

CABINET

Minutes of the remote meeting held on 13th July, 2020.

Present: Councillor N. Moore (Chairman); Councillor L. Burnett (Vice-Chairman); Councillors B.T. Gray, P.G. King, K.F. McCaffer, Mrs. M.R. Wilkinson and E. Williams.

C300 STATEMENTS FROM THE CABINET

Councillor Neil Moore welcomed everyone to the first remote Vale of Glamorgan Cabinet meeting, taking place on the 13th July, 2020 commencing at 2pm, introducing himself as Leader of the Council and Cabinet Member for Performance and Resources.

Councillor Moore reminded Members and Officers that the meeting was being recorded and would be uploaded to the Vale of Glamorgan Council's website as soon as practicable after the meeting.

Councillor Moore noted this was the first remote Vale of Glamorgan Cabinet meeting to take place since the 23rd March, 2020 as a result of the ongoing Covid-19 pandemic, but it was important to note that this did not mean that informal Cabinet or the Council Officers had not met in the meantime; nothing could be further from the truth.

He asked each of the Cabinet Members to introduce themselves, but before doing so and commencing the meeting agenda, Councillor Moore took the opportunity to say a few words about what had occurred since the Cabinet meeting on 23rd March, 2020.

At the outset and from 24th March onward, the Council set up a Gold Command Team comprising of the Senior Management Team of Directors and several Heads of Service, the Communications Team and the very importantly, Officers from Emergency Planning. Other Officers were also invited where specialist knowledge was required. Also attending the Gold Command Meetings were Councillor Moore as Leader and the Deputy Leader, Councillor Burnett.

Initially this Gold Command Team met daily for the first several weeks, including many weekends. Other Officers and Cabinet Members met intermittently and as required as part of their Portfolio responsibilities.

More recently, since the easing of lock-down, the Gold Command Team has met formally three days per week, but other service specific meetings have continued as required to ensure that issues were dealt with as they arose, including opening parks, car parks, etc.

Councillor Moore wanted to formally thank all those who have contributed to those meetings, which had ensured that the Council's services had, in the main,

continued to operate. Many members of staff had 'stepped up' and continued to work, either by attending the offices or mostly working remotely from home as the offices were closed, and by doing so had helped to contain the virus.

However, there were many members of staff that continued to work at the front line. They continued to collect the refuse and recycling, albeit with a slight delay in starting the green waste services. Other members of staff carried out their demanding work in social care and the care home sector, looking after the most frail and vulnerable in our society with the same dedication as they always have. Councillor Moore also thanked teaching and school support staff members, who initially kept our schools open and then worked within the school Hubs where they looked after our key worker's children and many vulnerable children. This also included providing meals and packed lunches during these troubling times.

Councillor Moore could not fail to mention our cleaning staff, who had made sure our workplaces were kept clean and ensured our staff working in various locations were safe, helping to prevent the spread of Covid-19.

In terms of Councillor Moore's own portfolio, there had been a great deal of work organising tests for staff and certain groups of residents alike. He is proud of the way in which that was organised, and thanks were given to the Human Resources and Emergency Planning teams. Similarly, he expressed thanks to the Finance and Regeneration team who had distributed almost £26m of grants and arranged for businesses to be given business rate breaks that Welsh Government had agreed.

Personally, Councillor Moore had constant contact with the other 22 Council Leaders in Wales, meeting with them daily for the first two months initially and then two or three times a week, as well as also meeting with Welsh Government Ministers on a weekly basis. Councillor Moore thanked the 22 Leaders who had always worked together despite being from different political parties, and also thanked Welsh Ministers who gave up their time to talk to the Vale of Glamorgan Council directly and advised of details within the daily briefings. He had also met with the Welsh Local Government Association officers, other Welsh Councillors and various Ministers as part of his portfolio brief, as his fellow Cabinet Colleagues had also done.

Councillor Moore apologised for taking up time in making this statement, but he thought it important to share that no-one in the Vale of Glamorgan Council had sat back during this pandemic. It had been a difficult time and a great deal of work had gone on in the background and Councillor Moore thought it important that everyone listening or watching the transmission was in no doubt of the amount and complexity of work the staff had carried out to keep the majority of services in operation.

Councillor Moore expressed huge gratitude on behalf of the Cabinet to all the Vale of Glamorgan Council staff.

Councillor Moore asked his Cabinet colleagues to introduce themselves, their portfolios and if they wished to, to make a few comments about the work relating to their portfolio.

Councillor Burnett introduced herself as Deputy Leader of the Council and Cabinet Member for Education and Regeneration and would comment as part of the report later on in the agenda.

Councillor Ben Gray introduced himself as the Cabinet Member for Social Care and Health, who indicated that Cabinet had been meeting informally on a weekly basis, and meetings had been held in addition when issues had arisen with Officers from Social Services. Meetings had also been held with members of the Regional Partnership Board, with colleagues within the Health Board as well as the Welsh Local Government Association Social Services Network, which had had briefings from Ministers. Reflecting on what the Leader had said, the response to the emergency had been an incredibly complex task with many moving parts and was a situation that was not over yet.

Councillor Gray paid particular tribute to the staff both within and outside of the Council, who had continued to provide care to the most vulnerable members of our local community. The public awareness of work that care homes do had increased dramatically, with it being appreciated that the care needs extend beyond the walls of care homes. Thanks were extended to those staff that had continued to visit private homes to provide personal care, to staff that have continued to support those with profound disabilities, and to social workers who have continued to work and assess and protect the most vulnerable children and adults in our community. There had been difficult decisions since Cabinet had last met which had needed to be made, including suspending day services and restricting access to care homes, which had been some of the most challenging issues to confront.

Councillor Gray paid tribute to the officers within the Council who have worked seven days a week at times to build effective relationships with care providers and the Health Board which led to the groundwork enabling the Council to despatch the right Personal Protective Equipment (PPE) to the right places at the right time. The carers are the key workers who had been putting themselves in harms way to provide the most dedicated support to the most vulnerable and he could not thank them enough.

Councillor Peter King introduced himself as the Councillor for the Cornerswell ward in Penarth and Cabinet Member responsible for Neighbourhood Services and Transport. Like everyone, he had had to find new ways of working including greater use of the phone, email and virtual meetings and subsequently had made a personal reduction in his own carbon footprint. He suggested that some of the lessons learned will inform future work going forward.

Councillor Margaret Wilkinson introduced herself as the Cabinet Member for Housing and Building and the Member for the Gibbonsdown ward. She stated she would like to thank all the staff, in particular Mike Ingram's staff in Homes and the Homelessness section. The service had experienced additional people requiring

services as a result of domestic abuse which had seen an increase for both men and women. The Homelessness team had also worked extremely hard with those who are homeless and required assistance. The Building part of her portfolio in terms of new build are still moving forward and houses are being built, despite a slight delay for a couple of weeks, but are now back on site. Councillor Wilkinson thanked every member of the Vale of Glamorgan Council staff who had worked exceptionally hard, as well as the other Councillors who had continued to represent the Council.

Councillor Kathryn McCaffer introduced herself as the Plymouth ward Member in Penarth and Cabinet Member for Leisure, Arts, Culture and Youth Services, and took the opportunity to formally thank all of the staff who had been working so hard to keep services in place for everyone who needed them. Many of the staff had the ability to adapt to differing roles within the Council to make sure everything had run smoothly. It had been really important for herself as Cabinet Member to maintain contact with all of the Officers that had been working and having to adapt to new working environments, sometimes working home alone, but maintaining that contact to ensure they were safe and well themselves in order to continue providing services for everybody else.

The Youth Service Team had been really physically and digitally active with young people in our area, had distance-visited some of those younger people to offer support and guidance and there is a fully functioning youth provision going on digitally currently across the Vale.

With regards to the arts, an online arts exhibition had been successfully launched and had been really popular with 80 entries, and artists had come to the forefront at a time of crisis such as this as art allows people to generate their emotions and feelings in some form and that exhibition will be available to view online.

Councillor Edward Williams introduced himself as Cabinet Member for Regulatory Services, Legal Services and Planning, and noted that the functions of all those areas had continued under ever-changing circumstances over the last few weeks. On a daily basis the Regulations that the Council have had to implement have been changing, and he noted that in particular that the Legal and Regulatory Services have had to keep up to date with those Regulations, and they have managed that outstandingly. Planning has continued with over 160 applications being dealt with, 131 of those having been dealt with via delegated powers.

Councillor Williams also thanked all the staff for their work and noted that the public may not have seen the amount, the time and the effort that they have put in seven days a week and wanted to personally thank them that they had been able to work so positively under increased pressure.

C301 APOLOGY FOR ABSENCE –

There were no apologies for absence.

C302 MINUTES –

RESOLVED – T H A T the minutes of the meeting held on 23rd March, 2020 be approved as a correct record subject to it being noted that Minute Numbers 294, 295, 296, 297, 298 and 299 should read C294, C295, C296, C297, C298 and C299 to enable the Cabinet minute numbers to be differentiated between other Committee meetings.

C303 DECLARATIONS OF INTEREST –

There were no declarations of interest received.

C304 COVID 19/CORONAVIRUS – WORKING TOWARDS RECOVERY (L/PR) (SCRUTINY – CORPORATE PERFORMANCE AND RESOURCES) –

The Leader presented the report the purpose of which was to inform Cabinet that the report was the latest in a series of update reports to elected Members of the Council regarding the continuing coronavirus pandemic and complemented the on-going and regular communication and information shared whilst the Council operated during the crisis.

The report provided Cabinet with an overview of the work underway to develop a Recovery Strategy for the Council following the outbreak of the coronavirus pandemic. The previous updates provided to elected Members were referenced in the background papers to the report.

The report provided Cabinet with an opportunity to consider the phases of response, transition and recovery associated with the pandemic and gave an update on the current status of the Council's work. At all times, the Council's primary concern was the well-being and safety of residents and visitors to the Vale of Glamorgan and the Council's staff and elected Members. These were the guiding principles in all decisions made, in line with the latest Government advice. The report sought approval for the approach to developing the Recovery Strategy, including a recommendation to refer to the Corporate Performance and Resources Scrutiny Committee for that Committee's views on the proposed approach. The Corporate Performance and Resources Scrutiny Committee meeting considering the report was scheduled to take place on Wednesday the 15th July, 2020.

The report provided at Appendix A, a summary of the results of the recently closed staff well-being survey which contained welcome results and was testament to the on-going dedication and hard work of the Council's staff.

In order to continue to keep stakeholders updated on the Council's work, it was also recommended that the report be sent to all Elected Members, Town and Community Councils and members of the Public Services Board for their information.

A Framework for Recovery

The initial activity within services to date had been on the Council's response to the coronavirus. The aim of the response phase was to reduce the transmission of coronavirus whilst continuing to operate critical services for those who needed them. Given the breadth of services operated by the Council and their ability to be impacted by regulations and restrictions in different ways, this phase would continue for different lengths of time.

In the short to medium term, services would begin to move out of response and into the transition phase. The management of the transition phase focused on moving out of 'lockdown' in line with the easing of restrictions as set out by Welsh Government whilst recognising that services could not operate 'as usual'. It was always possible that changes made to the way in which services work would be reversed (should transmission rates increase to unacceptable levels) and this would see a movement back to the response phase. At all times the focus of actions taken in transition were in the context of the overall Welsh Government framework for recovery which set out a series of tests / considerations for changes being made.

Recovery work would commence in parallel with the transition phase for services. This phase involved the longer-term consideration of how the Council would work in the future. This involved giving thought to the learning from the pandemic and the pressures and demands arising from it.

The figure below illustrated the different phases within the framework.

Response



As described in previous reports, the Council's focus within the response phase had been on managing critical services whilst minimising the transmission of the coronavirus. This had been significantly influenced by the 'lockdown' arrangements and associated regulations and guidance. The objectives of the response phase have been to:

- Care for our most vulnerable residents by ensuring the continuity of priority services (e.g. social care, food parcels, childcare hubs, homelessness)

- Maintain and manage our public spaces in general accordance with WG advice and objectives and having regard to local circumstances (e.g. waste services)
- Ensure lockdown measures were in place, again, in line with WG advice and objectives and that such measures were regularly reviewed and enforced (e.g. parks, resorts, enforcement)
- Support our workforce to work flexibly and safely, from their place of work or home (e.g. Personal Protective Equipment (PPE), guidance, working from home)
- Support our partners in their work (e.g. University Health Board, Public Services Board, Local Resilience Forum)
- Help keep businesses sustainable, by offering advice and guidance and administering financial assistance and support (e.g. grants)
- Keep the Council running (finance, governance, decision making)
- Keep people informed (communications)

This work had been coordinated by the Council's extended Corporate Management Team as 'Gold Command' who met regularly throughout the pandemic to track progress, identify actions and manage risks to meeting these objectives.

The work of 'Gold Command' was supported by Directorate management teams and a series of tactical coordination groups around specific services / issues such as PPE, crisis support and office accommodation.

In order to inform the Council's transition and recovery planning, all Heads of Service worked with their teams to undertake an assessment of the learning from the response phase. A series of questions were posed to each service area and the key findings from the current situation analysis are set out below.

- What has continued?

For most services, work has continued albeit in different ways and to different extents. There were clear exceptions in some areas, such as schools (with the movement to childcare hubs for children of key workers and vulnerable children) and some social services provision (for example, day services).

- What has stopped?

In addition to the services highlighted above, the Council has largely suspended face-to-face services such as reception areas, as offices have been closed. There had also been some changes to the work due to be completed on the capital programme as well as early intervention / prevention services in areas such as children and young people and housing services.

- What has been done differently?

Services highlighted a range of things that have been done very differently during the response to the pandemic. These changes involved new ways of working with an emphasis on digital methods such as video conferencing and data sharing.

Colleagues highlighted how staff have been used in different ways, for example within schools, teachers / Learning Support Assistants providing childcare and the repurposing of staff from departments into new services such as the PPE and Crisis Support Teams.

There have been changes to traditional working practices reported, for example in the sharing of information and data across service areas with more fluidity than in the past. This was consistent with reports of reduced 'red tape' and the willingness to experiment and take measured risks. Services have reported that in some areas, projects have been driven through at pace due to necessity, for example the 'Your Choice' approach to domiciliary care arrangements which involved service recipients to a greater degree in the decision-making process for care at home.

- What has been learnt from the response phase?

Services reflected on a range of things that they have learned during the response phase. This included learning about how to support new ways of working, for example at home in terms of equipment, etiquette and how to maintain communications. Managers reported the need for training to support these issues and that policies would need to be revised to take account of these issues.

In the early phase of the Council's response, rapid changes were required to the ICT connectivity to support working from home and the early issues experienced by colleagues were reported as having significant impact on some people's ability to work productively and effectively.

For some areas, changes to more 'remote' ways of working were not always positive with some requiring face-to-face interaction to be most effective. The consensus view was that a blend of face-to-face and virtual ways of working were most likely to be effective in the medium to longer term. This could lead to the rationalisation of office accommodation in the future.

Many people identified the way in which staff have adapted very quickly and with dedication to continuing to operate services in unprecedented circumstances. This prompted new ways of communicating with colleagues, with more 'local' ownership of disseminating information by managers, supplemented by 'corporate' messaging, for example, the end of week email to all staff from the Managing Director.

- How would you describe the morale and well-being of staff?

Managers reported a mixed picture in terms of the morale within and across teams which was reflective of the different personal experiences that colleagues would have in balancing new ways of working and personal commitments. Caring

responsibilities were identified as being a significant challenge for many colleagues.

The more flexible arrangements for those staff able to work from home were cited as being positive (for example, removal of core hours).

The suggestion of a Covid-19 survey for all staff to share their views was largely welcomed. The survey was issued to all staff and promoted widely by a range of methods. The survey results have been the subject of an initial analysis. A high-level summary of findings was attached at Appendix A to the report. The survey asked a series of questions including those relating to working patterns, health and wellbeing, the impact of coronavirus, issues relating to communications and the visibility of managers. The summary demonstrated staff had generally responded very positively to the challenges of working differently and continued to provide essential public services. The survey's responses would continue to be analysed and would inform the next stages of our staff engagement as we emerge from responding to recovering from Covid-19.

- What demands and issues are emerging?

Finally, services were asked about the demands and issues that were emerging during the response phase and the impact these would have as the Council began work in transition and recovery. The answers given by colleagues to this question related to ways of working and services themselves.

In terms of ways of working, there were issues emerging regarding flexible working such as the expectations and working practices such as working hours and the availability of IT solutions to enable collaborative working. Colleagues identified issues such as changes to the working environment consistent with social distancing guidance and the need to prioritise accommodation for critical services. Staffing availability and the ability to increase this in some areas to support new ways of working was identified as being required, notably in teams that had been newly created to support elements of the Council's response such as the PPE team.

The pandemic had meant some public services had ceased working, such as the Courts service. When restarting, this would increase the demand on services operated by the Council, such as housing and homelessness support. There had been significant changes to residents' circumstances (and this would continue to evolve) and as such, several services have highlighted the need to undertake work to identify new priorities and emerging areas of demand. This would be linked with any economic and social impacts of the coronavirus and was consistent with reported trends on the negative impact around well-being and reports of increased anti-social behaviour and domestic abuse.

Transition

The transition phase characterised by the WG's easing of lockdown restrictions, would be iterative and would be carefully monitored in parallel with more strategic planning for recovery.

The Council had set out a series of objectives for this phase of work and these were to:

- Ensure that we continued to manage and mitigate risks to the longer-term recovery and the easing of lockdown restrictions.
- Continue with our response objectives, within the context of responding to changes in lockdown arrangements, as necessary and appropriate. As an organisation we were on 'stand by' to refocus on our response should scientific evidence around the R value and WG advice demand it.
- Consider how the changes introduced in crisis response offered opportunities for long-term, sustainable change both of our organisation and the communities we serve.
- Prepare and plan our services and public spaces for the easing of lockdown with the health and safety of residents, businesses and visitors at the centre of that planning.
- Support the well-being of our staff, elected Members and residents, as the impact of Covid 19 continues.
- Communicate and engage with people and partner organisations in the design of our recovery.

These objectives were informing the work of Directorate management teams and corporate recovery groups who were considering cross-cutting or specific issues such as changes to the workplace, workforce planning / engagement / well-being, support for business, public area re-opening, schools' recovery and corporate functions (governance, audit, finance).

Key issues in recent weeks had focussed around the following areas of work. These demonstrated the Council's primary concern regarding the well-being and safety of residents and visitors to the Vale of Glamorgan and the Council's staff and Elected Members. These were the guiding principles in all decisions made, in line with the latest Government advice.

In relation to schools, there had been considerable work undertaken in reopening schools for 3 weeks prior to the end of the Summer term. This had involved working very closely with all schools and Head Teachers to ensure that risk assessments were in place and working practices were embedded to allow a safe return to the learning environment. As we move towards the end of term the focus would shift towards planning for the new academic year for 2020/21.

With the reopening of non-essential retailing from Monday 22nd June, work was undertaken in preparation to ensure that our town centres offered a safe environment for shoppers and businesses. The Council had therefore implemented measures to ensure that public could move safely in and out of retail and hospitality premises. This had required careful consideration of the need to balance the use of the adopted highway and pavements by motorists, pedestrians and cyclists as well as those of individual businesses, to maintain as far as reasonably practicable the social distancing measures in accordance with the Health Protection (Coronavirus Restrictions) (Wales) Regulations 2020.

Each town centre was slightly different in nature and character and had been individually reviewed and assessed to determine the measures and adjustments necessary. The measures designed and implemented in the Town Centres would be closely monitored and potentially form the basis of future medium to longer term modifications to adapt town centres to meet future environmental and shopper needs. In brief, measures had included establishing pedestrian one-way systems where appropriate, restrictions in certain on street car parking areas to enable more space to be given over for pedestrians and advanced signage where necessary. The measures would, out of necessity, be fluid in nature and would be continually reviewed in dialogue with businesses, traders and town councils.

Another key area that had required considerable attention during the easing of lockdown had been the management of parks and resorts. As Members would know, in the response phase all car parks in coastal areas and in relation to our two Country Parks were closed. With the easing of lockdown, there had been an increase in visitor numbers to the Vale of Glamorgan coast and Country Parks and as a consequence a significant increase in car parking within residential areas adjacent to beaches and parks. As a result, and in order to better manage the situation, car parks were reopened from mid-June. The advent of hot and sunny weather during the latter part of June had also resulted in an increase in visitor numbers to the Vale of Glamorgan despite the 5-mile limit on travel put in place by Welsh Government. From 6th July 2020 the stay local (5-mile limit) restriction was removed and much work had been undertaken within coastal areas to manage the expected increase in visitors. This had included re-opening toilet facilities and putting in place measures to control car parking in residential areas, where practical.

Recovery

A Recovery Strategy would be developed in the coming weeks and it was recommended that Cabinet consider and approve the approach set out in this report and refer to the Corporate Performance and Resources Scrutiny Committee for the views of the Committee to be used to inform this work.

The Recovery Strategy would be developed in line with the Council's Emergency Planning procedures in managing the recovery phase of a major incident.

However, it was important to take time at this stage to:

- Recognise this is not 'recovery' to a previous state for all services;
- Acknowledge the recovery process will take significant time and be influenced by a number of significant issues, and will not necessarily be linear ('lockdowns' or other regulations may be introduced that impact upon different services in different ways and at different times and at short notice);
- Identify this as an opportunity unlike any other to fundamentally think about the way in which the Council operates and there are therefore linkages with the transformation of the organisation.

To inform the recovery work, service areas considered a range of issues (such as an economic downturn, changes to social distancing regulations, the operation of services such as schools, public confidence and the availability of staff). These

had identified the themes that the organisation would need to address as part of the recovery strategy. These themes were:

- Health & Social Care
- Community & Humanitarian
- Learning Continuity
- Public Realm & Public Spaces
- Business, Economy & Infrastructure
- Environmental

These themes were all cross-cutting and would require effective involvement, engagement and communication, understanding our partners' issues, working together, a focus on the longer-term and seeking to understand and prevent the root-causes of issues.

Immediately prior to the pandemic, the Council published a new Corporate Plan for 2020-2025, with a new set of well-being objectives. The Corporate Plan was complemented by an Annual Delivery Plan setting out the specific steps that would be delivered each year to progress the well-being objectives which were to:

- Support learning, employment and sustainable economic growth
- Support people at home and in their community
- Respect, enhance and enjoy our environment
- Work with and for our communities

The Council had published the Annual Delivery Plan for 2020-21. It was recognised that some of the commitments contained in that Plan may not now be delivered or will have a different emphasis. In order for there to be synergy between the Corporate Plan and Recovery Strategy, it was proposed that the recovery themes highlighted above were developed within the context of the well-being objectives to ensure actions were taken in a consistent and integrated way consistent with the Council's vision of Strong Communities with a Bright Future.

Next Steps

It was proposed that, informed by the threats and opportunities highlighted, the themes identified above would be used to develop a series of strategic actions to form the basis of the Recovery Strategy. These would also be used to further inform the actions contained in directorate and corporate recovery group plans.

Whilst this work was underway, an analysis of the equalities and economic impact of the coronavirus would be undertaken to inform discussions. Consideration was also being given to the way to involve others, including the public, in the development of the Recovery Strategy.

It was recommended that Cabinet and the Corporate Performance and Resources Scrutiny Committee consider this approach and receive updates in due course, including consideration of the Recovery Strategy once completed.

Councillor Moore asked Cabinet colleagues if they wished to add any additional points.

Councillor Burnett added some additional information regarding her Portfolio area as there had been a great deal of work that had taken place over the last three months to note and wished to recognise the effort that all in the Education and Regeneration teams had made:

- Schools had become child care hubs, but with only 48 hours' notice to do so.
- Schools in another 48 hours had formed into 14 hubs across the Vale to support key workers and vulnerable families.
- Staff were working 12 hours a day and 7 days a week to provide support in those hubs.
- Staff were providing home schooling support alongside that and organised deliveries of food to many vulnerable families.
- Children were not left without IT connectivity; ICT had provided 760 laptops or tablets to children and 208 Mi-fi devices for any children that did not have broadband.
- More recently, schools had welcomed children back and social media images have shown how pleased they were to go back.
- Big Fresh Catering who provide school meals had also provided breakfast, lunch and an evening snack within the hubs. They had also coordinated deliveries of thousands of vouchers for children who would normally receive free school meals and had also provided grab bags of packed lunches.
- Staff within the catering service had also been redeployed to support care homes and other services that needed catering support.
- Libraries had really embraced digital services and arranged for service users to sign up online, with 425 people taking advantage of that to enable access to e-books, magazines and even the newly free service of Ancestry.com.
- Librarians provided their popular rhyme science and story time sessions online now, along with reading groups on WhatsApp, Zoom and Facebook, as well as an online Lego club.
- Libraries now also have a click and collect service.
- The Adult Community Learning team have provided homework packs for all their students, essential skills and English as a second or other language have virtual classrooms, lessons have been delivered on Zoom and once recorded are being added to Facebook. Welsh for Adults are on Zoom and the popular summer school for arts and crafts activities are planned to be delivered online.
- The 21st Century Schools building programme had not stopped but was being delivered in a socially distanced way. The new build at Pencoedre High School has started and compliments Whitmore High School that is progressing quickly as has the work at Ysgol Bro Morgannwg.
- In the next few months there should be three new primary schools considered at Planning Committee, one of which will be low carbon and the other two zero carbon which would be the first in Wales.

- In such difficult times it has been important to keep employment going where possible, and this had been evident with the economic impact of the school buildings programme. So far, 90% of contracts for Whitmore High School have been awarded to businesses in south east Wales, putting £16,430,000 into the south East Wales economy. 40% of the workforce at Whitmore High School and 66% at Ysgol Bro Morgannwg are from the local post code. It is vital to put that level of economic input into the local community.
- Contractors have developed high levels of understanding in terms of achieving social distancing within school buildings and that had been used to support schools in planning to return, developing an app for schools and parents to use.
- The Regeneration Team had supported local businesses by making sure current information was immediately available.
- They had also worked with the Finance Team to process £25.5m in grants to over 2,000 businesses and are currently working on the start-up grants.
- They had also been working to help town centres and tourism businesses move forward after lockdown, which was not easy as there needed to be space made available for pedestrians in town centres to be able to socially distance and occasionally step off a pavement into a parking space.
- They had supported the Vale Heroes initiative, helping to provide information to go onto the website and they had set up a PPE procurement initiative to complement the supplies that we get centrally in Wales and to make sure that care homes, providers and schools always had the stock that they needed.
- The Leader had outlined the way forward during Recovery Phase and teams would be focusing on supporting learning, employment and sustainable economic growth.
- Work would continue with schools in planning for September.
- Action would be required to combat figures mentioning 10% unemployment within 16 to 24-year olds currently and economic activity would be very high on the action list going forward.

Councillor King recognised the report looks forward but referred to paragraph 2.9 which echoed some of the Leader's opening comments and Councillor King paid tribute to the frontline staff within his Portfolio, specifically the Waste and Recycling teams who had maintained doorstep collections throughout. They had reintroduced garden waste after a year and as part of the relaxation of lockdown, the reopening of the household waste and recycling centre. The running of that facility had been such a success that the continuation of a pre-baking arrangement might continue in the future. Councillor King also thanked those who had contributed to the work to clean the streets, collect litter and deal with fly-tipping, as well as those who maintained parks and playing fields. Most of those are services that are often taken for granted unless they do not take place, and Councillor King recorded his sincere appreciation for each and every individual who had helped to keep those services functioning.

Councillor Williams recognised that there had been considerable turmoil over the last few months, but clearly the next few months would be new territory and would not look like the business of the past. Colleagues had referred to education and

waste management, but those may be delivered and implemented differently. The Recovery report does not go into fine detail as some aspects are still being worked through, and Regulations change daily.

Councillor Gray advised he was fully supportive of the report, which lays the groundwork out clearly regarding all the areas that have needed to be considered by the Council and the detail will begin to be built on this. It discussed the themes that Cabinet have been discussing weekly and daily at Gold meetings, what the Council has gone through and how thought can turn to what needs to happen in the future. Within his own Portfolio, Councillor Gray noted there had been some movement towards virtual services to provide contact, and some users may wish to continue with that virtual contact and have that alongside some face-to-face contact going forward. There could be opportunities to come out of looking how the Council provides its services that may benefit service users going forward and looked forward to a constructive discussion at the Corporate Performance and Resources Scrutiny Committee later in the week where Members can feed into discussions. The report lays out all the factors that needed to be considered when looking at the whole Council approach to how we recover and thanked officer for putting it together.

Councillor Wilkinson also thanked the officers for putting the report together and looked forward to working together going forward. The staff and the officers have worked exceptionally during this period and would continue to work towards making this Council the best Council again, but there was a lot to do in the future.

Councillor McCaffer said it was good to know that there are recovery plans in place for moving forward. It was a complicated matter to re-open leisure centres, but as soon as there are guidelines from Welsh Government, we will then look forward to welcoming everybody back to enjoy the facilities which are so important to so many people's wellbeing and health. The Youth Service are re-engaging their youth engagement programme, working with partners to assist young people, particularly teenagers, who have found it difficult during this period due to the restrictions. Play Teams are also moving forward to be able to provide play provision in the summer for children who need and rely on that service. It was also positive to note that outside play areas will be able to open shortly also as children have missed being able to play using that equipment. Community Centres are on the verge of re-opening also and some guidelines from Government are expected concerning that shortly. We can rely on there needing to be change, and we need to embrace those changes as we move forward. All the staff had been amazing in looking at different ways to work and provide services, working a lot more cohesively than ever before as we work to see what the new reality looks like with the support of staff working for the communities.

Rob Thomas, Managing Director, referred to some of the key issue within the report:

- Paragraph 2.4 is a useful summary of where the Council currently stands.
- The Council has been in the response phase to the virus for almost three months now and to some extent are still in that phase because things are still changing daily and weekly in some instances.

- The Council are also in the transition phase out of response and into recovery and some of those transition elements of work are very much in the here and now, e.g. opening of parks, of town centres, looking to adapt office and work environments and workplaces which all require monitoring of the 'R' rate across the Vale, and also Wales, constantly as we move through the transition phase.
- The longer-term recovery is also covered in the report and the 6 themes drawn out as part of the recovery phase (Paragraph 2.4)
 - Health & Social Care.
 - Community & Humanitarian – e.g. housing supply and homelessness provision.
 - Learning Continuity – vital moving forward in terms of how schools would function from September and how to deliver the curriculum.
 - Public Realm & Public Spaces – e.g. parks and coastal resorts
 - Business, Economy & Infrastructure
 - Environmental – taking what has been seen in terms of reduction in traffic and pollution forward.

The strategy within the report is to consider those themes against the Corporate Plan, which is relatively new and adopted by the Council just before Covid-19 affected day-to-day working. An important area will be to look at those themes and reflect on how they impact the Corporate Plan, moving forward. It will also be possible to assess the effect that Coronavirus has had on all those policies that were set out just prior to Coronavirus and its impact on the residents of the Vale, how the organisation is run and the way that business is run.

Councillor Moore added that there will be a need to rely on the public in terms of helping with the recovery, realising that Covid-19 is still present and still a risk, e.g. some of the recent scenes at large gatherings. The Cabinet made a plea to the public to be careful while on the road to recovery as matters could easily change and require going back to where we were on the 23rd March, 2020. The report is about recovery, but people have to be responsible for themselves and the wellbeing of others, hence the steps taken to protect people in town centres, etc. Lessons were being learned, e.g. displacement parking, and there would be a further report to a Cabinet shortly.

This was a matter for Executive decision.

Cabinet, having considered the report and all the issues and implications contained therein

RESOLVED –

- (1) T H A T the contents of the report and Appendix A be noted.
- (2) T H A T the approach to the development of the Council's Recovery Strategy be approved and further updates received in due course.

(3) T H AT the report be referred to the Corporate Performance and Resources Scrutiny Committee for its consideration and views on the approach being adopted to developing a Recovery Strategy.

(4) T H A T the report be sent to all Elected Members, Town and Community Councils and members of the Public Services Board for their information.

Reasons for decisions

(1) To provide an update to Cabinet on the work being undertaken to develop the Council's Recovery Strategy.

(2) To enable work to progress on the Recovery Strategy and to provide Cabinet with updates in due course.

(3) To provide an opportunity for Scrutiny Committee (Corporate Performance & Resources) to comment on and inform the approach to the development of the Council's Recovery Strategy.

(4) To provide an update to stakeholders.

C305 VALE OF GLAMORGAN PUBLIC SERVICES BOARD ANNUAL REPORT 2019-20 (L/PR) (SCRUTINY – CORPORATE PERFORMANCE AND RESOURCES) -

The Leader presented the report the purpose of which was to inform Cabinet that the Public Service Board (PSB) launched its Well-being Plan on 22nd May 2018. Since its launch partners had been working to progress the Well-being Objectives set out in the Plan and the actions aligned to those Objectives

To capture the progress made in the second year of the Well-being Plan the PSB had produced an Annual Report in the form of a Sway report. The Annual Report gave an overview of the progress that had been made by partners in implementing the four well-being Objectives and activities detailed in the Plan and against the PSB's priority workstreams

The Annual Report was considered by the PSB on the 10th July, 2020 and will be published on the PSB website.

The Well-being of Future Generations (Wales) Act 2015 formally established Public Services Boards (PSBs) in each local authority area in Wales. 'Our Vale' is the Vale PSB and in accordance with the Act must contribute to the achievement of the national well-being goals as set out in the legislation. The PSB must do this by:

- Assessing the state of economic, social, environmental and cultural well-being in the local area.
- Setting local objectives that are designed to maximise the PSB's contribution within the area to achieving the national well-being goals.

- Taking all reasonable steps to meet these objectives i.e. through a Well-being Plan which must be informed by the Well-being Assessment.

The PSB's four Well-being Objectives are:

1. To enable people to get involved, participate in their local communities and shape local services
2. To reduce poverty and tackle inequalities linked to deprivation
3. To give children the best start in life
4. To protect, enhance and value our environment

The Welsh Government's statutory guidance Shared Purpose: Shared Future, sets out that PSBs must prepare and publish a progress report on the work undertaken towards meeting the well-being objectives on an annual basis. The PSB's Well-being Plan was published in May 2018. The PSB has now produced its second Annual Report. The report sets out the progress that has been made in the second year of the Plan and identifies areas of future work including need for the PSB to consider the impact of COVID-19.

The four statutory partners of the PSB: The Vale of Glamorgan Council, Cardiff and Vale University Health Board, South Wales Fire and Rescue Service and Natural Resources Wales, were providing the strategic lead on the PSB's Well-being Objectives. Lead officers from across the PSB oversaw the progress of the Well-being Plan. Other members are invited from various sectors including voluntary sector, Town and Community Councillors, etc., and all members are listed within the report itself.

There was a recognition that many of the activities being taken forward by the PSB would contribute to a number of local priorities and the national Well-being Goals for Wales. In 2019 the PSB adopted a more integrated approach and agreed four priority workstreams which cut across the four Well-being Objectives. These priorities were agreed following a reflective workshop where partners considered progress across all activities detailed in the Well-being Plan and where collective action was most needed. Detailed progress against the four priorities was provided in the Annual Report together with an update for each action in the Well-being Plan.

The PSB's 4 priority workstreams were:

- Key Priority One -The Cardiff and Vale Move More Eat Well Plan led by the Cardiff and Vale University Health Board.
- Key Priority Two – Tackling Climate Change led by the Vale of Glamorgan Council and Natural Resources Wales.
- Pathfinder Project – Timebanking led by the Vale of Glamorgan Council.
- Organisational Learning Project – Improving Engagement led by the South Wales Fire and Rescue Service.

Details were included for each workstream on the background to the priority, what the PSB had done, what the PSB had achieved and what the future direction for the work was. A number of case studies were provided to illustrate the partnership

work and outcomes achieved to date. Case studies included: the PSB Staff Healthy Travel Charter, the School Health Research Network, Early Action Together, Glamorgan Smallholders Network, Vale Heroes and Community Safety.

Within the Annual Report the PSB set out the robust evidence base that had been developed using Power BI to ensure information was easily available to partners to inform the work of the PSB. Recognising the COVID-19 pandemic would have a long-lasting impact on our economic, social, cultural and environmental well-being the report highlighted some of the data that would be key for partners to plan services. The data areas included were; demographics, education and the economy, health and communities and environment and transport. Local data analysis on these topics and the PSB's response to the emerging data was set out in the report. Work to further develop the evidence base would continue as the work undertaken as part of the Well-being Assessment published in 2017 was built upon.

As part of the Annual Report process partners had considered and reviewed the priorities for the coming year. The work undertaken in the second year of the Well-being Plan had been considered together with the more recent changes due to COVID-19. The four workstreams remained relevant for 2020-2021 and work would continue to take them forward, however for each priority the need to review how the work was progressed and the scope of the activity would be needed. Partners responses and opportunities to deliver the Well-being Objectives and priorities in 2020-2021 were outlined in the report.

The PSB had also identified the need to improve how it involved Town and Community Councils and children and young people in its work. It was also keen to improve accountability and how it reported to relevant scrutiny committees. A further area of work was planned with the Older Peoples Commissioner around ensuring the Vale was Age Friendly.

The Annual Report sets out how the PSB had achieved good progress in delivering its Well-being Objectives so far. This was the second year that partners had been working together to deliver the Well-being Plan and the examples and case studies included gave a good overview of work undertaken. Although the focus of the PSB had changed in recent months in response to COVID-19 the PSB continued to plan for the future and to take account of all the learning and experience developed across the partnership. The PSB were confident that by working together, and by working differently it would continue to have a positive impact on well-being in the Vale over the next three years of the Plan.

Tom Bowring, Head of Policy & Business Transformation, added that the PSB had discussed the report at its meeting on the 10th July, 2020 and did approve the report. There was a conversation with partners about the importance of partnership working continuing as we go through into the recovery phase that was discussed as part of the previous agenda report. That work would now commence, and partners would share their recovery plans to ensure that, where appropriate, we dovetail activity to maximise the benefits from the PSB and partnership working. As the Managing Director had discussed in terms of setting our response within the context of our Corporate Plan, the PSB would look to continue its work

against the wellbeing objectives but would take into consideration the effects that Coronavirus has had.

Councillor King added that Neighbourhood Services and Transport have contributed to one of the four workstreams in the report, specifically tackling climate change. We are building on carbon reduction work that is achieved with the residential road street lighting and are about to utilise Salix Welsh Government grant funding towards the replacement of our main road lighting schemes and convert them to LEDs. These are more sophisticated than earlier generations and allow us to vary the lighting levels and the ability to reduce the CO2 emissions further and reduce night light pollution. Despite some difficulties as a result of Coronavirus, we are introducing e-bikes for hire and hope they will be utilised by residents for some of their journeys that they may otherwise make by car and compliment other means of transport, or potentially purchase one for themselves.

This was a matter for Executive decision.

Cabinet, having considered the report and all the issues and implications contained therein

RESOLVED –

- (1) T H A T the Vale of Glamorgan Public Services Board's Annual Report for 2019-20 and the progress partners are making in implementing the priorities set out in the Well-being Plan be noted.
- (2) T H A T recommendations made to the PSB regarding the progress to date and future focus of PSB activity in delivering the Well-being Plan be noted.
- (3) T H A T how Council services could continue to contribute to the successful delivery of PSB priorities be noted.
- (4) T H A T the report be referred to the Corporate Performance and Resources Scrutiny Committee for their consideration of the progress being made by the PSB to date and make any recommendations to Cabinet for the future focus of PSB activity.

Reasons for decisions

- (1) To note the content of the Annual Report and progress being made in the delivery of the Well-being Plan.
- (2) To note the recommendations to the Public Services Board.
- (3) To agree that the Council continues to support the work of the PSB.
- (4) To ensure that appropriate scrutiny of the PSB's Annual Report is undertaken and the views of the Scrutiny Committee regarding future focus of work can be considered by Cabinet.