article about Tai Teg in the March digital edition of the Business Bulletin. (August 23)</p>		<p>Dec-26</p>	<p>Rhys Thomas Emlyn Jones</p>
<p><b>Creating a supply of affordable homes</b></p>	<p>2.04</p>	<p>Publicise successful affordable housing schemes with relevant partners</p>	<p>Promotion will enable applicants to find suitable accommodation and the list is used in planning application responses as an indication of demand</p>	<p>Strategic promotion of affordable housing schemes with partners both before and after development to maximise applicants and success stories. Relevant local Members are advised of properties available in their area. New scheme completed at Glasdir, Ruthin by Clwyd Alyn – Members &amp; Officers attended the open day (August 2023)</p>		<p>Dec-26</p>	<p>Rhys Thomas Emlyn Jones</p>
<p><b>Creating a supply of affordable homes</b></p>	<p>2.05</p>	<p>Develop &amp; adopt a Council Housing Asset Strategy</p>	<p>Develop an Asset Strategy which includes a development &amp; maintenance programme to include the carbon zero aspirations of the Council</p>	<p>Draft document agreed. Final document to be progressed through the democratic process. (Feb 2021). Strategy to be presented to SLT &amp; Cabinet Briefing Oct - Nov. (Sept 2021). FWP of SLT oversubscribed. Scheduled for presentation Jan 2022 (Nov 2021) Adopted (Feb 2023)</p>		<p>Dec-21</p>	<p>Rhys Thomas Liz Grieve</p>

<b>Creating a supply of affordable homes</b>	2.06	Review existing housing portfolio with emphasis on providing suitable accommodation to the future older person demographic of Denbighshire	The purpose of this review is to inform the future type of Council Housing needed in Denbighshire	There is on-going review existing DCC stock portfolio including non-housing assets to assess viability for repurposing and suitability to meet the future older person demographic in Denbighshire. Several projects are underway to ensure assets are used effectively into the future (Feb 2023) Ongoing (May 2023)		Apr-21	Rhys Thomas Liz Grieve
<b>Creating a supply of affordable homes</b>	2.07	Practical completion of new homes through Housing Development Programme	Corporate Priority of 170 homes by 2026	<p>Work started on site at :</p> <ul style="list-style-type: none"> <li>• Tan Y Sgubor in Denbigh</li> <li>• Bodnant in Prestatyn.</li> <li>• Former library site in Prestatyn</li> <li>• Dell Apartments, Prestatyn</li> <li>• Llys Anwyl, Rhyl</li> <li>• Aquarium St, Rhyl</li> </ul> <p>Planning applications approved for Granite &amp; Next in Rhyl, and for conversion of former HMOs in Bath Street in Rhyl into apartments. Remaining property in the terrace of HMOs in Bath Street in Rhyl purchased to enable a more comprehensive conversion scheme to be undertaken (Feb 2023) The new build Passivhaus apartments on Caradoc Road in Prestatyn have been completed and whilst some delays have been encountered, the new Passivhaus homes at Llwyn Eirin in Denbigh, the new apartments at Llys Llên on Nant Hall Road in Prestatyn and the conversion of Llys Anwyl on Churton Road in Rhyl are all expected to be completed during Autumn 2023. A Planning application has been submitted to redevelop the building which previously housed the Goldilocks salon on Queen Street in Rhyl to provide</p>		Mar -26	Rhys Thomas Liz Grieve

				new apartments. (August 2023).			
<b>Ensuring safe &amp; healthy homes</b>	3.01	To ensure Council accommodation is maintained to meet the Welsh Housing Quality Standard	Funding has been given to DCC towards achieving these standards which have to be achieved by December 2020 and maintained after this date	<p>Although WHQS has been achieved in Denbighshire, considerable works are required to maintain the standard. The pandemic impacted on the delivery of internal refurbishments (kitchens &amp; bathrooms) since 2020 and external works were prioritised during 20/21 &amp; 21/22. In 2023 we have recommenced our internal programmes This will see approx, 80 properties improved internally as well as a further 250 properties improved as part of the voids process. WG are producing a revised WHQS standard however this has now been delayed and we do not expect the new standard to be announced until autumn 2023, for possible implementation during the early part of 2024. Capital works programmes continue to be delivered but cost increases are impacting on the volume of work in terms of affordability. Budgets are being closely monitored and programmes of works amended and prioritised accordingly (May 2023.) Gas compliance remains high with all properties receiving an annual gas check where applicable and all properties on either solid fuel or oil-fired heating also being checked. We are currently also checking all the electrical installations in our properties to ensure all properties are checked every 5 years to comply with new legislation from this year. All properties with a communal area are also being annually checked by a dedicated Fire Safety Officer to ensure our Fire Risk Assessments remain up to date and compliant. (Aug 2023)</p>		Dec-26	Rhys Thomas Liz Grieve

<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 55</p> <p><b>Ensuring safe &amp; healthy homes</b></p>	3.02	Decarbonisation of social housing stock by 2030	Climate & Ecological Change Strategy commitment	<p>Programmes of work have been developed and implemented to tackle decarbonisation to meet WG targets and Corporate targets of zero carbon emissions by 2030. WG formular approach to funding allocations has reduced the level of finance available annually for DCC. Proposals still being developed in line with anticipated funding levels and possible grant funding from other sources. Additional members of staff recruited to undertake surveys and data analysis. (May 2023). Our 2020/21 schemes have been completed successfully and resident feedback is excellent. A second phase of works to 100 properties in Rhyl have now been completed as well as improvement works to 22 properties in Ruthin and 11 properties in Betws GG, both of which have received retrofit improvements to improve energy efficiently target. Surveying work has now commenced to properties in Denbigh and Rhyl as part of the 2023/24 external improvement programmes. Survey work is underway to deliver a ground source heat pump community-based project in Betws GG which includes both tenanted and privately owned properties. The scheme is being funded as part of the Optimised Retrofit Project and included additional insulation and PV improvements to the council housing stock in the village. Additional members of staff have now been recruited to undertake surveys and data analysis for current and previous programmes of works (August 2023)</p>		Dec-30	<p>Rhys Thomas Liz Grieve</p>
<p><b>Ensuring safe &amp; healthy homes</b></p>	3.03	Develop and adopt a new Housing Revenue	Changes in how the Housing Revenue Account can be leveraged need to be considered in the 30-year business plan	Devise and adopt a new HRA borrowing Strategy to consider changes in permitted borrowing levels and capping – 30-year business plan. Research undertaken and		Sept-21	<p>Rhys Thomas Liz Grieve</p>

Page 56		Account borrowing strategy		proposals are being developed (June 2021) Works undertaken to determine costs and funding levels required going forward. Revised date for strategy to be confirmed following SLT review and Housing Management Structure. (May 2023). The recent expansion of the HRA capital programme to meet WHQS standards and new build and net carbon zero targets has not been accompanied by a corresponding increase in external funding, meaning the Council's only option is to fund the capital programme through borrowing. However, when combined with high inflation and rises in interest rates the level of HRA borrowing is limited by the cost of financing that debt (MRP and interest). Therefore, until there is a significant change in the financial climate, the current HRA borrowing strategy is to borrow up to the limit of what can be sustained by the revenue account. Borrowing less means reducing the capital programme further than is already necessary, borrowing more is unaffordable (Sept 2023)			
<b>Ensuring safe &amp; healthy homes</b>	3.04	Support Rent Smart Wales	Set up by Welsh Government to comply with the Housing (Wales) Act 2014 with regards to Landlord licensing	Promote Rent Smart Wales and ensure new and existing landlords have undertaken the training and are licensed through the scheme. Very few properties are not registered any properties inspected for Homelessness Prevention are checked and there is a section on the HMO application form to ensure compliance, so procedures are in place to gather information and compliance from new landlords (Oct 2021). Property checks are continuing, and unregistered properties are reported to Rent Smart Wales as and when any are identified (Sept 23).		Dec-26	Rhys Thomas Emlyn Jones



Ensuring safe & healthy homes	3.05	Work directly with landlords to Improve standards in the Private Rented Sector	Improve communication & engagement with landlords to improve standards in the Private Rented Sector	Denbighshire Landlord Roadshow to be held in Rhyl on 24th November - 3 speakers covering the following topics: The introduction of the Renting Homes Wales legislation in December 22, update on Rent Smart Wales and DCC private leasing scheme (Nov 22). Will be holding another landlord roadshow before the end of the year - no firm date agreed yet though. (Sept 23)		Dec-26	Rhys Thomas Emlyn Jones
Ensuring safe & healthy homes	3.06	Implement & enforce Minimum Energy Efficiency Standards (MEES) in the private rented sector	Statutory requirement under Energy Efficiency (Private Rented Sector) England & Wales Act 2015	<ul style="list-style-type: none"> <li>· Develop a fines policy &amp; procedure.</li> <li>· Implement enforcement of applicable fines for serial non- compliance and non-engagement of MEES. This has now been completed and implementation is part of business as usual (June 2021). DCC along with other authorities in the region are monitoring the pilot and arrangements are in place with Wrexham to understand the outcome of the pilot (Oct 2021). Pilot Study ends March 22. Councils own Pilot scheme looking at developing policy &amp; procedures that could be adopted by all LAs in Wales to ensure consistent enforcement approach. Still awaiting report, regarding standardised policy and procedures from the Pilot Study (Nov 22). Meeting held to discuss implementation of MEES; standardised Policy &amp; procedures not available yet. Data Sharing agreement required with Rent Smart Wales &amp; we are waiting for approval to be granted before we can obtain current information on the number of F&amp;G EPC rated properties in Denbighshire (Feb 23). Data Sharing Protocol submitted to RSW and awaiting approval, but as soon as it has been in the next few months, we are ready to start identifying F&amp;G rented properties and</li> </ul>		Apr-21	Rhys Thomas Emlyn Jones

				contacting owners. (May 23). Still waiting for data sharing agreement to be signed off by RSW and therefore until this has been completed, we are unable to progress things (Sept 23)			
<b>Ensuring safe &amp; healthy homes</b>	3.07	Implement Additional Licensing for HMO's scheme now extended to Prestatyn, Denbigh & Llangollen	Raise standards of properties & their management.	Additional Licensing of HMO's scheme in force in Rhyl recently extended to include Prestatyn, Denbigh & Llangollen (June 2021). Since the new Additional Licensing scheme was introduced on 1/12/20 we have issued 72 licences (8 new and 64 renewals). There are now a total of 172 HMO licensed premises in Denbighshire. Backlog of HMO proactive inspections completed, and 86 new and renewal HMO licences issued since the HMO Additional licensing Scheme came into force. (Nov 22). Since the Additional Licensing scheme was introduced in 1st December 2020 we have issued 134 licences (32 new and 102 renewals) (Sept 23).		Dec-26	Rhys Thomas Emlyn Jones
<b>Ensuring safe &amp; healthy homes</b>	3.08	Target financial resources to ensure housing will be more energy efficient helping the environment and improving housing quality	To improve energy efficiency in housing and reduce fuel poverty	Arbed scheme was closed in November 2021 prior to additional schemes being carried out. ECO4 went live in December 2022 and is being administered on behalf of DCC by Flintshire County Council. (Feb 23) A total of 83 homes in Denbighshire are being improved through ECO4 measures (including improved insulation, solar PV panels, air source heat pumps etc) in January - May 2023. (August 2023)		Dec-26	Rhys Thomas Emlyn Jones
<b>Ensuring safe &amp; healthy homes</b>	3.09	Unauthorised residential occupation of holiday caravans will be reduced	Many people are living in caravans which do not have planning permission for permanent residency. Some caravans provide poor housing conditions, and this will ensure that people are not living in	There is evidence of people living permanently in substandard holiday caravans in the County. Research continuing to take place to determine the extent of the problem (Feb 22). Task and finish group currently reviewing data to determine whether any proactive enforcement is required. (Aug 22). Officer		Dec-26	Rhys Thomas Emlyn Jones

			unsuitable accommodation.	has been retained in Public Protection to update the outstanding caravan site licencing work (1 day a week for 1 year) and they will be checking unauthorised residential occupation of holiday caravans during the inspection of the sites (Sept 23).				
Page 59	<b>Preventing &amp; ending Homelessness in Denbighshire</b>	4.01	Develop easily accessible information and advice for prevention of homelessness	Easily accessible information enables citizens to make informed choices regarding their housing situation.	Website information has been updated; social media campaign is planned (June 2021). Completed, August 2022 - Housing support programme strategy now published on DCC website, further media campaigns will be released following submission of the Rapid Rehousing Plans (September 2022), also marketing of the PRS leasing scheme in readiness for next year's target lease acquisition. (Feb 2023). Media coverage for PRS on hold, this year's target is 8 properties, we currently have 7 properties, and all are likely to be signed up, if WG provide funding over and above the target media campaign will be reconsidered (June 2023). This work is ongoing. We are working with the Web Team to streamline the referral form for Housing Related Support e.g. floating support to ensure it is more accessible (Sept 2023).		Apr-21	Rhys Thomas Ann Lloyd
	<b>Preventing &amp; ending Homelessness in Denbighshire</b>	4.02	Develop an early intervention and prevention service, involving a wide range of partners to support households at risk of homelessness	Housing Act (Wales) 2014 requires Local Authorities to prevent homelessness and ensure access to services to support households at risk of homelessness	Building on best practice to procure early intervention services that provide robust support to households at risk of homelessness e.g. debt advice, Mediation, support to Landlords, etc. Work is ongoing to develop a pilot project and start a procurement exercise (June 2021). The Early Intervention and Prevention project was awarded April 2022, the provider has been through a recruitment exercise and due to begin from 9th September (Aug 2022). My Home Denbighshire project established as a		Dec-22	Rhys Thomas Ann Lloyd

				<p>consortium of Shelter Cymru, Clwyd Alyn, and Warm Wales, to date 80+ referrals have been received, work now in progress to interrogate performance data (Feb 2023). Project fully operational 167 referrals to date, 2nd tranche of homelessness awareness training being delivered to LA's and third sector, looking to expand to private sector eg. bus drivers, pharmacies, qtr 4 - 90% prevention rate (June 2023). The project is continuing to look at ways to strengthen the awareness of the services e.g. social media platforms, marketing materials. The project is creating links within communities by doing walk and talk sessions, drop in's and linking with established partner agencies such as the iCan Hub (Sept 2023).</p>		
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<p><b>Preventing &amp; ending Homelessness in Denbighshire</b></p>	4.03	Develop a homelessness hub with access to wrap-around services through multi-disciplinary interventions for those experiencing homelessness	Welsh Government Phase 3 Plan to end homelessness	Recruit a multi-disciplinary team to provide wrap-around services to those households experiencing homelessness. To identify and develop an appropriate hub with emergency accommodation on site in which to deliver the multi- disciplinary support. Multi- disciplinary team is now fully in place, the provision of a hub is very much reliant on 4.04, however the team are developing ideas on carrying out support across several community-based settings to introduce more inclusive wrap around services. The team Critical Time Intervention Support Workers have been relocated from Housing First into Homelessness Prevention with a new senior support position to lead on the CTI intensive time limited support package. The team now deliver over and above statutory work: Social Work led support; Counselling; Critical Time Interventions; and Substance Misuse / Mental Health services (Feb 2022). Most vacancies now filled including additional CTI practitioners 2 of which are to target complex cases within prevention (Feb 23). Team structure continues to develop - the need for occupational therapy has led to the recruitment of a therapist - due to join mid-June, CTI workers are being trialed to work in the same manner as HSP's to level out and reduce caseloads across all support work. In line with the rapid rehousing plan, individual support worker move on targets have been set. (June 2023). An Occupational Therapist has been recruited and the HPT have		Dec-22	Rhys Thomas Ann Lloyd
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				seen benefits from having access to this specialism within the team. The trial for CTI working in the same manner as HSP's has been positive to improve the customer journey and is ongoing. There have been leads created within HSP's e.g. Senior Substance Misuse HSP and a Mental Health HSP as these have been areas identified where targeted support is required (Sept 2023).			
<b>Preventing &amp; ending Homelessness in Denbighshire</b>	4.04	Establish in-house emergency accommodation facilities for homeless citizens	Welsh Government Phase 3 Plan to end homelessness	Contract awarded for the conversion of the former care home in Brighton Road in Rhyl (Feb 2023). Technical Design for conversion works being developed by Principal Contractor in line with Design & Build contract prior to works starting on site, Technicality from the purchase have created delays in refurbishment work - (May 2023) Work is ongoing to identify further sites for developments (Sept 2023).		Dec-26	Rhys Thomas Ann Lloyd

<p style="text-align: center;">Page 63</p> <p><b>Preventing &amp; ending Homelessness in Denbighshire</b></p>	4.05	Develop a rapid rehousing model for citizens affected by homelessness with appropriate support	Welsh Government Phase 3 Plan to end homelessness	<p>Increase the amount of available accommodation by working with private landlords as well as social landlords to increase housing accommodation options including the Private Rented Sector. Wales wide scheme offering leases of between 5-20 years. The scheme has a 10-year programme of securing 80 leased properties up to 2027 followed by no further acquisitions but a managed portfolio of the 80 to 2032. (Feb 2022). 1 property going through the system to ensure all processes are correct, current indication that potential to bring 10+ properties in during year 1 against target of 4 (Aug 2022) Rapid Rehousing Plans were submitted in November 22 work has begun to develop operational plans and update activity data to inform high level plan for year 1 April 23 - March 24 (Feb 23). Rapid rehousing plan live from April 1st, section 7 resources plan now to be monitored for performance against plan, too early to give indications of progress (June 2023). The transition towards Rapid Rehousing is being considered in all aspects of delivery including MDT way of working, and all contract reviews are considered in line with Rapid Rehousing approach. As Rapid Rehousing requires a Corporate Approach, a Rapid Rehousing Delivery Group, with lead officers from across the council, will be driving the agenda forward (Sept 2023).</p>		Dec-26	Rhys Thomas Ann Lloyd
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<p><b>Preventing &amp; ending Homelessness in Denbighshire</b></p>	4.06	Review services provided internally & externally through Housing Support Grant (HSG) to ensure a range of support is available	Welsh Government Phase 3 Plan to end homelessness	<p>Review support services provided through HSG to ensure that different levels of support are available for a variety of different needs. Work has started on this but will be phased over next 12 months (Feb 2021). All projects are within the review programme (Aug 2022). Strategic lead and commissioning jointly looking at the revision of support services in line with contract end and requirements for rapid rehousing, various contracts for renewal from Oct 23 - Mar 24 (Feb 23). The review process has begun and all support contracts have been mapped out, we are currently plotting the customer journey to establish what is required going forward opposed to what we currently have, current support contracts are in varying processes of extension to Oct 2024 in order to give enough time to ensure that the review is accurate and that any changes do not create increased numbers into homelessness (June 2023). The review of the contracts is ongoing to ensure we are reviewing all project holistically and mapping out what resource we currently have, and evidencing what we need for future demand and in line with Rapid Rehousing approach (Sept 2023).</p>		June-22	Rhys Thomas Ann Lloyd
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<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 65</p> <p><b>Preventing &amp; ending Homelessness in Denbighshire</b></p>	4.07	Deliver workshops to secondary school aged children on homelessness and available support	To identify children at risk of homelessness at an early stage and ensure that support and guidance is available.	To deliver accredited & non- accredited workshops to young people within schools, colleges & youth centre. The Youth Service homelessness prevention team have delivered Information events to two Year 7 groups to 2 secondary schools providing them with key information on factors of homelessness, challenging ideas, and values of how they view homelessness as well as support services available. 34 young people identified as vulnerable and potentially at risk of becoming homeless by their school have completed Agored accreditations to enable them to build resilience and confidence to seek advice, as well as them being aware of self and support available to them with housing issues. (Nov 22). Youth Homelessness projects to be reviewed March 23 (Feb 23). Review with youth services qtr 2 (June 2023). Early Intervention Youth Workers continue to build links with the Homeless Prevention Team, and work within schools (Sept 2023).		Mar-26	Rhys Thomas Ann Lloyd
<p><b>Preventing &amp; ending Homelessness in Denbighshire</b></p>	4.08	Identify young people at risk of homelessness through training professionals working in their environment	To identify children at risk of homelessness at an early stage, through a range of environments, referring them for applicable support	Offer bespoke youth work interventions to young people who are referred to the service through schools, colleges, self or from other professional bodies/organisations (Police etc.) Work on these will commence when Covid-19 restrictions allow (Feb 2021). Youth Homelessness projects to be reviewed March 23 (Feb 2023). Youth Homelessness projects to be reviewed March 23 (Feb 2023). Review with youth services qtr 2 (June 2023). My Home Denbighshire are targeting schools and other services that support young people as part of their communication strategy to offer support of identifying the early signs of homelessness. Youth Services and My Home Denbighshire are building		Mar-26	Rhys Thomas Ann Lloyd

				links to work closely together (Sept 2023).			
<b>Preventing &amp; ending Homelessness in Denbighshire</b>	4.09	Extend the Housing First project	Welsh Government Phase 3 Plan to end homelessness	To develop a plan on integrating Housing First into the Homelessness Support Pathway following the withdrawal of Welsh Government Trailblazer funding. Further guidance is being sought from Welsh Government regarding how they envisage Housing First being integrated into the new vision for Homelessness Support (Sept 2021). Trailblazer funding has now been extended to March 2023 for the current Conwy / Denbighshire model, WG are carrying out an evaluation of Housing First across 2022/23 to determine the delivery method for subsequent years. The current model has been extended across into Flintshire with all three counties being managed by a single operational Manager in DCC. Trail blazer extended to March 2024; FCC arrangements currently being negotiated (Feb 2023). All current arrangements are extended to March 2024 (Sept 2023).		Mar-22	Rhys Thomas Ann Lloyd
<b>Preventing &amp; ending Homelessness in Denbighshire</b>	4.10	Development of the Youth Service digital youth work to promote and engage young people in the issue of Youth Homelessness in Denbighshire.	Develop a greater understanding of homelessness, so that young people know when they can access support	Project developed and delivered across of range of school settings and community projects. Digital resources developed and provided to schools, partners and youth work support staff, with a range of online tools and activities available for young people and parents. (Sept 2021). Continuation of digital support and information to young people both within schools the community and as part of 1 to 1 youth work sessions. (Nov 2021). Continuation of digital support. Live Youth Forum event held (Update Aug 22). Young people engaged in digital Youth work through Digi Youth Clubs, workshops and projects engaging young people identified as having the		Mar-22	Rhys Thomas Liz Grieve

Page 67				<p>key risk indicators for homelessness in confidence building and resilience, sessions raising awareness of homelessness in Denbighshire and what local support is available. (Nov 22) Continuation of projects including social media video to inform young people of support services, knowledge around homelessness and additional support from the youth service. (Feb 23). Interactive workshops have been delivered to 180 young people in 5 schools to give them a better understanding of ways to prevent homelessness. It also provides information about other support networks and how to ask for help. These workshops will continue throughout the year, across Denbighshire schools to highlight how Youth Services can support. Youth Homelessness team have delivered the resilience accredited courses to 12 young people within Year 7 at Christ The Word, Rhyl as part of the school's engagement programme. Homelessness Awareness Workshops have been delivered to 50 Year 6 pupils in 2 Primary Schools within Denbighshire. (May 2023).School holidays – no update (Sept 2023)</p>			
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<p><b>Preventing &amp; ending Homelessness in Denbighshire</b></p>	<p>4.11</p>	<p>Provide good quality, well managed temporary accommodation solutions during the homelessness assessment process</p>	<p>Homelessness applicants need good quality well-managed accommodation, for their well-being and health.</p>	<ul style="list-style-type: none"> <li>· Private Rented Sector pilot project is being embarked on with Conwy Council, which will provide temporary accommodation solutions.</li> <li>· Work with Community Housing and RSLs to increase the number of properties they provide to the Homelessness Prevention Team, across the County.</li> </ul> <p>Update on PRS LSW 4.05, properties continue to be supplied through CH to homelessness (Aug 2022) 'PRS LSW - on target for the first 4 properties, a great deal of interest being shown by private Landlords, next year's target is 8 properties taking the total to 12(Feb 2023). Last year's target met, this year's target of 8 is well on its way with potential 7 to sign up, the Pathfinder with CCBC has now been disbanded and the grant award proportional to DCC has been transferred to us, this includes 7 properties (June 2023). Work is ongoing with Community Housing and RSLs to increase the number of properties within Denbighshire (Sept 2023).</p>		<p>Dec-26</p>	<p>Rhys Thomas Ann Lloyd</p>
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<p style="text-align: center;">Page 69</p> <p><b>Preventing &amp; ending Homelessness in Denbighshire</b></p>	4.12	To provide bespoke youth work support to young people engaging with other DCC departments and partners.	To identify young people at risk of homelessness at an early stage and ensure that support and guidance is available.	<p>Youth work interventions to over 50 young people at risk of homelessness through 1:1 &amp; small group sessions. The team have worked closely with Children's Services, Working Denbighshire, Schools, Homeless prevention team and other agencies to engage and support young people with identified barriers. (Aug 2022) Continuation of bespoke work as well as supporting young people to access funding for education, access to banking services and careers help and support. Interventions have led to young people engaging in interviews, access to EMA and successful supported living placements. (Nov 22). Activity across the county continuing. (Feb 23). The team are currently working with 28 young people during this quarter who are at risk of becoming homeless or present themselves as homeless and require personal support. Many of these young people have complex needs and issues. Support includes liaising with internal &amp; external services that will assist through accommodation and signposting them to the appropriate support services that can continue to help them. 3 Homelessness Awareness assemblies were delivered to 200 Year 12 &amp; 13 pupils in secondary schools throughout Denbighshire. 5 young people have been supported with moving from Temporary accommodation to supported accommodation to Bruton Park and Crescent Court. Support includes opening bank accounts and completing to claim for universal credit (UC) (May 2023). No update (Sept 2023)</p>		Mar-22	Rhys Thomas Liz Grieve
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<p>Homes &amp; support for vulnerable people</p> <p>Page 70</p>	5.01	Three Extra Care facilities in development or completed by 2022	Corporate Priority for current Corporate Plan	<p>Awel Y Dyffryn is now almost at full capacity, and things are going well. Following the temporary stalling of plans for Corwen, work has recently begun again in earnest, with a working group meeting fortnightly. Llys Awelon, construction contract has been signed, estimated construction completion date is Feb 2024, some tenant engagement has been undertaken, regular stakeholder meetings taking place. Corwen work is progressing and BCU have been invited to the fortnightly meetings. Expression of Interest has been published with a closing date on 13/3 and a Council Briefing has been shared with the local members 20/2. Llys Awelon, monthly project team and bimonthly board meetings are being held and managed by Grwp Cynefin. Confirmation that application for additional funding via HCF has been approved in principle. Discussions ongoing with Learning Disabilities Team regarding possible proposals with the units funding. Site signboard has now been erected. (Feb 202 Llys Awelon now in building phase, Corwen have had interest from RSL's expression of interest to engagement event being published on sell2wales for RSL's to attend (Sept 2023).</p>		Dec-26	Elen Heaton Ann Lloyd
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<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 71</p> <p><b>Homes &amp; support for vulnerable people</b></p>	5.02	Investigate more 'own front door' schemes for vulnerable people	Over 100 vulnerable adults in Denbighshire would benefit from the enablement and support which comes from living in these schemes	Working with social landlords to include specialist units on new developments and adapt existing dwellings. 4 units coming forward on Plas Deva development in Meliden (Feb 2021). Update on Meliden – the 4 tenants have moved into their flats in summer 2022 (build delay). The support service has been commissioned. Initial feedback from the tenants has been very positive, in that they like having their own front door, along with the peer support from each other (and some paid support). The 4 flats in Awel y Dyffryn for people with a learning disability are also an own front door model, and we are exploring options with Grwp Cynefin for another block of 4 flats in the south of the county. As a model we are finding that it works well, including because there is less of an issue with compatibility than in traditional shared supported living (November 2022). Discussions ongoing with Grwp Cynefin re south of the county, pulling together options for a business case (Sept 2023)		Dec-26	Rhys Thomas Ann Lloyd
<p><b>Homes &amp; support for vulnerable people</b></p>	5.03	Investigate funding options including the SHG/ICF for the	Corporate priority of increasing Extra Care in Denbighshire	Following the temporary stalling of plans for Corwen, work has recently begun again in earnest, with a working group meeting fortnightly. Housing Strategy colleagues have been invited to the next working group to		Mar-23	Elen Heaton Ann Lloyd

		Corwen Extra Care Scheme		explore options for use of SHG/RIF (November 2022). Corwen work is progressing and BCU have been invited to the fortnightly project team meetings. Expression of Interest has been published with a closing date on 13/3 and a Council Briefing has been shared with the local members 20/2. (Feb 2023). Llys Awelon now in building phase, Corwen have had interest from RSL's expression of interest to engagement event being published on sell2wales for RSL's to attend (Sept 2023)			
<b>Promoting &amp; supporting communities</b>	6.01	Implement Tenant Engagement Strategy	It is vital for Denbighshire Housing to work closely with our tenants and households, so we understand their needs and aspirations. Feedback and co-production will influence our community investment, service development and plans. This is particularly vital due to the impact of Covid-19 on our communities.	The Bi-annual survey of all Denbighshire Housing households has been completed. Detailed analysis is underway. The feedback will be reviewed and will help inform next steps and input into the development of an engagement plan for 2021/22. (June 2021). An action plan to respond to the survey is now in place which includes actions to increase engagement. This has been shared with the Tenants Federation. Support has been put in place to support tenants' groups to resume their activity post Covid. (Aug 2021). A plan is being developed to engage with council tenants during 2023/24. This will include the STAR Survey 2023, a series of Summer Roadshows and a mini consultation on Rent Setting (May 2023). The Engagement Plan for 23/24 is in progress and includes actions for events at Meliden and Rhyl and to work with tenants on Rent Setting Policy (Sept 2023)		Dec-26	Rhys Thomas Liz Grieve



<p>Promoting &amp; supporting communities</p>	<p>6.02</p>	<p>Review SARTH</p>	<p>The regional Allocations Policy has been in operation since 2017 in Denbighshire. It is vital to ensure that the policy remains fit for purpose and the regional partners have agreed to review the policy.</p>	<p>The regional group are monitoring developments since Covid-19 and the potential need for a new approach to the Allocations Policy. Further updates are expected from WG regarding Allocations Policy considering their Rapid Rehousing proposal. The SARTH review findings did not suggest any major structural changes however there are actions which will be discussed with all SARTH partners in Q3 (Aug 2021). The regional group are looking at the higher-level arrangements and monitoring WG guidance on Allocations Policy. The group have offered to pilot any new approach to this with WG and a workshop has been arranged for March 2022. Actions from the review to improve the operational service are underway. (February 2022). Work is ongoing to develop a joint working approach with WG and the SARTH partners around a new Allocations Policy Framework. Progress is slow due to a variety of pressures and priorities within WG. A meeting held in early February emphasised the commitment of all to work together on this, but a formal review of guidance is required prior to any significant policy changes (Feb 2023). This is ongoing as we are awaiting a further announcement from WG in October. We are working with RSL's in the county to ensure we jointly benefit from activity to make best use of social housing stock and to share good practice (Sept 2023)</p>		<p>Mar-22</p>	<p>Rhys Thomas Liz Grieve</p>
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Promoting & supporting communities	6.03	Develop a 5-year rent policy	In 2020, Welsh Government introduced a 5-year Rent Policy which gives certainty for the HRA but also adds additional requirements to ensure the Council considers affordability and value for money when applying the annual rent increase for council homes.	The Cabinet decision on the Rent Increase in 2021 included assessments of Value for Money, Efficiencies and Affordability as part of the annual Council Housing stock business plan and rent increase process. (June 2021)		Apr-21	Rhys Thomas Liz Grieve
Promoting & supporting communities	6.04	Work with police, registered social landlords & other partners on focused neighbourhood management in West Rhyl	Complementing the extensive regeneration work which has been carried out in the area with the removal poor quality accommodation by supporting the community.	Multi agency/service group being relaunched in Oct 2017, new terms of reference and chaired by Emlyn Jones (June 2021). Public Protection are attending in a 'partnership' role. i.e. there may be some issues in HMO's that crop up that Public Protection need to or can deal with (Sept 23).		Dec-26	Rhys Thomas Emlyn Jones
Promoting & supporting communities	6.05	Bring first point of contact for SARTH in-house	To better integrate the approach with Denbighshire response and create efficiencies in the process by doing so.	Project in place and new arrangements due to go live on schedule on 1st April 2023. Further benefits of the new approach have been identified and will be maximised going forwards. (Feb 2023). This is now complete and business as usual. Further service development to follow. (Sept 2023)		Mar-23	Rhys Thomas Liz Grieve

<b>Report to</b>	<b>Performance Scrutiny Committee</b>
<b>Date of meeting</b>	<b>28 September 2023</b>
<b>Head of Service</b>	<b>Lisa Jones, Interim Head of Legal and Democratic Services</b>
<b>Report author</b>	<b>Rhian Evans, Scrutiny Co-ordinator</b>
<b>Title</b>	<b>Scrutiny Work Programme</b>

## **1. What is the report about?**

1.1 The report seeks Performance Scrutiny Committee to review its draft forward work programme (see Appendix 1). As part of its review the Committee is asked to reflect on how Scrutiny can support the delivery of the Council's Corporate Plan and its aim of becoming Net Carbon Zero and Ecologically Positive by 2030, whilst also prioritising matters which the Committee deems important to scrutinise.

## **2. What is the reason for making this report?**

2.1 To seek the Committee to review and agree on its programme of future work, and to update members on relevant issues.

## **3. What are the Recommendations?**

That the Committee

- 3.1 considers the information provided and approves, revises or amends its forward work programme as it deems appropriate; and
- 3.2 determines whether any key messages or themes from the current meeting should be publicised via the press and/or social media.

## 4. Report details

- 4.1 Section 7 of Denbighshire County Council's Constitution sets out each Scrutiny Committee's terms of reference, functions and membership, as well as the rules of procedure and debate.
- 4.2 The Constitution stipulates that the Council's scrutiny committees must set, and regularly review, a programme for their future work. By reviewing and prioritising issues, members are able to ensure that the work programme delivers a member-led agenda.
- 4.3 For a number of years it has been an adopted practice in Denbighshire for scrutiny committees to limit the number of reports considered at any one meeting to a maximum of four plus the Committee's own work programme report. The aim of this approach is to facilitate detailed and effective debate on each topic.
- 4.4 In recent years the Welsh Government (WG) and Audit Wales (AW) have highlighted the need to strengthen scrutiny's role across local government and public services in Wales, including utilising scrutiny as a means of engaging with residents and service-users. From now on scrutiny will be expected to engage better and more frequently with the public with a view to securing better decisions which ultimately lead to better outcomes for citizens. AW will measure scrutiny's effectiveness in fulfilling these expectations.
- 4.5 Having regard to the national vision for scrutiny whilst at the same time focussing on local priorities, the Scrutiny Chairs and Vice-Chairs Group (SCVCG) recommended that the Council's scrutiny committees should, when deciding on their work programmes, focus on the following key areas:
- budget savings;
  - achievement of the Corporate Plan themes (with particular emphasis on their deliverability during a period of financial austerity);
  - any other items agreed by the Scrutiny Committee (or the SCVCG) as high priority (based on the PAPER test criteria – see reverse side of the 'Member Proposal Form' at Appendix 2);

- Urgent, unforeseen or high priority issues; and
- Supporting the Council's continued recovery work in relation to the effects of the COVID-19 crisis on Council services, the local economy and the county's communities

#### 4.6 Scrutiny Proposal Forms

As mentioned in paragraph 4.2 above the Council's Constitution requires scrutiny committees to prepare and keep under review a programme for their future work. To assist the process of prioritising reports, if officers are of the view that a subject merits time for discussion on Scrutiny's business agenda they have to submit a formal request to the SCVCG seeking Scrutiny to consider a report on that topic. This is done via the submission of a 'proposal form' which clarifies the purpose, importance and potential outcomes of scrutinising suggested subjects.

- 4.7 With a view to making better use of scrutiny's time by focussing committees' resources on detailed examination of subjects, adding value through the decision-making process and securing better outcomes for residents, the SCVCG decided that members, as well as officers, should complete 'scrutiny proposal forms' outlining the reasons why they think a particular subject would benefit from scrutiny's input. A copy of the 'member's proposal form' can be seen at Appendix 2. The reverse side of this form contains a flowchart listing questions which members should consider when proposing an item for scrutiny, and which committees should ask when determining a topic's suitability for inclusion on a scrutiny forward work programme. If, having followed this process, a topic is not deemed suitable for formal examination by a scrutiny committee, alternative channels for sharing the information or examining the matter can be considered e.g. the provision of an 'information report', or if the matter is of a very local nature examination by the relevant Member Area Group (MAG). No items should be included on a forward work programme without a 'scrutiny proposal form' being completed and accepted for inclusion by the Committee or the SCVCG. Assistance with their completion is available from the Scrutiny Co-ordinator.

### Cabinet Forward Work Programme

- 4.8 When determining their programme of future work it is useful for scrutiny committees to have regard to Cabinet's scheduled programme of work. For this purpose, a copy of the Cabinet's forward work programme is attached at Appendix 3.

### Progress on Committee Resolutions

- 4.9 A table summarising recent Committee resolutions and advising members on progress with their implementation is attached at Appendix 4 to this report.

## **5. Scrutiny Chairs and Vice-Chairs Group**

- 5.1 Under the Council's scrutiny arrangements, the Scrutiny Chairs and Vice-Chairs Group (SCVCG) performs the role of a coordinating committee. The Group met on 25 July. No items were referred to this Committee for consideration at that meeting. Its next meeting is scheduled for 3 October 2023.

## **6. How does the decision contribute to the Corporate Plan 2022 to 2027: The Denbighshire We Want?**

- 6.1 Effective scrutiny will assist the Council to deliver its Corporate Plan in line with community needs and residents' wishes. Continual development and review of a coordinated work programme will assist the Council to deliver its corporate themes, improve outcomes for residents whilst also managing austere budget and resource pressures.
- 6.2 Whilst the decision on the Committee's forward work programme itself will have a neutral contribution on the Council's aim of becoming Net Carbon Zero and Ecologically Positive by 2030, the Committee by effectively scrutinising all matters examined by it can help support the delivery of this ambition.

## **7. What will it cost and how will it affect other services?**

- 7.1 Services may need to allocate officer time to assist the Committee with the activities identified in the forward work programme, and with any actions that may result following consideration of those items.

## **8. What are the main conclusions of the Well-being Impact Assessment?**

8.1. A Well-being Impact Assessment has not been undertaken in relation to the purpose or contents of this report. However, Scrutiny through its work in examining service delivery, policies, procedures and proposals will consider their impact or potential impact on the sustainable development principle and the well-being goals stipulated in the Well-being of Future Generations (Wales) Act 2015.

## **9. What consultations have been carried out with Scrutiny and others?**

9.1. None required for this report. However, the report itself and the consideration of the forward work programme represent a consultation process with the Committee with respect to its programme of future work.

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

10.1 No risks have been identified with respect to the consideration of the Committee's forward work programme. However, by regularly reviewing its forward work programme the Committee can ensure that areas of risk are considered and examined as and when they are identified, and recommendations are made with a view to addressing those risks.

## **11. Power to make the decision**

11.1 Section 21 of the Local Government Act 2000.

11.2 Section 7.11 of the Council's Constitution stipulates that scrutiny committees and/or the Scrutiny Chairs and Vice-Chairs Group will be responsible for setting their own work programmes, taking into account the wishes of Members of the Committee who are not members of the largest political group on the Council.

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**Note:** Any items entered in italics have not been approved for inclusion at the meeting shown by the Committee. Such reports are listed here for information, pending formal approval.

Meeting	Lead Member(s)	Item (description / title)	Purpose of report	Expected Outcomes	Author	Date Entered
30 November	<b>Cllr. Julie Matthews</b>	1. Corporate Risk Register: September 2023 Review	To seek the Committee to review the risks facing the Council and the Council's risk appetite statement.	Determination of whether the Committee is satisfied with risk management within the Council and is assured that all identified risks are appropriately managed.	<i>Iolo McGregor/Nicola Kneale/Heidi Barton-Price</i>	<i>January 2023</i>
	<b>Cllr. Gwyneth Ellis</b>	2. Council Performance Self-Assessment Update (July – Sept)  ( <b>Note:</b> appendix not available until 23 November)	To present an update on the Council's performance against its functions, including Corporate Plan and Strategic Equality objectives	Identification of areas for improvement and potential future scrutiny	Emma Horan/Nicola Kneale	November 2022
	<b>Leader</b>	3. Economic & Business Development <b>(TBC)</b>	To: (i) consult with the Committee on the draft new Denbighshire Economic & Community Ambition Strategy for 2024 onwards; (ii) detail how the current and proposed new Strategy dovetail with the work of the North Wales Economic Ambition Board, Welsh & UK Governments and other economic development partners	Formulation of recommendations in relation to the new Strategy that will help secure the delivery, in partnership with all stakeholders, of a more prosperous Denbighshire that provides employment and business opportunities for residents to improve the quality of lives and support thriving, cohesive communities	Emlyn Jones/Tony Ward/Gareth Roberts	By SCVCG November 2022

Meeting	Lead Member(s)	Item (description / title)	Purpose of report	Expected Outcomes	Author	Date Entered
			(iii) to support the delivery of a thriving economy in Denbighshire; and outline the work being undertaken to mitigate against the potential outcomes identified in Risk 36 of the Council's Corporate Risk Register			
25 January 2024	<b>Cllr. Emrys Wynne</b>	1. Library Service Standards 2022-23	To consider the results of the WG's annual evaluation of the Council's Library Service and receive information on how the Service has progressed and adapted its service provision during the year	Identification of any slippages in performance in order to formulate recommendations to redress the situation and ensure that the Service delivers the Council's Corporate Plan and its corporate themes in relation to a learning & growing; healthier, happy and caring; better connected; fairer, safer and more equal Denbighshire; a Denbighshire of vibrant culture and thriving Welsh language as well as a well-run and high performing Council.	Liz Grieve/Bethan Hughes	March 2023
	<b>Cllr. Gill German</b>	2. Ensuring Engagement in Education <b>[Education]</b>	To examine the work being undertaken to promote attendance and engagement in education, as well as the actions taken/sanctions applied where pupils are not engaging	Ensuring that all possible steps are being taken to monitor pupils' engagement with education, to provide appropriate encouragement and support for vulnerable and hard to reach pupils to	<i>Geraint Davies/Wayne Wheatley</i>	<i>By SCVCG April 2023</i>

Meeting	Lead Member(s)	Item (description / title)	Purpose of report	Expected Outcomes	Author	Date Entered
				re-engage with their education and to help them understand the long-term implications of not engaging.		
	<b>Cllr. Barry Mellor</b>	3. Denbighshire's Revised Draft Climate & Ecological Change Strategy 2021/22 – 2029/30	To present the Committee with: (i) the findings and conclusions of the consultation exercise undertaken to revise the Strategy; and (ii) the revised draft Strategy for detailed scrutiny	(i) Pre-decision scrutiny of the revised draft Strategy with a view to seeking Scrutiny's support for its adoption and implementation; and (ii) For Scrutiny to determine whether it wishes to monitor its delivery going forward with a view to supporting the Council to deliver its net carbon zero ambition by 2030	Nicola Kneale/Helen Vaughan-Evans	June 2023
(Possibly invite a representative from Openreach ?)	<b>Cllr. Emrys Wynne</b>	4. Internet Connectivity in Denbighshire	To consider the progress made to date, and future plans, for increasing and improving/upgrading internet connectivity for all areas of the county (including the latest position in relation to Fibre Community Partnerships and the UK Government's Project Gigabit roll out along with any other potential support/voucher packages that may be available for businesses and residents to access)	Support accessibility for all businesses and residents in the county to fibre broadband speeds that meet their individual needs, that will in turn support the delivery of the Council's corporate themes of a 'better connected Denbighshire', 'a prosperous' county that is 'fairer, safe and more equal' as well as a learning and growing county.	Liz Grieve/Barry Eaton/Cath Taylor/Fran Williams/Philip Burrows	June 2023
7 March	<b>Cllr. Gill German</b>	1. 2018 Estyn Inspection Recommendations  [Education]	To detail in full the work undertaken to fully address the recommendations made in the 2018 Estyn Inspection report of the education services provided	Ensuring that all of the regulators recommendations have been complied with and regularly monitored with a view to delivering a learning	Geraint Davies	By SCVCG April 2023

Meeting	Lead Member(s)	Item (description / title)	Purpose of report	Expected Outcomes	Author	Date Entered
			by Denbighshire County Council, including how the measures taken to address the recommendations were received and monitored.	and growing Denbighshire that is fairer, safe and more equal to all pupils		
	<b>Cllr. Gill German</b>	2. Elective Home Education  [Education]	To examine the Authority's policies and procedures in relation to supporting and monitoring the delivery of Elective Home Education	Ensuring that the Council meets its statutory responsibilities with regards to pupils who elect to be educated at home, whilst also ensuring they are appropriately supported and safeguarded.	<i>Geraint Davies/Joe Earl</i>	<i>By SCVCG April 2023</i>
18 April	<b>Cllr. Julie Matthews</b>	1. Corporate Risk Register: February 2024 Review	To seek the Committee to review the risks facing the Council and the Council's risk appetite statement.	Determination of whether the Committee is satisfied with risk management within the Council and is assured that all identified risks are appropriately managed.	<i>Iolo McGregor/Nicola Kneale/Heidi Barton-Price</i>	<i>February 2023</i>
6 June	<b>Cllr. Elen Heaton</b>	1. Cefndy Performance Report 2023/24	To consider Cefndy's annual performance report for the 2023/24 financial year, including the delivery of its financial, business and social well-being objectives	To ensure the future financial and business sustainability of Cefndy in order that it effectively supports the delivery of the Council's corporate themes of learning and growing; healthier and happier, caring; and prosperous Denbighshire	Ann Lloyd/Nick Bowles	January 2023
	<b>Cllr. Gwyneth Ellis</b>	2. Council Performance Self-Assessment Update (Q4 & Annual)	To present an update on the Council's performance against its functions, including Corporate Plan and Strategic Equality objectives	Identification of areas for improvement and potential future scrutiny	Emma Horan/Nicola Kneale	June 2023
	<b>Cllr. Julie Matthews</b>	3. Recruitment, Retention & Workforce Planning	To provide details of:	Identification of potential future workforce pressure areas and the formulation of	Gary Williams/Louise Dougal	<i>July 2023</i>

Meeting	Lead Member(s)	Item (description / title)	Purpose of report	Expected Outcomes	Author	Date Entered
			(i) the work underway to recruit, develop, support and retain staff (ii) interventions put in place to support and strengthen recruitment, retention & workforce planning across the Council; and (iii) identification of any hard to recruit services/positions across the authority and interim measures taken to alleviate the pressures caused within those services ( <b>Heads of Service for those services to be invited to attend to discuss the impact of staffing pressures on operational service delivery</b> )	recommendations with a view to alleviating those pressures and secure the Council's ability to sustainably deliver its services in future		
18 July	<b>Cllrs. Gill German &amp; Elen Heaton</b>	1. Draft Director of Social Services Annual Report 2023/24	To scrutinise the content of the draft annual report to ensure it provides a fair and clear evaluation of performance and clearly articulates future plans	Identification of any specific performance issues which require further scrutiny by the committee in future	Nicola Stubbins/Ann Lloyd/Rhiain Morelle/David Soley	June 2023
26 September	<b>Cllr. Gill German</b>	1. Curriculum for Wales <b>[Education]</b> <b>(School staff to be invited to attend)</b>	To detail the progress made in relation to implementing and embedding the new Curriculum for Wales: (i) in primary schools and in year 7 and 8 in secondary schools – what worked well, areas for improvement and lessons learnt by all stakeholders during the initial implementation phase; and	Assurances that all educational establishments and staff are fully equipped and trained to deliver the new curriculum, identification of any gaps or risks associated with the provision and solutions to address them, with a view to ensuring that children and young people in Denbighshire	Geraint Davies/James Brown/GwE	July 2023

Meeting	Lead Member(s)	Item (description / title)	Purpose of report	Expected Outcomes	Author	Date Entered
			(ii) provide an evaluation of the implementation process across all key stages, the Curriculum’s impact on staff recruitment and retention, along with feedback from headteachers, teachers and school-based staff on their experiences of the implementation process and the advantages and/or disadvantages of the new Curriculum for learners.	realise their full potential in line with the Council’s Corporate Plan		
	<b>Cllr. Gill German</b>	2. Additional Learning Needs (ALN) Transformation  <b>(School staff to be invited to attend)</b>  <b>[Education]</b>	To analyse: (i) the effectiveness of the funding provided to schools to meet the Act’s requirements; (ii) progress made in recruiting and supporting Educational Psychologists; (iii) school-based educational practitioners’ feedback on the resources and support provided to schools with a view to meeting the Act’s additional requirements; and (iv) staff recruitment and retention matters relating to the implementation of the Act’s requirements.”	To reduce the risk of the Authority not complying with any of the requirements of the Act and to ensure that every pupil and student in the County is given the required support and opportunities to realise their full potential whilst ensuring that school-based staff are adequately supported and equipped to deliver the required support.	Geraint Davies/Ruth Thackray/Joseph Earl	July 2023
	<b>Cllr. Gill German &amp; Cllr. Emrys Wynne</b>  <b>[Education]</b>	3. Delivery of the Welsh in Education Strategic Plan (WESP) in the County’s Schools	To report on the progress made to date in delivering the WESP in all of the county’s schools in line with the Welsh Government’s vision for Welsh language provision	To ensure that all schools are appropriately resourced and supported to achieve their statutory targets in relation to the delivery of Welsh-medium provision whilst also supporting all	Geraint Davies/Marc Lloyd Jones/James Curran/Carwyn Edwards	September 2023

Meeting	Lead Member(s)	Item (description / title)	Purpose of report	Expected Outcomes	Author	Date Entered
				pupils to realise their full potential		
28 November						

**Future Issues**

Item (description / title)	Purpose of report	Expected Outcomes	Author	Date Entered
<p><i>Learner Travel Measure (Wales)</i></p> <p><b>[Education]</b></p> <p><b>TBC</b> – once outcome of WG Review available (review autumn 2023 &amp; report considered by CET)</p>	<p><i>To outline the conclusions of the recent Welsh Government consultation on the Measure and its implications for Denbighshire schools and pupils</i></p>	<p><i>Identification of potential changes to the Council’s learner travel policy and any associated costs and budget implications</i></p>	<p><i>Geraint Davies/Ian Land</i></p>	<p><i>January 2021 (rescheduled Sept 2022 &amp; Jan &amp; May 2023)</i></p>
<p>Denbigh Health and Social Care and the Rebalancing of Social Care Agenda <i>(now widened was Dolwen Residential Care Home (now to be considered as part of the future vision for health and social care services in the Denbigh area)</i></p> <p><i>Sometime during 2024/25 (tbc)</i></p>	<p>To review the future provision of services at Dolwen to meet the growing demand and complexity of need, whilst supporting people to live in a home that meets their needs and allows them to live an independent and resilient life.</p>	<p><i>Pre-decision scrutiny of the task and finish group’s findings and the formulation of recommendations for presentation to Cabinet with respect of the future provision of services at Dolwen with a view to ensuring that everyone is supported to live in homes that meet their needs and are able to live independent and resilient lives</i></p>	<p><i>Task and Finish Group/Ann Lloyd/Katie Newe</i></p>	<p><i>July 2018 (delayed due to COVID-19)</i></p>
<p>Post 16 provision at Rhyl College (suggested for scrutiny during service challenge)</p> <p>Date tbc following the easing of COVID-19 restrictions</p>	<p><i>To examine the post 16 provision at Rhyl College</i></p>	<p><i>The development of an effective working relationship between the College and the Council to secure the delivery of courses required to support the delivery of the North Wales Growth Deal and improve the future prospects of the area’s students</i></p>	<p>Rhyl College (and invite Geraint Davies &amp; John Evans – post 16 officer from DCC)</p>	<p><i>By SCVCG July 2020</i></p>



Information/Consultation Reports

Date	Item (description / title)	Purpose of report	Author	Date Entered
<p><b>September 2023 &amp; March 2024</b> [Information]</p>	<p>Council Performance Self-Assessment Update Q1 &amp; Q3</p>	<p>To present an update on the Council's performance against its functions, including Corporate Plan and Strategic Equality objectives</p>	<p>Emma Horan/Nicola Kneale</p>	<p>September 2023</p>
<p><b>Feb/May/Sept/November each year</b> [Information]</p>	<p>Quarterly 'Your Voice' complaints performance to include social services complaints</p>	<p>To scrutinise Services' performance in complying with the Council's complaints and identify areas of poor performance with a view to the development of recommendations to address weaknesses. The report to include:</p> <ul style="list-style-type: none"> <li>(i) a comprehensive explanation on why targets have not been met when dealing with specific complaints, reasons for non-compliance, and measures taken to rectify the failures and to ensure that future complaints will be dealt with within the specified timeframe;</li> <li>(ii) how services encourage feedback and use it to redesign or change the way they deliver services; and</li> <li>(iii) details of complaints which have been upheld or partially upheld and the lessons learnt from them.</li> </ul> <p>Report to include example(s) of complaints and compliment(s) received.</p> <p><b><i>Consideration of the information provided will assist the Committee to determine whether any issues merit detailed scrutiny</i></b></p>	<p>Kevin Roberts/Ann Lloyd</p>	<p>September 2023</p>
<p>Information Report <b>(March 2024)</b></p>	<p>Management of the Council's Housing Stock</p>	<p>To review the effectiveness of practices in place to manage the Council's Housing stock, incl. dealing with complaints, reports of mould &amp; condensation, provision of personal advice and support to tenants including those who reside in older persons schemes, the new</p>	<p>Liz Grieve/Geoff Davies</p>	<p>March 2023</p>

		working model for Housing Officers and the development of new ways of working with residents from the lessons learnt through COVID-19		
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**Note for officers – Committee Report Deadlines**

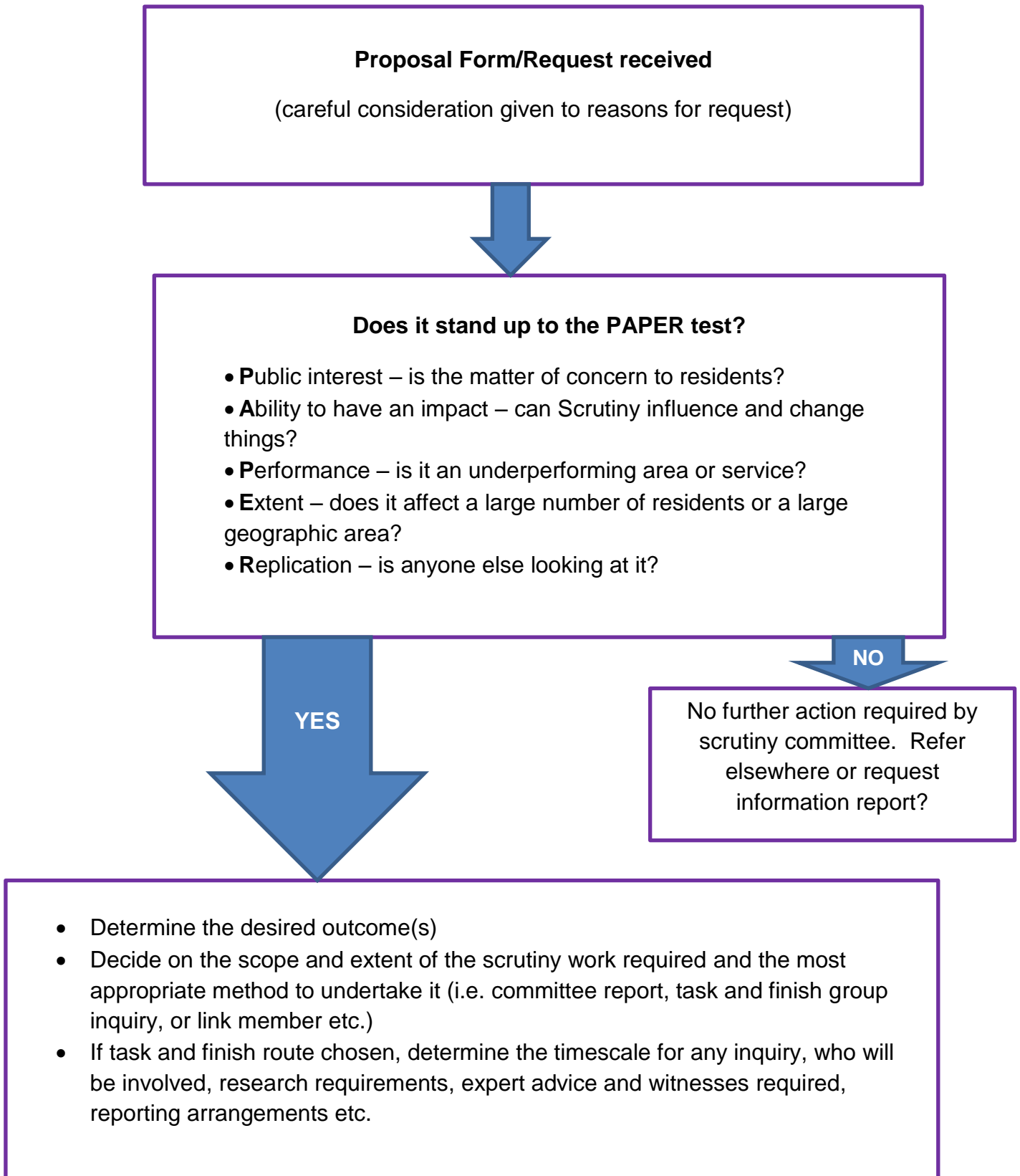
Meeting	Deadline	Meeting	Deadline	Meeting	Deadline
30 November	<b>16 November</b>	25 January 2024	<b>11 January</b>	7 March	<b>22 February</b>

Performance Scrutiny Work Programme.doc

Updated 18/09/2023 RhE

<b>Member Proposal Form for Scrutiny Forward Work Programme</b>	
<b>NAME OF SCRUTINY COMMITTEE</b>	
<b>TIMESCALE FOR CONSIDERATION</b>	
<b>TOPIC</b>	
<b>What needs to be scrutinised (and why)?</b>	
<b>Is the matter one of concern to residents/local businesses?</b>	<b>YES/NO</b>
<b>Can Scrutiny influence and change things?</b> (if 'yes' please state how you think scrutiny can influence or change things)	<b>YES/NO</b>
<b>Does the matter relate to an underperforming service or area?</b>	<b>YES/NO</b>
<b>Does the matter affect a large number of residents or a large geographical area of the County</b> (if 'yes' please give an indication of the size of the affected group or area)	<b>YES/NO</b>
<b>Is the matter linked to the Council's Corporate themes?</b> (if 'yes' please state which theme(s))	<b>YES/NO</b>
<b>To your knowledge is anyone else looking at this matter?</b> (If 'yes', please say who is looking at it)	<b>YES/NO</b>
<b>If the topic is accepted for scrutiny who would you want to invite to attend e.g. Lead Member, officers, external experts, service-users?</b>	
<b>Name of Councillor/Co-opted Member</b>	
<b>Date</b>	

## Consideration of a topic's suitability for scrutiny



## Cabinet Forward Work Plan

Meeting	Item (description / title)		Purpose of report	Cabinet Decision required (yes/no)	Author – Lead member and contact officer
<b>24 October</b>	1	North East Wales Archive project	To provide Cabinet with an update, to review the options appraisal and seek authorisation to submit a National Lottery Heritage Fund grant application, noting the required match funding contribution if successful	Yes	Cllr Emrys Wynne Lead Officer – Liz Grieve Report Author – Craig Berry / Sian Price
	2	Finance Report	To update Cabinet on the current financial position of the Council	Tbc	Cllr Gwyneth Ellis Lead Officer/Report Author Head of Finance and Audit
	3	Items from Scrutiny Committees	To consider any issues raised by Scrutiny for Cabinet's attention	Tbc	Lead Officer – Scrutiny Coordinator
<b>21 November</b>	1	Care Home Fee Setting 2024/25	To brief Cabinet on the outcome of the Regional 2024/25 Care Home Fee Setting process and seek approval for Denbighshire's response to its recommendation	Yes	Cllr Elen Heaton Lead Officer / Report Author – Nicola Stubbins / David Soley

## Cabinet Forward Work Plan

Meeting	Item (description / title)		Purpose of report	Cabinet Decision required (yes/no)	Author – Lead member and contact officer
	2	Gypsy and Traveller Accommodation Assessment (GTAA)	To seek approval for re-submission of the draft amended GTAA to the Welsh Government	Yes	Cllr Win Mullen-James Lead Officer – Tony Ward Report Author – Angela Loftus / Kimberley Mason
	3	Council Performance Self-Assessment Update – July to September	To present an update on the council's performance against its functions, including Corporate Plan and Strategic Equality objectives	Tbc	Cllr Gwyneth Ellis Lead Officer – Nicola Kneale Report Author – Emma Horan
	4	Re-tendering of Supported Living Contracts	To request Cabinet approval for DCC to commence the re-tendering of supported living contracts	Yes	Cllr Elen Heaton Lead Officer – Ann Lloyd Report Author – Charlotte Jones / Liana Duffy
	5	Finance Report	To update Cabinet on the current financial position of the Council	Tbc	Cllr Gwyneth Ellis Lead Officer/Report Author Head of Finance and Audit
	6	Items from Scrutiny Committees	To consider any issues raised by Scrutiny for Cabinet's attention	Tbc	Lead Officer – Scrutiny Coordinators
<b>19 December</b>	1	North Wales Construction Framework (NWCF) Phase 3	To approve the NWCF following the procurement exercise	Yes	Cllr Julie Matthews Lead Officer – Lisa Jones Report Author – Karen Bellis

## Cabinet Forward Work Plan

Meeting	Item (description / title)		Purpose of report	Cabinet Decision required (yes/no)	Author – Lead member and contact officer
	2	North Wales Velodrome Business Case	To consider the business case for the North Wales Velodrome Project		Cllr Rhys Thomas Tony Ward / Jamie Groves
	3	Housing Rent Setting & Housing Revenue and Capital Budgets 2024/25	To seek approval for the proposed annual rent increase for council housing and to approve the Housing Revenue Account Capital and Revenue Budgets for 2024/25 and Housing Stock Business Plan	Yes	Cllr Rhys Thomas Lead Officer/Report Author Geoff Davies
	4	Finance Report	To update Cabinet on the current financial position of the Council	Tbc	Cllr Gwyneth Ellis Lead Officer/Report Author Head of Finance and Audit
	5	Items from Scrutiny Committees	To consider any issues raised by Scrutiny for Cabinet's attention	Tbc	Lead Officer – Scrutiny Coordinators

Note for officers – Cabinet Report Deadlines

<i>Meeting</i>	<i>Deadline</i>	<i>Meeting</i>	<i>Deadline</i>	<i>Meeting</i>	<i>Deadline</i>
<i>24 October</i>	<b>10 October</b>	<i>21 November</i>	<b>7 November</b>	<i>19 December</i>	<b>5 December</b>

## Cabinet Forward Work Plan

Updated 19/09/2023 – KEJ

Cabinet Forward Work Programme.doc



## Progress with Committee Resolutions

Date of Meeting	Item number and title	Resolution	Progress
20 July 2023	5. Recruitment, Retention & Workforce Planning	<p><b><u>Resolved:</u></b> <i>subject to the above observations -</i></p> <p>(i) <i>to confirm that it had read, understood and taken account of the information presented to it and supported the ongoing work in relation to monitoring staff turnover and absence;</i></p> <p>(ii) <i>requested that a further report be presented to it in 12 months' time detailing the progress made in relation to workforce planning, recruitment and retention and highlighting pressure areas; and</i></p> <p>(iii) <i>that the Heads of Service for those services where staff recruitment and retention are proving to be a persistent challenge be invited to attend the meeting mentioned in (ii) above to discuss the potential impact of those challenges on service delivery and how they are addressing staff shortages in the short to medium term, until long-term solutions are found.</i></p>	<p>Lead Member and officers advised of the Committee's recommendations.</p> <p>Presentation of a progress report listed on the Committee's forward work programme for June 2024 (see Appendix 1) with the proviso that relevant Heads of Service be invited to attend if the circumstances outlined in point (iii) still exist.</p>
	6. Curriculum for Wales	<p><b><u>Resolved:</u></b> <i>subject to the above comments and observations to –</i></p> <p>(i) <i>receive the information on the progress made to date in relation to the implementation of the Curriculum for Wales for all primary school learners in Denbighshire along with the secondary school who chose to introduce it to Year 7 learners during the 2022/23 academic year;</i></p>	<p>Lead Member and officers informed of the Committee's recommendations.</p> <p>Presentation of a progress report detailing the information requested in</p>

		<p>(ii) receive the information on how secondary schools have been preparing to start teaching the Curriculum in Years 7 and 8 from September 2023, in line with national implementation rollout timescales;</p> <p>(iii) request that a further report detailing the progress made in embedding the Curriculum in primary schools and implementing it in Years 7 and 8 in secondary schools be presented to the Committee during the autumn of 2024; and</p> <p>(iv) that the report requested in (iii) above include an evaluation of the implementation process across all key stages, the Curriculum's impact on staff recruitment and retention, along with feedback from headteachers, teachers and school-based staff on their experiences of the implementation process and the advantages and/or disadvantages of the new Curriculum for learners.</p>	<p>(iii) &amp; (iv) has been scheduled into the Committee's forward work programme for September 2024 (see Appendix 1). Relevant school staff also to be invited to attend for the discussion.</p>
	<p><b>7. Additional Learning Needs (ALN) Transformation</b></p>	<p><b><u>Resolved:</u></b> subject to the above to –</p> <p>(i) receive the report and the information provided during the discussion on the local education authority's progress in ensuring that its schools are ready to meet the statutory requirements entailed with the Additional Learning Needs and Education Tribunal (Wales) Act 2018; and</p> <p>(ii) request that a further report be provided to members during the autumn of 2024 analysing</p> <ul style="list-style-type: none"> <li>• the effectiveness of the funding provided to schools to meet the Act's requirements;</li> <li>• progress made in recruiting and supporting Educational Psychologists;</li> </ul>	<p>Lead Member and officers advised of the Committee's recommendations.</p> <p>Presentation of a progress report detailing the information requested in (ii) has been scheduled into the Committee's forward work programme for September 2024 (see Appendix 1). Relevant school staff also to be</p>

		<ul style="list-style-type: none"> <li>• <i>school-based educational practitioners' feedback on the resources and support provided to schools with a view to meeting the Act's additional requirements; and</i></li> <li>• <i>staff recruitment and retention matters relating to the implementation of the Act's requirements.</i></li> </ul>	invited to attend for the discussion.
	<b>8. Draft Director of Social Services Annual Report</b>	<b><u>Resolved:</u></b> <i>subject to the above observations, and having regard to the high profile and continued focus given to recruitment and retention pressures across the social care sector by the Council's Corporate Executive Team along with the measures being implemented in a bid to address staffing shortages, to confirm that the report provided a clear account of performance during 2022-2023.</i>	Director of Social Services, officers and Lead Member informed of the Committee's recommendations.

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