

**Dydd Gwener 27 Tachwedd 2020**

*Drwy Timau Microsoft*

*09:30 - 13:00*



**09:30 Cyfarfodydd Grwpiau Gwleidyddol CLILC**

**10:30 Cyfarfod Arweinwyr y Toriad a'r Grwpiau**

## RHAGLEN

**11:00 Cyngor CLILC**

1. Croeso ac ymddiheuriadau am absenoldeb
2. Y Diweddaraf gan Arweinydd CLILC
3. Cofnodion Cyfarfodydd CLILC
  - Cyfarfod Cyffredinol Blynnyddol Cyngor CLILC, 23 Hydref
4. Adolygiad Cynhwysfawr o Wariant, Cyllideb Ddrafft Llywodraeth Cymru a'r Setliad Llywodraeth Leol Drafft ar gyfer 2021/22
5. Bil Llywodraeth Leol ac Etholiadau (Cymru)
6. Y Diweddaraf am Drefniadau Pontio'r UE
7. Y Diweddaraf am Addysg
8. Amrywiaeth mewn Democratiaeth – Adroddiad Gweithgor CLILC

**13.00 Diwedd**

# WLGA Council

Friday 27<sup>th</sup> November 2020  
via Microsoft Teams

09:30 to 13:00



09:30      WLGA Political Group Meetings

10:30      Break & WLGA Group Leaders Meeting

## AGENDA

11:00      WLGA Council

1. Welcome and apologies for absence
2. WLGA Leader's Update
3. Minutes of WLGA Meetings
  - WLGA Council AGM 23<sup>rd</sup> October
4. Comprehensive Spending Review, Welsh Government Draft Budget & Draft Local Government Settlement 2021/22
5. The Local Government and Elections (Wales) Bill
6. EU Transition Update
7. Education Update
8. Diversity in Democracy - WLGA Working Group Report

13.00      END

## **MINUTES OF WLGA MEETINGS**

### **Purpose**

1. For Council members to review the minutes of the WLGA meetings specified and for any matters rising to be reported.

### **Background**

2. The minutes of the meetings listed below are appended in date order:

- 2.1 WLGA Council Annual General Meeting held 23<sup>rd</sup> October 2020.

### **Recommendations**

3. Members are asked to:

- 3.1 **Approve the minutes of WLGA Council Annual General Meeting held 23<sup>rd</sup> October 2020; and**
  - 3.2 **Note the decision of the WLGA Executive Board in relation to the Revised Framework for Regional Investment in Wales.**

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**Author:** Lee Pitt  
Democratic Services Officer  
**E-mail:** [lee.pitt@wlga.gov.uk](mailto:lee.pitt@wlga.gov.uk)



CLILC • WLGA

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**The 25<sup>th</sup> Annual General Meeting of the WLGA Council  
via MS Teams****Friday 23<sup>rd</sup> October 2020****Present:**

Cllr Nigel Daniels (Blaenau Gwent)  
Cllr Dai Davies (Blaenau Gwent)  
Cllr Huw David (Bridgend)  
Cllr Hywel Williams (Bridgend)  
Cllr Cheryl Green (Bridgend)  
Cllr Phillipa Marsden (Caerphilly)  
Cllr Nigel George (Caerphilly)  
Cllr Sean Morgan (Caerphilly)  
Cllr Eluned Stenner (Caerphilly)  
Cllr Emlyn Dole (Carmarthenshire)  
Cllr Linda Evans (Carmarthenshire)  
Cllr David M Jenkins (Carmarthenshire)  
Cllr Huw Thomas (Cardiff)  
Cllr Sarah Merry (Cardiff)  
Cllr Michael Michael (Cardiff)  
Cllr Peter Bradbury (Cardiff)  
Cllr Susan Elsmore (Cardiff)  
Cllr Christopher Weaver (Cardiff)  
Cllr Russell Goodway (Cardiff)  
Cllr Ellen ap Gwynn (Ceredigion)  
Cllr Ray Quant MBE (Ceredigion)  
Cllr Sam Rowlands (Conwy)  
Cllr Nigel Smith (Conwy)  
Cllr Goronwy Edwards (Conwy)  
Cllr Hugh Evans OBE (Denbighshire)  
Cllr Julian Thompson-Hill (Denbighshire)  
Cllr Hugh Evans OBE (Denbighshire)  
Cllr Julian Thompson-Hill (Denbighshire)  
Cllr Ian Roberts (Flintshire)  
Cllr Carolyn Thomas (Flintshire)  
Cllr Michelle Perfect (Flintshire)  
Cllr Derek Butler (Flintshire)  
Cllr Dyfrig Siencyn (Gwynedd)  
Cllr Dafydd Meurig (Gwynedd)  
Cllr Gareth Thomas (Gwynedd)  
Cllr Llinos Medi (Isle of Anglesey)  
Cllr Ieuan Williams (Isle of Anglesey)  
Cllr Kevin O'Neill (Merthyr Tydfil)  
Cllr Lisa Mytton (Merthyr Tydfil)  
Cllr Peter Fox OBE (Monmouthshire)  
Cllr Robert Greenland (Monmouthshire)

Cllr Rob Jones (Neath Port Talbot)  
Cllr Edward Latham (Neath Port Talbot)  
Cllr Carol Clement-Williams (Neath Port Talbot)  
Cllr Jane Mudd (Newport)  
Cllr Roger Jeavons (Newport)  
Cllr Mark Spencer (Newport)  
Cllr David Simpson (Pembrokeshire)  
Cllr Neil Prior (Pembrokeshire)  
Cllr Paul Miller (Pembrokeshire)  
Cllr Rosemarie Harris (Powys)  
Cllr Matthew Dorrance (Powys)  
Cllr Aled Davies (Powys)  
Cllr Andrew Morgan (Rhondda Cynon Taf)  
Cllr Robert Bevan (Rhondda Cynon Taf)  
Cllr Rhys Lewis (Rhondda Cynon Taf)  
Cllr Christina Leyshon (Rhondda Cynon Taf)  
Cllr Maureen Webber (Rhondda Cynon Taf)  
Cllr Rob Stewart (Swansea)  
Cllr Mary Sherwood (Swansea)  
Cllr Clive Lloyd (Swansea)  
Cllr Mark Thomas (Swansea)  
Cllr Anthony Hunt (Torfaen)  
Cllr Richard Clark (Torfaen)  
Cllr Neil Moore (Vale of Glamorgan)  
Cllr Lis Burnett (Vale of Glamorgan)  
Cllr Ben Gray (Vale of Glamorgan)  
Cllr Mark Pritchard (Wrexham)  
Cllr T Alan Edwards (Wrexham)  
Cllr David A Bithell (Wrexham)

**Apologies**

Cllr Lynda Thorne (Cardiff)  
Cllr Sarah Merry (Cardiff)  
Cllr Mair Stephens (Carmarthenshire)  
Cllr Andrea Lewis (Swansea)

**Associate Members**

Cllr Peter Lewis  
Cllr Tudor Davies  
Cllr Gareth Thomas

## **Representing Associate Member bodies:**

### **Other Members in attendance**

Cllr Colin Mann (Caerphilly)

### **WLGA Officers**

Dr Chris Llewelyn, Chief Executive

Naomi Alleyne, Director of Social Services and Housing

Jon Rae, Director of Resources

Dr Tim Peppin, Director of Regeneration & Sustainable Development

Daniel Hurford, Head of Policy (Improvement and Governance)

Dilwyn Jones, Communications Officer

Lee Pitt, Democratic Services Officer

## **Item 1: Welcome from the Chief Executive of the WLGA**

1. The Chief Executive welcomed the members to the 25<sup>th</sup> Annual General Meeting of the WLGA Council and the first to be held remotely.

## **Item 2: Election of Presiding Officer and Deputy Presiding Officers**

2. Members were invited to elect the WLGA Presiding Officer, and four Deputy Presiding Officers for the council term 2020-21.

### **3. Resolved that:**

- 3.1 **Cllr Huw David be elected WLGA Presiding Officer for the 2020-21 council term.**
- 3.2 **The following were duly elected as Deputy Presiding Officers for the Council term 2020-21:**
  - **Councillor Jane Mudd (Labour Group);**
  - **Councillor Ray Quant MBE (Independent Group);**
  - **Councillor Dyfrig Siencyn (Plaid Cymru Group); and**
  - **Councillor Sam Rowlands (Conservative Group).**

4. Councillor Huw David, WLGA Presiding Officer, assumed the role of chair from this point of the meeting.

### Item 3: Membership and Political Balance of the Council

5. Members were invited to confirm the membership and political balance of the WLGA for the council term 202-21 based on the nominations submitted by local authorities in full membership, as set out below.

Surname	Name	Authority	Political Affiliation
ap GWYNN	Cllr Ellen	Ceredigion	Plaid Cymru
BEVAN	Cllr Robert	Rhondda Cynon Taf	Labour
BITHELL	Cllr David A	Wrexham	Independent
BRADBURY	Cllr Peter	Cardiff	Labour
BURNETT	Cllr Lis	Vale of Glamorgan	Labour
BUTLER	Cllr Derek	Flintshire	Labour
CLARK	Cllr Richard	Torfaen	Labour
CLEMENT-WILLIAMS	Cllr Carol	Neath Port Talbot	Labour
DANIELS	Cllr Nigel	Blaenau Gwent	Independent
DAVID	Cllr Huw	Bridgend	Labour
DAVIES	Cllr Aled	Powys	Conservative
DAVIES	Cllr Dai	Blaenau Gwent	Independent
DOLE	Cllr Emlyn	Carmarthenshire	Plaid Cymru
DORRANCE	Cllr Matthew	Powys	Labour
EDWARDS	Cllr Goronwy O	Conwy	Independent
EDWARDS	Cllr T Alan	Wrexham	Independent
ELSMORE	Cllr Susan	Cardiff	Labour
EVANS, OBE	Cllr Hugh	Denbighshire	Independent
EVANS	Cllr Linda	Carmarthenshire	Plaid Cymru
FOX, OBE	Cllr Peter	Monmouthshire	Conservative
GEORGE	Cllr Nigel	Caerphilly	Labour
GOODWAY	Cllr Russell	Cardiff	Labour
GRAY	Cllr Ben	Vale of Glamorgan	Independent
GREEN	Cllr Cheryl	Bridgend	Independent Alliance rep
GREENLAND	Cllr Robert	Monmouthshire	Conservative
HARRIS	Cllr Rosemarie	Powys	Independent
HUNT	Cllr Anthony	Torfaen	Labour
JEAVONS	Cllr Roger	Newport	Labour
JENKINS	Cllr David M	Carmarthenshire	Plaid Cymru
JONES	Cllr Rob G	Neath Port Talbot	Labour
LEWIS	Cllr Andrea	Swansea	Labour
LATHAM	Cllr Edward	Neath Port Talbot	Labour
LEWIS	Cllr Rhys	Rhondda Cynon Taf	Labour
LEYSHON	Cllr Christina	Rhondda Cynon Taf	Labour
LLOYD	Cllr Clive	Swansea	Labour
MARSDEN	Cllr Phillipa	Caerphilly	Labour
MEDI	Cllr Llinos	Isle of Anglesey	Plaid Cymru
MERRY	Cllr Sarah	Cardiff	Labour
MEURIG	Cllr Dafydd	Gwynedd	Plaid Cymru
MICHAEL	Cllr Michael	Cardiff	Labour

MILLER	Cllr Paul	Pembrokeshire	Labour
MOORE	Cllr Neil	Vale of Glamorgan	Labour
MORGAN	Cllr Andrew	Rhondda Cynon Taf	Labour
MORGAN	Cllr Sean	Caerphilly	Labour
MUDD	Cllr Jane	Newport	Labour
MYTON	Cllr Lisa	Merthyr Tydfil	Independent
O'NEILL	Cllr Kevin	Merthyr Tydfil	Independent
PERFECT	Cllr Michelle	Flintshire	Labour
PRIOR	Cllr Neil	Pembrokeshire	Independent
PRITCHARD	Cllr Mark	Wrexham	Independent
QUANT, MBE	Cllr Ray	Ceredigion	Independent
ROBERTS	Cllr Ian	Flintshire	Labour
ROWLANDS	Cllr Sam	Conwy	Conservative
SHERWOOD	Cllr Mary	Swansea	Labour
SIENCYN	Cllr Dyfrig	Gwynedd	Plaid Cymru
SIMPSON	Cllr David	Pembrokeshire	Independent
SMITH	Cllr Nigel	Conwy	Independent
SPENCER	Cllr Mark	Newport	Labour
STENNER	Cllr Eluned	Caerphilly	Labour
STEPHENS	Cllr Mair	Carmarthenshire	Independent
STEWART	Cllr Rob	Swansea	Labour
THOMAS	Cllr Carolyn	Flintshire	Labour
THOMAS	Cllr Gareth	Gwynedd	Plaid Cymru
THOMAS	Cllr Huw	Cardiff	Labour
THOMAS	Cllr Mark	Swansea	Labour
THOMPSON-HILL	Cllr Julian	Denbighshire	Conservative
THORNE	Cllr Lynda	Cardiff	Labour
WEAVER	Cllr Christopher	Cardiff	Labour
WEBBER	Cllr Maureen	Rhondda Cynon Taf	Labour
WILLIAMS	Cllr Hywel	Bridgend	Labour
WILLIAMS	Cllr Ieuan	Isle of Anglesey	Independent

6. Members noted that the Labour Group holds the majority group within the Association, and based on the nominations received from local authorities in full membership, that the political balance of the WLGA for the Council term 2020-21 is as indicated below:

	<b>Number of seats</b>	<b>Percentage (%)</b>
<b>Conservative</b>	5	7.04
<b>Independent</b>	18	25.35
<b>Labour</b>	40	56.34
<b>Plaid Cymru</b>	8	11.27
<b>Total</b>	<b>71</b>	<b>100</b>

7. Members noted that the local authorities in full membership of the WLGA have confirmed how they will exercise their votes during the Council period 2021-2 as indicated below:

Local Authority	WLGA seats	Use of votes
Blaenau Gwent	2	One per person
Bridgend	3	One per person
Caerphilly	4	En bloc
Cardiff	8	En bloc
Carmarthenshire	4	One per person
Ceredigion	2	One per person
Conwy	3	One per person
Denbighshire	2	One per person
Flintshire	4	En bloc
Gwynedd	3	En bloc
Isle of Anglesey	2	One per person
Merthyr Tydfil	2	En bloc
Monmouthshire	2	En bloc
Neath Port Talbot	3	En bloc
Newport	3	En bloc
Pembrokeshire	3	One per person
Powys	3	One per person
Rhondda Cynon Taf	5	En bloc
Swansea	5	En bloc
Torfaen	2	En bloc
Vale of Glamorgan	3	One per person
Wrexham	3	One per person
<b>Total number of seats</b>	<b>71</b>	

**8. Resolved that:**

- 8.1 The membership of the WLGA Council for the council term 2020-2021 was noted;**
- 8.2 The political balance of the WLGA Council for the council term 2020-2021 was noted;**
- 8.3 The manner in which local authorities in full membership are to express their votes for the council term 2019-2020 was noted;**
- 8.4 The WLGA Council would take account of the membership and political balance in respect of subsequent nominations and appointments.**

**Item 4: Appointment of the Executive Board**

9. Members noted the nominations by local authorities in full membership of the WLGA of members to the WLGA Executive Board for 2020-21, as set out below:

<b>Local Authority</b>	<b>Nominee</b>	<b>Political Affiliation</b>
Blaenau Gwent CBC	Cllr Nigel Daniels	Independent
Bridgend CBC	Cllr Huw David	Labour
Caerphilly CBC	Cllr Philippa Marsden	Labour
City & County of Cardiff	Cllr Huw Thomas	Labour
Carmarthenshire CC	Cllr Emlyn Dole	Plaid Cymru
Ceredigion CC	Cllr Ellen ap Gwynn	Plaid Cymru
Conwy CBC	Cllr Sam Rowlands	Conservative
Denbighshire CC	Cllr Hugh Evans OBE	Independent
Flintshire CC	Cllr Ian Roberts	Labour
Gwynedd	Cllr Dyfrig Siencyn	Plaid Cymru
Isle of Anglesey CC	Cllr Llinos Medi	Plaid Cymru
Merthyr Tydfil CBC	Cllr Kevin O'Neill	Independent
Monmouthshire CC	Cllr Peter Fox OBE	Conservative
Neath Port Talbot CBC	Cllr Rob G Jones	Labour
Newport City Council	Cllr Jane Mudd	Labour
Pembrokeshire CC	Cllr David Simpson	Independent
Powys CC	Cllr Rosemarie Harris	Independent
Rhondda Cynon Taff CBC	Cllr Andrew Morgan	Labour
City & County of Swansea	Cllr Rob Stewart	Labour
Torfaen CBC	Cllr Anthony Hunt	Labour
Vale of Glamorgan	Cllr Neil Moore	Labour
Wrexham CBC	Cllr Mark Pritchard	Independent

10. The resulting distribution of seats relating to voting members of the WLGA Executive Board for the Council term 2020-21 is:

Labour Group - 10	Independent Group - 6	Plaid Cymru - 4	Conservative Group – 2
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**11. Resolved that:**

**11.1 The membership of the WLGA Executive Board for the Council term 2020-2021 was duly noted.**

### **Item 5: Recognition of Leader**

12. The WLGA Council received the report setting out the constitutional position in terms of the recognition of the WLGA Leader.

**13. Resolved that:**

13.1 **Members recognised Councillor Andrew Morgan (Rhondda Cynon Taf), Leader of the WLGA Labour Group, as the Leader of the Association for the council term 2020-2021.**

14. Councillor Morgan thanked Council members for their continued support since he was first elected WLGA leader last November.

15. Cllr Morgan highlighted the challenges that local authorities have faced since then, including the current public health crisis, and the role local government has played in responding to those challenges. He also thanked the other Leaders, especially Group Leaders, and members for their hard work, effort and commitment particularly over the last eight months.

16. Cllr Morgan also said that local government has shown the Welsh Government its value and the vital part it plays in delivering the government's policies. He reported that during recent months relationships with the Welsh Government were positive and acknowledged the constructive engagement with Julie James MS, Minister for Housing and Local Government throughout the pandemic.

17. He also stressed that next year's budget had not been finalised yet and the continuing pressures and demands on council staff, the commitment and contribution of whom he and all leaders were particularly proud of.

18. Individually, the WLGA Group Leaders thanked Cllr Morgan for his leadership, dedication and hard work on behalf of local government across Wales and acknowledged that the relationship with Welsh Government had never been so good.

## **Item 6: Appointment of Deputy Leader and Spokespersons**

19. Members received the report in relation to the appointment of Spokespersons, Deputy Spokespersons and Senior Office holders to serve until the next Annual General Meeting; further nominations were taken in the meeting.

### **20. Resolved that:**

20.1 **Members confirmed the appointment of Councillor Rob Stewart as Deputy Leader of the Association for the council term 2020-2021; and**

20.2 **Members confirmed those members who would fulfil the roles of Spokespersons and Deputy Spokespersons for the council term 2020-2021 as set out in the following table:**

Policy Area	Spokesperson 2020/21	Deputy Spokesperson 2020/21
Community Safety	Cllr Rob Jones (Neath Port Talbot) - Labour	Cllr Kevin O'Neill (Merthyr Tydfil) - Independent
Culture, Sport and Tourism	Cllr Huw Thomas (Cardiff) - Labour	Cllr Peter Hughes Griffiths (Carmarthenshire)
Development Control and Planning	Cllr David Jenkins (Carmarthenshire) - Plaid Cymru	Cllr Ben Gray (Vale of Glamorgan) - Independent
Digital and Innovation	Cllr Peter Fox (Monmouthshire) - Conservative	Cllr Neil Prior (Pembrokeshire) - Independent
Economic Development, Europe and Energy	Cllr Rob Stewart (Swansea) - Labour	<ol style="list-style-type: none"> <li>1. Cllr Paul Miller (Pembrokeshire) - Labour</li> <li>2. Cllr Rob Bevan (Rhondda Cynon Taf) - Labour</li> </ol>
Education	Cllr Ian Roberts (Flintshire) - Labour	Cllr Ellen ap Gwynn (Ceredigion) Plaid Cymru
Employability and Skills	Cllr Emlyn Dole (Carmarthenshire) - Plaid Cymru	Cllr Julian Thompson Hill (Denbighshire) - Conservative
Equalities, Welfare Reform and Anti-Poverty	<ol style="list-style-type: none"> <li>1. Cllr Susan Elsmore (Cardiff) - Labour</li> <li>2. Cllr Mary Sherwood (Swansea) - Labour</li> </ol> <p><i>In joint role with</i></p>	
Finance and Welfare Reform	Cllr Anthony Hunt (Torfaen) - Labour	Cllr Carol Clement-Williams (Neath Port Talbot) – Labour
Future Generations and Wellbeing	Cllr Llinos Medi (Isle of Anglesey) - Plaid Cymru	Cllr Ray Quant MBE (Ceredigion) - Independent
Health and Social Care	Cllr Huw David (Bridgend) – Labour	<p>ADULTS:</p> <p>Cllr Susan Elsmore (Cardiff) - Labour</p> <p>CHILDREN:</p> <p>Cllr Llinos Medi (Isle of Anglesey) - Plaid Cymru</p>
Housing	Cllr Andrea Lewis (Swansea) - Labour	Cllr Nigel Smith (Conwy) - Independent
Improvement	Cllr Hugh Evans OBE (Denbighshire) - Independent	Cllr Ray Quant MBE (Ceredigion) – Independent
Mental Health & Wellbeing	Cllr Jane Mudd (Newport) - Labour	<p>Cllr Carolyn Thomas (Flintshire) – Labour</p> <p>Cllr Lisa Mytton (Merthyr) – Independent</p>

Public Health and Regulatory Services	Cllr Dafydd Meurig (Gwynedd) - Plaid Cymru <i>in joint role with</i> - Cllr Neil Moore (Vale of Glamorgan) – Labour	
Rural Affairs	Cllr Rosemarie Harris (Powys) - Independent <i>in joint role with</i> Cllr Dyfrig Siencyn (Gwynedd) – Plaid Cymru	Cllr Aled Davies (Powys) - Conservative
Transport, Environment and Sustainability	Cllr Andrew Morgan (Rhondda Cynon Taf) - Labour	Transport infrastructure Cllr Edward Latham (Neath Port Talbot) – Labour Waste 1. Cllr Ray Quant MBE (Ceredigion) – Independent 2.
Welsh Language	Cllr Ellen ap Gwynn (Ceredigion) – Plaid Cymru	Vacant (not previously filled)
Workforce	Cllr Philippa Marsden (Caerphilly) – Labour	Cllr Maureen Webber (Rhondda Cynon Taf) – Labour
WLGA Representative on LGA Executive Advisory Board	Cllr Rob Stewart (Swansea) – Labour	Substitute – Cllr Neil Prior (Pembrokeshire) - Independent

21. Cllr Hugh Evans noted that it was important that Deputy Spokespersons are engaged in the work of the Association in support of Spokespersons.

22. It was noted that there remained two Deputy Spokesperson vacancies under Economic Development, Europe and Energy. Cllr Goronwy Edwards (Conwy, Independent) expressed an interest in being considered for the role and Cllr Ellen ap Gwynn (Ceredigion, Plaid Cymru) asked that the vacancies be discussed following the meeting.

## **Item 7: Appointment of Management Sub Committee**

23. Members were invited to determine the membership of Management Sub Committee for the period up to the 2021 WLGA Annual General Meeting in accordance with paragraph 11 of the WLGA Constitution and taking particular account of the representation required from all political groups.

**24. Resolved that:**

**24.1 Members agreed the following membership for the Management Sub Committee for the Council term 2020-2021:**

Cllr Huw David	Presiding Officer (Labour)	Bridgend
Cllr Jane Mudd	Deputy Presiding Officer (Labour)	Newport
Cllr Ray Quant MBE	Deputy Presiding Officer (Independent)	Ceredigion
Cllr Dyfrig Siencyn	Deputy Presiding Officer (Plaid Cymru)	Gwynedd
Cllr Sam Rowlands	Deputy Presiding Officer (Conservative)	Conwy
Cllr Andrew Morgan	WLGA Leader, Leader of the Labour Group	Rhondda Cynon Taf
Cllr Rob Stewart	WLGA Deputy Leader	Swansea
Cllr Hugh Evans OBE	Leader of the Independent Group	Denbighshire
Cllr Peter Fox OBE	Leader of the Conservative Group	Monmouthshire
Cllr Emlyn Dole	Leader of the Plaid Cymru Group	Carmarthenshire
Cllr Phillipa Marsden	Labour Group	Caerphilly
Cllr Ian Roberts	Labour Group	Flintshire
Cllr Huw Thomas	Labour Group	Cardiff

**Item 8: Appointment of the Chair and Members of the Audit Committee**

25. Members were invited to determine the membership and Chair of the WLGA Audit Committee for the council term 2020-2021.

**26. Resolved that:**

**26.1 Members agreed the following membership for the Audit Committee for the Council term 2020-2021 with Cllr Linda Evans (Plaid Cymru) duly elected as Chair:**

**Chair - Cllr Linda Evans, Carmarthenshire (Plaid Cymru)  
Cllr Christopher Weaver, Cardiff (Labour)  
Cllr Rosemarie Harris, Powys (Independent)  
Cllr Julian Thompson-Hill, Denbighshire (Conservative)  
Cllr Maureen Webber, Rhondda Cynon Taf (Labour)**

## **Item 9: Nominations to Partnership Council**

27. Council members were invited to nominate members to serve on the Partnership Council for Wales, a statutory body established under Section 72 of the Government of Wales Act (2006).

28. **Resolved that:**

**28.1 Members agreed the WLGA Presiding Officer would write to the Minister for Housing and Local Government to ask that all 22 leaders become members of Partnership Council. Partnership Council also agreed that the existing 9 WLGA nominations would remain as an alternative, should the Minister not be in a position to agree that all leaders become members.**

## **Item 10: Nominations to the Finance Sub-Group**

29. **The WLGA Council was invited to nominate members to serve on the Finance Sub-Group.**

30. **Resolved that:**

**30.1 The following members were nominated to serve on the Finance Sub -Group for the council term 2020-2021:**

- Councillor Andrew Morgan, Leader of the WLGA, Rhondda Cynon Taf (Labour)
- Councillor Anthony Hunt, WLGA Spokesperson for Finance, Torfaen (Labour)
- Councillor Rob Stewart, Deputy Leader of the WLGA, Swansea (Labour)
- Councillor Carol Clement-Williams, Deputy Spokesperson for Finance, Neath Port Talbot (Labour)
- Councillor Paul Miller, Pembrokeshire (Labour)
- Councillor Peter Fox OBE, Monmouthshire (Conservative)
- Councillor Mark Pritchard, Wrexham (Independent)
- Councillor Dyfrig Siencyn, Gwynedd (Plaid Cymru)

## **Item 11: Appointments to the Board of Data Cymru**

31. Members were invited to appoint eight members to serve on the Data Cymru Board for the twelve-month period commencing with the Board's Annual Meeting.

**32. Resolved that:**

**32.1 The following members were appointed to the Data Cymru Board for 2020-2021.**

- Councillor Colin Mann, Caerphilly (Plaid Cymru)
- Councillor Geraint Hopkins, Rhondda Cynon Taf (Labour)
- Councillor Richard Clark, Torfaen (Labour)
- Councillor Jane Mudd, Newport (Labour)
- Councillor Neil Prior, Pembrokeshire (Independent)
- Councillor Nigel Smith, Conwy (Independent)
- Councillor Mair Stephens, Carmarthenshire (Independent)
- Councillor Julian Thompson-Hill, Denbighshire (Conservative)

Company Secretary: Dr Chris Llewelyn

**Item 12: WLGA Annual Report 2019-20**

33. Members received the WLGA Annual Report for 2019-20, noting it covered a longer time frame than usual, June 2019 to October 2020, in order to cover the latest activity in response to the coronavirus pandemic.

34. Member reflected on how well local government has responded during this time and highlighted the vital services provided by councils that are relied on by people at a time of crisis and when they are in need. The importance of local democratic accountability and local leadership when making key decisions affecting communities was acknowledged. Members also recognised the contribution and ongoing commitment of the local government workforce during this period.

**35. Resolved that:**

**35.1 Members noted the WLGA's Annual Report for 2019-20.**

**35.2 Members agreed that the WLGA issue a press release recognising and the local government workforce for their role in responding to the pandemic.**

**Item 13: WLGA Business Plan 2020-21**

36. Members received the WLGA Business Plan for 2020-2021. The Chief Executive emphasised that while the pandemic would dominate the work of the WLGA for the remainder of 2020 and into 2021, the existing WLGA priorities - detailed in the plan - would continue to be the focus of the Association's work.

37. Members noted that the plan was high-level and could only give a summary of the work of the Association, for example, the wider work around the implementation of the new socio-economic duty, diversity in democracy and the work of the migration support unit. Members thanked WLGA officers for all the support provided throughout the year in terms of briefings and advice. The uniquely wide-ranging role of the WLGA was highlighted with the Association being asked continuously for a view on every aspect of public life.

38. **Resolved that:**

**38.1 Members noted and supported the WLGA Business Plan for 2020-2021.**

### **Item 14: WLGA Manifesto**

39. Council members were asked to agree the WLGA Manifesto for the 2021 Senedd elections.

40. The Chief Executive echoed the comments of members and thanked the staff of the Association for their hard work.

41. He explained that the Manifesto had been informed and considered by leaders and spokespersons and was being presented to Council for approval, but that if there were any comments or observations members would like to make, they would be incorporated into the document.

42. Members expressed support for the Manifesto which was regarded as providing a clear case for promoting local democracy and local government. Members suggested that there needed to be some additional emphasis to the importance of culture, leisure and the arts, the Welsh language and benefits and welfare and additional points in the social services section

43. **Resolved that:**

**43.1 Members agreed to approve the WLGA Manifesto, subject to the suggested additions and amendments.**

### **Item 15: Annual Report of the WLGA Audit Committee 2019-20**

44. Members received the Annual Report of the WLGA Audit Committee for 2019-2020.

45. **Resolved that:**

**45.1 Members endorsed the Annual Report of the WLGA Audit Committee for 2019-20.**

**Item 16: WLGA Financial Statements 2019-20**

46. Members received the following for review:

- The Audit Findings Report March 2020; and
- The Auditor's Letter of Representation;

And approval:

- The WLGA Strategic Report, Report of the Chief Executive and Financial Statements for the year ended 31 March 2020; and
- The Consolidated Statement of Accounts for the WLGA and Data Cymru for the year ended 31 March 2020.

47. **Resolved that:**

**47.1 Members approved the WLGA Financial Statements 2019-20.**

**Item 17: WLGA Members' Allowances Scheme**

48. An en-block declaration of personal interests was provided and several members separately declared a personal interest.

49. Members reviewed a report setting out the Audit Committee's proposals for the WLGA's Members Allowances Scheme for WLGA Office Holders for the council term 2020-2021 to be aligned with any Senior Salary increases determined in the Independent Remuneration Panel for Wales' Annual Report for 2021 and that a an independent review of allowances be commissioned for implementation for the new Association from May 2022.

50. **Resolved that:**

**50.1 Members agreed to amend the current WLGA Members' Allowances Scheme in line with the WLGA Audit Committee's recommendation; and**

**50.2 Members agreed to commission an independent review of the Scheme for implementation from 2022-23.**

## **Item 18: Schedule of Political Meetings**

51. Council received a report setting out a proposed schedule of WLGA political meetings in 2021.

52. **Resolved that:**

**52:1 Members approved the following schedule of WLGA political meetings for 2021:**

<b>Month</b>	<b>Date</b>	<b>WLGA Meeting</b>
January	29/01/21	Executive Board
February	26/02/21	Management Sub-Committee
March	26/03/21	WLGA Council
April	15/04/21	Audit Committee
	23/04/21	Management Sub-Committee
May	28/05/21	Executive Board
June	25/06/21	WLGA Council 26 <sup>th</sup> AGM
July	16/07/21	Executive Board
August		
September	24/09/21	WLGA Council
October	07/10/21	Audit Committee
	22/10/21	Executive Board
November	26/11/21	WLGA Council
December	16/12/21	Management Sub-Committee

## **BUSINESS MEETING**

### **Item 19: Minutes of WLGA Meetings**

53. Members received the draft minutes of the WLGA Council meeting held 25th November 2019 and the minutes of the WLGA Audit Committee meeting held 9th April 2020.

54. **Resolved that:**

**54.1 The minutes of the WLGA Council meeting held 29<sup>th</sup> March 2019 were approved.**

**54.2 The minutes of the WLGA Audit Committee meeting held 9<sup>th</sup> April 2020 were noted.**

**Meeting closed**

# WLGA Executive Board meeting – 13<sup>th</sup> November 2020

The following is taken from the Notes of the meeting

Blaenau Gwent – Cllr Nigel Daniels Bridgend – Cllr Huw David Caerphilly – Cllr Philippa Marsden Cardiff – Cllr Huw Thomas Ceredigion – Cllr Ellen ap Gwynn Conwy – Cllr Sam Rowlands Denbighshire – Cllr Hugh Evans Flintshire – Cllr Ian Roberts Gwynedd – Cllr Dyfrig Siencyn Isle of Anglesey – Cllr Llinos Medi Merthyr Tydfil – Cllr Kevin O'Neill Monmouthshire – Cllr Peter Fox Neath Port Talbot – Cllr Rob Jones Newport – Cllr Jane Mudd Rhondda Cynon Taf – Cllr Andrew Morgan Swansea – Cllr Rob Stewart Torfaen – Cllr Anthony Hunt Vale of Glamorgan – Cllr Neil Moore Wrexham – Cllr Mark Pritchard	<p><b>WLGA Officials</b></p> <p>WLGA – Chris Llewelyn WLGA – Daniel Hurford WLGA – Naomi Alleyne WLGA – Tim Peppin WLGA – Sharon Davies WLGA – Simon Wilkinson WLGA – Lowri Gwilym</p> <p><b>Apologies</b></p> <p>Carmarthenshire – Cllr Emlyn Dole Pembrokeshire – Cllr David Simpson Powys – Cllr Rosemarie Harris</p>
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**Chaired by Cllr Huw David, WLGA Presiding Officer**

## Item 1: Revised Framework for Regional Investment in Wales – report circulated in advance of the meeting

- This was initially discussed at the Leaders' meeting on Friday 6<sup>th</sup> November. Members had concerns about how the draft was presented, including some prescription and premature reference to CJs.
- During the course of the week WLGA officials have been working with WG seeking to address concerns raised by Leaders and agree revisions to the draft document.
- The framework document has been revised considerably, including stressing continued role of current city and growth deal arrangements and the need for interventions to support rural economy.
- The revised draft had been discussed by Chairs of City and Growth Deals and members of Huw Irranca-Davies National Framework group, which includes WLGA's Spokesperson, Cllr Stewart, on Wednesday and their recommendation was that the draft Framework be approved by Leaders.

## **Points Raised**

- Several leaders expressed appreciation at the work of officers and agreed that the draft Framework was an improved document and should be endorsed.
- Some proposed improvements were noted:
  - including strengthening of the section on the rural economy to recognise needs and opportunities; and
  - balancing the reference to rural support with inner-city deprivation
  - **ACTION – WLGA to seek to amend the draft Framework to reflect these comments**
- Some leaders expressed concern at the proposed draft:
  - The reference to CJC's added another layer of bureaucracy and would undermine democracy as leaders should be taking decisions.
    - It was clarified that the Bill and the draft regulations state that CJC's will be Leaders only. Leaders through CJC's once established can decide to invite other members (such as cabinet members) or other partners to be part of the CJC or sub-committee. They can be non-voting or voting members.
  - The framework promoted a regional approach, whereby the WLGA promotes localism so we should be promoting a local authority led approach to this framework rather than regional or CJC-led.
  - If the framework outlined for all SPF to go to WG and then to regions, this could see a top down approach whereby councils and regions deliver national priorities.
    - It was noted that councils need to be prepared if UK Government decide to fund down to the regions.
  - The chart in the framework outlined a hierarchical model with LAs at the bottom. WG being only conduit into UKG was problematic and the relationship can be set out far more equally.
- It was noted that some Leaders have been party to discussions chaired by Huw Irranca-Davies MS – trying to put a framework in place to take the place of EU frameworks. If money goes to WG there is a framework in place for how the funding is to be used – WEFO will no longer be there. The framework gives democratic control over what happens at a regional level.
- It was confirmed that WG intended to publish framework on Tuesday before Spending Review
- Given the disagreement on the draft Framework, it was moved that the recommendation was voted upon (proposed by Cllr Rob Stewart and seconded by Cllr Ellen ap Gwynn).

*Report Recommendation:*

*Leaders are invited to approve the Revised Framework for Regional Investment in Wales (Annex B) as approved and endorsed by the Regional Chairs.*

**Vote**

<b>For: 15</b>	<b>Against: 3</b>
Cllr Nigel Daniels, Blaenau Gwent	Cllr Sam Rowlands, Conwy
Cllr Huw David, Bridgend	Cllr Hugh Evans, Denbighshire
Cllr Philippa Marsden, Caerphilly	Cllr Mark Pritchard, Wrexham
Cllr Ellen ap Gwynn, Ceredigion	
Cllr Ian Roberts, Flintshire	
Cllr Dyfrig Siencyn, Gwynedd	
Cllr Llinos Medi, Isle of Anglesey	
Cllr Kevin O'Neill, Merthyr Tydfil	
Cllr Peter Fox, Monmouthshire	
Cllr Rob Jones, Neath Port Talbot	
Cllr Jane Mudd, Newport	
Cllr Andrew Morgan, Rhondda Cynon Taf	
Cllr Rob Stewart, Swansea	
Cllr Anthony Hunt, Torfaen	
Cllr Neil Moore, Vale of Glamorgan	
<b>Not Present for vote:</b>	
Cllr Huw Thomas, Cardiff (participated in the debate but left the meeting before the vote)	

27th November 2020

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## **COMPREHENSIVE SPENDING REVIEW, WELSH GOVERNMENT DRAFT BUDGET & LOCAL GOVERNMENT SETTLEMENT 2021/22**

### **Purpose**

1. This report provides a brief overview of Finance Sub-Group discussions earlier in November and provides an update on other finance issues and announcements.

### **Welsh Government Budget 2021-22 & Settlement**

2. At the Finance Sub-Group on the **2 November**, the Finance Minister gave an update on the Spending Round. Much of this was set out in her letter to the WLGA Leader on 29 October. With the UK Government's Spending Round now to be announced on **25 November**, the new date that Welsh Government is working to for its own draft budget is **21 December**. The provisional local government settlement will be on the **22 December**. The Spending Round will be a single rather than a multiyear announcement. Key dates are set out below:

19/11 – Welsh Government Virtual Conference: Reforming Local Taxes  
**25/11 – UK Government Spending Review**  
27/11 – WLGA Council  
08/12 – Joint Finance/Economic Development Cabinet Members  
17/12 – WLGA Management Sub Committee  
**21/12 – Draft Welsh Government Budget**  
**22/12 – Provisional local government settlement**  
06/01 – Deadline for Committee Evidence  
14/01 – Evidence Session with Equalities, Communities & Local Government  
**02/03 – Final local government settlement**  
09/03 – Senedd debate on the local government settlement

3. At the Finance Sub-Group, Leaders reported on next year's financial pressures of £279m. Around two thirds of this is attributable to workforce pressures. COVID-19 pressures are being considered separately and will clearly be part of the baseline where there is a longer-term legacy. In the Finance Sub-Group, Leaders highlighted the fair settlement for financial year 2020-21 which saw a core grant for local government increase by £184m, a 4.3% increase. Leaders also made the case for a floor in 2021-22 as a range of increases is already evident from the report of the Distribution Sub-Group.
4. Although nothing is currently known about the upcoming Spending Review, at the time of the 2020 March Budget indicative spending plans showed average real-terms growth of 1.9% (faster in earlier years) over the planning horizon (to

2024-25). Clearly much has happened since which will impact on the Chancellor's outlook.

5. In addition the Senedd Committees are now [calling for evidence on WG 2021-22 Budget](#) with a deadline of **6 January**. The WLGA is working on an evidence paper and the oral evidence session with the Equalities and Local Government Committee is likely to be held on 14 January 2021.

## In-year COVID Pressures

6. The claims process for expenditure pressure and income loss due to COVID seems to be working reasonably well. The latest information we have shows that nearly £511m has been made available to local authorities so far.
7. Claims up to the end of August show that £198m (see Annex 1) has been paid out. If we add to this our own estimates for September claims (including Quarter 2 income loss) then we estimate that £262m will have been paid at the half-way point in the financial year. This is 51% of the overall envelope. The table in the Annex shows each authority's payments up to the end of August. We understand that 15 out of the 22 claims for quarter 2 income loss have been submitted so it is important to note that this is all estimated.
8. The Wales Fiscal Analysis team have also published their latest analysis of the Welsh Government's fiscal response to COVID [Funding the Firebreak and Beyond](#). The report takes information from the last two Supplementary Budgets and estimates the Welsh Government's total response so far at £5.06bn. The sources of funding for this are £4.39bn of consequentials and the remainder is made up from the Welsh Government's own budget and 'block grant adjustments'.
9. On the spending side of the fiscal response, WFA estimate that around £3.91bn is committed leaving around £1.15bn in unallocated funds. A further £600m was announced by UKG after the report's publication. Between the **6 October** and **11 November** WG made several funding announcements - including an additional [£15.7m for the contact tracing workforce under TTP](#) - and the WFA estimate that £1.35bn is yet to be allocated from the resource DEL after taking these commitments into account.

## Updated UKG Winter Economy Plan and the Furlough Scheme

10. While there'll be no formal Autumn Budget this year the Chancellor did set out his [Winter Economy Plan](#) on **24 September** which covers the next phase of his planned economic response to the coronavirus pandemic. The 15% emergency VAT cut for the tourism and hospitality industries will be extended from January 2021 to 31 March. Businesses who deferred their VAT bills will be able to pay

back their taxes in 11 smaller interest-free instalments and self-assessment income taxpayers will be given more time to pay.

11. There are probably 100,000 employees in Wales on the furlough scheme at the start of October just as the share of earnings paid by the UK Government under the scheme fell to 60%. Days after the firebreak lockdown announcement in Wales the UK Chancellor updated his Winter Economic Plan laid out in September.
12. The changes essentially created two new forms of job support to replace the original furlough scheme from the start of November. However, with the announcement of a lockdown in England – the day before the Job Support Scheme was set to come in, the UK Chancellor decided to extend the original furlough scheme until December.
13. Furthermore, for November, the UK government will pay 80% of employees' usual pay (up from 60% under October's Job Support Scheme) and this will be open to all employees regardless of sector or whether they had previously been furloughed. The Chancellor [announced on the 5 November](#) that the furlough scheme would extend to March. At the time of writing there were no details.

## **£500 Social Care Workforce Special Payment Scheme**

14. The [Social Care Workforce Special Payment Scheme](#) went live back in Welsh Government aspiration was to make all payments by October, but this looks unlikely, however the vast majority will be have been made. This was originally announced back in May and, as you may be aware, there have been several administrative hurdles to clear on what has turned out to be a complex scheme.
15. At the end of September around one third of those eligible had received payments. WG are currently collating data on the October position and we shall update when we have received the data.
16. The impact on CTRS claims has been a big issue but officers are still working on a potential solution with WG which seems to have been positively accepted.

## **£500 Self-Isolation Payment Scheme & Statutory Sick Pay Enhancement Scheme**

17. [The £500 Isolation Payment Scheme](#) will be available for those who are low income and required to self-isolate. Local authorities will administer the main scheme and the 'discretionary' element of the fund. Benefits Managers have been working tirelessly to try and get the scheme up and running at a time when they are already at capacity.

18. The scheme went live on the **16 November**, but claims will be backdated to the start of the firebreak on the **23 October**.
19. The [Statutory Sick Pay Enhancement Scheme](#) will support those care workers who only receive statutory sick pay (and those not eligible for SSP) by allowing employers to pay eligible workers at full pay. This is to ensure they follow the guidance, self-isolate and maintain infection control. This will only apply to those who have been told to self-isolate from **1 November**.
20. The private care providers will be required to work alongside their Local Authority counterparts on the scheme and Welsh Government have been facilitating a series of workshops this week for all stakeholders.

## **Further Business Support through Firebreak**

21. A further iteration of [Non Domestic Rates Business Grants Scheme](#) was announced on **20 October** with Local Authorities being asked to deliver vital financial support to businesses, this time in conjunction with a Discretionary Scheme for those businesses and sole traders not liable for Business Rates.
22. After a period of intense joint working the scheme went live on **28 October** at the same time as the Economic Resilience Fund. **The latest data<sup>1</sup> on small business grants shows that local authorities made nearly 28,000 awards totalling £79m in the last 2 weeks.** These businesses provide employment for over 100,000 people.
23. Welfare aware that officials are exploring options for redistributing the underspend from the first phase of grant allocations in the first quarter of this year. This could be used as discretionary support and officials are still working with local authority officers to quantify the size of the 'underspend'.

## **Recommendations**

24. **Members are recommended:**

- 24.1 To note the content of this report.**

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**Cleared by: Cllr Anthony Hunt and Cllr Carol Clement-Williams**

Author:      Jon Rae & Lisa Hayward  
E-mail:      [jon.rae@wlga.gov.uk](mailto:jon.rae@wlga.gov.uk) / [lisa.hayward@wlga.gov.uk](mailto:lisa.hayward@wlga.gov.uk)

## Annex 1

### Total financial support provided by budget within the Hardship Fund

	Homeslessness	Excess Deaths	Adult Social Care	General	FSM	School Cleaning	Enforcement	Loss of income	Total Support provided
Blaenau Gwent	£ 144,205	£ 7,956	£ 1,202,583	£ 714,194	£ 661,571	£ -	£ 1,882	£ 1,104,450	£ 3,836,841
Bridgend	£ 743,116	£ -	£ 2,229,067	£ 1,220,471	£ 822,291	£ -	£ -	£ 2,192,260	£ 7,207,204
Caerphilly	£ 256,666	£ -	£ 3,343,491	£ 1,185,099	£ 181,835	£ 19,168	£ -	£ 1,723,663	£ 6,709,923
Cardiff	£ 1,713,975	£ 1,741,069	£ 10,383,759	£ 7,418,181	£ 4,037,946	£ 35,050	£ -	£ 12,260,200	£ 37,590,180
Camarthenshire	£ 579,578	£ 141,427	£ 4,266,334	£ 2,825,270	£ 1,121,040	£ 144,685	£ -	£ 4,244,348	£ 13,322,682
Ceredigion	£ 82,778	£ 76,257	£ 1,723,856	£ 775,856	£ 549,142	£ 41,538	£ -	£ 1,286,000	£ 4,535,428
Conwy	£ 327,092	£ 177,656	£ 2,841,343	£ 780,059	£ 621,347	£ 24,021	£ -	£ 4,538,356	£ 9,309,873
Denbighshire	£ 352,517	£ 17,184	£ 1,767,888	£ 581,097	£ 1,004,968	£ 6,137	£ -	£ 3,191,507	£ 6,921,299
Flintshire	£ 67,680	£ 697,502	£ 2,036,025	£ 1,639,137	£ 500,133	£ 113,590	£ -	£ 1,597,979	£ 6,652,046
Gwynedd	£ 271,717	£ 21,862	£ 1,970,747	£ 1,369,472	£ 737,160	£ -	£ -	£ 3,522,500	£ 7,893,458
Isle of Anglesey	£ 363,340	£ 7,232	£ 875,610	£ 1,077,575	£ 355,668	£ 3,569	£ -	£ 800,000	£ 3,482,993
Merthyr Tydfil	£ 221,959	£ 13,310	£ 693,686	£ 555,109	£ 809,798	£ 6,536	£ -	£ 700,724	£ 3,001,122
Monmouthshire	£ 191,614	£ -	£ 2,149,949	£ 628,448	£ 418,255	£ 3,180	£ -	£ 1,681,641	£ 5,073,088
Neath Port Talbot	£ 243,941	£ 12,453	£ 2,443,194	£ 871,077	£ 1,876,351	£ 2,092	£ -	£ 3,952,000	£ 9,401,109
Newport	£ 605,150	£ 269,675	£ 3,071,222	£ 2,344,899	£ 1,220,687	£ 2,068	£ -	£ 1,892,912	£ 9,406,613
Pembrokeshire	£ 379,221	£ 282,688	£ 1,797,844	£ 2,465,533	£ 1,149,399	£ 18,366	£ -	£ 2,218,000	£ 8,311,051
Powys	£ 123,127	£ 279,610	£ 4,103,796	£ 1,535,582	£ 633,490	£ -	£ -	£ 1,571,079	£ 8,246,684
Rhondda Cynon Taf	£ 208,886	£ 75,120	£ 3,316,568	£ 5,629,539	£ 2,004,883	£ 95,356	£ -	£ 3,981,860	£ 15,312,212
Swansea	£ 322,112	£ 11,023	£ 2,947,661	£ 1,812,708	£ 1,737,972	£ -	£ -	£ 6,976,027	£ 13,807,503
Torfaen	£ 166,346	£ 580	£ 1,889,776	£ 450,356	£ 837,058	£ -	£ -	£ 1,429,630	£ 4,773,747
Vale of Glam	£ 319,912	£ -	£ 2,493,285	£ 1,626,874	£ 888,233	£ 9,453	£ -	£ 958,000	£ 6,295,757
Wrexham	£ 393,998	£ 17,964	£ 1,998,572	£ 757,475	£ 685,949	£ 1,160	£ 1,862	£ 1,507,000	£ 5,363,981
National Parks								£ 789,274	£ 789,274
Town & Community Councils								£ 399,182	£ 399,182
<b>YTD Total</b>	<b>£ 8,078,930</b>	<b>£ 3,850,568</b>	<b>£ 59,546,257</b>	<b>£ 38,264,011</b>	<b>£ 22,855,176</b>	<b>£ 525,968</b>	<b>£ 3,744</b>	<b>£ 64,518,592</b>	<b>£ 197,643,247</b>



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## **LOCAL GOVERNMENT AND ELECTIONS (WALES) BILL**

### **Purpose**

1. The purpose of this report is to update members on the passing of the Local Government and Elections (Wales) Bill and encourage authorities to respond to the consultation on the Regulations to Establish Corporate Joint Committees.

### **Background**

2. The Local Government and Elections (Wales) Bill [the Bill] was passed by the Senedd on 18<sup>th</sup> November 2020 by 39 votes to 16, a year to the day after it was introduced in 2019. It is anticipated the Bill will receive Royal Assent early in 2021.
3. The Bill was one of only two Bills in the Welsh Government's legislative programme to continue during COVID 19; it was prioritised given the timescales required to introduce planned electoral reforms in time for the 2022 local elections.
4. The Bill has been the culmination of several years of policy consultation, including:
  - Draft Local Government (Wales) Bill – November 2015
  - Consultation on Electoral Reform – October 2017
  - Reforming Local Government: Resilient and Renewed White Paper - January 2017
  - Consultation on Powers and Flexibilities – January 2018
  - Strengthening Local Government: Delivering for People Welsh Government Green Paper - June 2018
5. Some aspects of the Bill had been shaped by discussions between the Minister for Housing and Local Government and local government leaders through the Local Government Working Group chaired by Derek Vaughan and subsequently via the Local Government Sub-Group of Partnership Council.
6. Through these groups, and since with Leaders, the Minister has engaged constructively with local government to inform the Bill and to shape draft guidance or subsequent regulations.
7. The Bill was initially considered by WLGA Council on 29<sup>th</sup> November 2019 and the WLGA submitted oral and written evidence to the Senedd's Equality, Local Government and Communities Committee and the Finance Committee in January 2020.

8. The Bill and specific provisions, notably Corporate Joint Committees, have been discussed at several meetings throughout 2019 and 2020 at Partnership Council and its Local Government Sub-Group, at WLGA Executive Board and in Leaders' meetings, most recently in October and November 2020.

## **Summary**

9. The Bill<sup>1</sup> is a substantial piece of legislation covering electoral reform, public participation, governance and performance and regional working. In summary the Bill introduces:

- 9.1 **Reforming electoral arrangements for local government**, including:
  - 9.1.1 extending the voting franchise to 16 and 17 year olds and foreign citizens legally resident in Wales,
  - 9.1.2 enabling councils to choose between 'first past the post' or the 'single transferable vote' voting systems
  - 9.1.3 Change of electoral cycle for principal councils from four years to five years
  - 9.1.4 Allowing non-politically restricted council staff to stand for election in their own authority (but who should resign if elected)
  - 9.1.5 Removal of Returning Officers' Fees or local elections
- 9.2 **Introduction of a general power of competence;**
- 9.3 **Reforming public participation in local government;**
  - 9.3.1 Duty to encourage local people to participate in local government (and to produce a strategy to that effect);
  - 9.3.2 Duty to make petition scheme (and repeal of community polls);
  - 9.3.3 Duty to broadcast certain meetings;
  - 9.3.4 Greater flexibility around remote attendance of members.
- 9.4 **Reforms around democratic governance and leadership**, including:
  - 9.4.1 Appointment of Chief executives (rather than a head of paid service) with specific duties;
  - 9.4.2 appointment of assistants to cabinets and allowing job-sharing leaders or cabinet members;
  - 9.4.3 updating family absence provisions in line with those available to employees (via regulations);
  - 9.4.4 requiring leaders of political groups to promote and maintain high standards of conduct by members of their groups.
- 9.5 **Collaborative Working:**

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<sup>1</sup><https://business.senedd.wales/documents/s108793/Local%20Government%20and%20Elections%20Wales%20Bill%20-%20As%20amended%20at%20Stage%203.pdf>

- 9.5.1 Powers for councils to initiate the establishment of Corporate Joint Committees (CJCs) covering any functions;
- 9.5.2 Powers for Ministers to establish CJCs covering the four functions of economic wellbeing, transport, strategic planning and school improvement.

**9.6 Reform of the performance and governance regime:**

- 9.6.1 Repeal of the 2009 Measure duties, replacing audit and reporting duties with self-assessment and panel assessment (peer review);
- 9.6.2 Reforms to Audit Committees, renaming as Governance and Audit Committees and prescribing membership and chair.

**9.7 Powers to facilitate voluntary mergers of principal councils**

10. The WLGA supported the broad thrust of the Bill and many of the above reforms were welcomed. The WLGA did not support specific parts of the Bill including:

- 10.1 the introduction of two voting systems at local elections and raised concerns about staff standing for election in their own authority;
- 10.2 some of the prescribed new duties were regarded as likely to have limited impact (e.g. duty to produce a constitution summary and participation strategy, as councils already produce these);
- 10.3 concerns were raised about the administrative and cost implications of additional burdens; and
- 10.4 broader concerns about Ministerial powers to introduce Corporate Joint Committees (see below).

11. Stage Two and Stage Three saw several Welsh Government amendments, some of which were the result of WLGA engagement and lobbying:

- 11.1 A new duty on Welsh Ministers to consult before making any rules relating to local government elections in Wales.
- 11.2 Removal of proposed duty on councils to promote access/public participation in 'connected authorities' e.g. fire and rescue authorities, community councils.
- 11.3 Extension of the 'job sharing' provisions relating to executive members to non-executive officer holding members, such as committee chairs
- 11.4 Removal of section 'requiring a principal council to make arrangements for the performance management of the chief executive'.
- 11.5 extension of family absence provisions in line with those provided to workers
- 11.6 changes to the section on broadcasting of council meetings, where the Bill states that *only* the full council meeting should be broadcast and other meetings may be covered in regulations

- 11.7 more flexible arrangements re. remote attendance and electronic publication of documents building on councils' experiences during the pandemic.
12. The Welsh Government had indicated its intention to extend the local government franchise to prisoners through Stage Two or Three amendments, however, such amendments were not introduced.
13. The WLGA raised concerns about the potential burdens and costs implications of the Bill. The Welsh Government has committed to providing support and funding for some aspects of the Bill's implementation, including recently announced £500,000 to support digital democracy and potential set-up costs to support CJC. The Minister has also agreed to provide improvement support to authorities through the WLGA, for example in supporting new councillor duties, public participation duties, statutory self assessments and panel assessments.

## **Corporate Joint Committees**

14. Corporate Joint Committees (CJCs) have been the subject of debate and some disagreement with the Minister during the past 18 months. Whilst promoting collaboration and supportive of CJCs as a voluntary model, WLGA Council resolved in November 2019 that it had '...fundamental concerns over the principle of mandation which is seen as undermining local democracy but will continue to engage and seek to co-produce the Corporate Joint Committee proposals.'
15. There has been extensive political dialogue during 2019-20, though there have been limited political discussions during the past 6 months due to COVID 19.
16. At a meeting between Leaders and the Minister on Monday 16<sup>th</sup> November, it was recognised that as the Bill was expected to pass in the Senedd and the CJC reforms would be introduced, leaders would seek to engage constructively and shape the CJC regulations to ensure that they built on what already worked well in the city and growth deals arrangements and to ensure maximum local discretion and flexibility.
17. The Minister has described CJCs as:

"single consistent vehicle for...collaboration, rather than separate arrangements for different functions...rationalise provision that already existed in legislation in relation to single-purpose collaborations...into a single regional arrangement.

"...this is a very limited power, restricted to areas where regional working arrangements already exist in legislation or in practice. I am hoping that regions will transition their current regional arrangements into the CJCs once established... It is not my intention that we start dictating how local government discharges its economic functions through CJCs or any other arrangement."

18. Draft CJC Regulations were issued for consultation on Monday 12<sup>th</sup> October with a closing date of 4<sup>th</sup> January 2021. There are 44 questions in the consultation and the Minister has confirmed that the regulations are draft and would welcome input to ensure that regulations are shaped by local authorities to ensure that they reflect local/regional requirements.
19. A summary of key features of the CJC regulations and consultation are included in Annex 1.
20. Since the draft Regulations have been published, there have been several engagement events and officer and member meetings have been set up during November and December to consider the implications of the Regulations, to inform consultation responses and to seek to shape the final regulations.
21. During the meeting with Leaders on 16<sup>th</sup> November, the Minister stressed that the regulations setting up each of the 4 CJCs could be different and would not be 'one-size-fits-all' and that authorities could transfer large parts of their existing city and growth deal governance arrangements into the regulations.
22. The Minister confirmed that CJCs would have to be established via regulations, laid in the Senedd via the affirmative procedure. It was intended that CJCs hold their first meetings by the end of September 2021 but that functions could be transferred in over a transitional period.
23. The Minister also offered to meet with leaders on a regional basis during the consultation period.
24. It is anticipated that all authorities will respond to the draft regulations consultation on an individual and jointly on a regional basis.
25. The WLGA is seeking views from authorities and professional groups and it is proposed that a consultation response will be drafted for consideration by WLGA Executive Board in December.

## **Next Steps**

26. The 'Coming into Force' provisions of the Bill are complex, with some provisions coming into force within days of Royal Assent, others within two months and the majority via Ministerial statutory instrument.
27. WLGA officials are liaising with the Welsh Government to develop a clear outline timetable for implementation for local authorities, but in broad terms, it is anticipated that:
  - 27.1 CJC regulations will be introduced in the Senedd during February-April 2021, for commencement in the summer;

- 27.2 Remote attendance and related matters will be commenced from April 2021 (when the current emergency coronavirus meeting regulations end);
- 27.3 Performance and governance arrangements will be commenced from April 2021 (with the final performance report from the 2009 Measure published by 31<sup>st</sup> October 2021);
- 27.4 Most of the electoral reforms will be introduced in time for the 2022 local elections; and
- 27.5 The power of general competence, public participation duties, broadcasting of meetings and new councillor duties will apply from the 2022 local elections.

28. The Welsh Government is already consulting on the draft Regulations to Establish CJC's and will soon consult on Regulations of General Application and statutory CJC guidance. The Welsh Government is currently also consulting on draft statutory guidance on the 'performance and governance of principal councils'.
29. In addition to the statutory guidance on CJC's and performance, it is anticipated that several sets of statutory instruments will be laid and a further 5 statutory guidance notes will be produced during the next 12 months (covering public participation, executive members' duties on equality and diversity, collaboration, mergers as well as updated scrutiny guidance (based on the 2011 Measure).
30. The Minister has expressed her intention to engage local government in the drafting of regulations as well as further statutory guidance. Whilst the opportunity to engage and 'co-produce' statutory guidance and regulations is welcome, this will be a demanding period for councils' leadership and corporate centres given the ongoing COVID 19 pandemic and wider organisational responsibilities, including preparations for the administration of the Senedd elections in May 2022 and the local elections in May 2022.

## **Recommendations**

### **31. It is recommended that members:**

- 31.1 **Note the contents of the report; and**
- 31.2 **Provide initial views on the draft Corporate Joint Committee regulations.**

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**Author:** Daniel Hurford  
Head of Policy  
**Tel:** 02920 468615  
**E-mail:** [daniel.hurford@wlga.gov.uk](mailto:daniel.hurford@wlga.gov.uk)

## Annex 1

### Summary of Regulations to Establish Corporate Joint Committees

1. Draft Regulations were published on Monday 12<sup>th</sup> October<sup>2</sup>. These have been issued for consultation (closing date of 4<sup>th</sup> January) and will be the subject of discussion at the engagement events.
2. There are 44 questions in the consultation and the Welsh Government has outlined that these are draft and would welcome input to ensure that regulations are shaped by local authorities to ensure that they reflect local/regional requirements.
3. The consultation includes an overarching consultation document and draft regulations for each of proposed CJs for North Wales, Mid Wales, South East Wales and South West Wales.
4. An additional set of 'Regulations of General Application' will be issued for consultation in the New Year. It is envisaged these will cover what existing legislation and wider statutory duties might apply to CJs, such as the sustainable development duty and Welsh Language Standards. Statutory guidance will also be produced.
5. The draft regulations largely reflect previous discussions with the Minister and Welsh Government officials and include staffing and finance matters and governance arrangements. Details include:

#### Corporate Joint Committee

- 5.1 Although called 'Committees', these are corporate bodies, described by the Minister as 'part of the local government family'
- 5.2 They are separate legal entities from their 'constituent' councils, similar to Combined Authorities or Fire and Rescue Authorities.

#### Membership

- 5.2.1 **The membership of CJs will be leaders.**
- 5.2.2 CJs can co-opt other members if they choose, either cabinet members or other partners. These could be voting or non-voting members.
- 5.2.3 National park members must also be a member when dealing with SDP functions

#### Voting

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<sup>2</sup> <https://gov.wales/sites/default/files/consultations/2020-10/consultation.pdf>

- 5.2.4 ‘**one member one vote**’ basis, however, once established, a CJC could adopt alternative voting procedures should they wish
- 5.2.5 CJCs can co-opt other members who could be voting or non-voting.
- 5.2.6 Some member authorities remain concerned that OMOV is not equitable or fair given the different sizes of authorities which would undermine accountability.

### Functions

- 5.3 CJCs will have functions cover **economic well-being, strategic planning** (LDPs will remain with LAs) **and transport**.
- 5.4 The economic wellbeing power is potentially wide-ranging and significant, but how far it is used will be determined by a CJC. Put simply, **the Minister has suggested that the current city and growth deal strategic functions would be transferred to CJCs**
- 5.5 **Concurrency of functions** has been a concern to some councils, as they want to ensure a local economic development function as well as a regional one. The regulations make clear that this is a ‘...matter for each CJC in response to local and regional needs’.
- 5.6 **‘school improvement’ (although in the Bill) does not feature as an early priority for inclusion** in the CJCs consultation document.

### Additional Functions

- 5.7 Concerns have been expressed that further functions could be transferred to CJCs by future Ministers.
- 5.8 The Minister has sought to clarify and reassure that:
  - 5.8.1 The **Bill specifies that CJCs will include only the 4 listed functions in the Bill** (which are existing statutory or voluntary regional functions)
  - 5.8.2 **CJCs can voluntarily make a request to Ministers to add specific functions to a CJC.**
- 5.9 **A future Welsh Government could however add other functions to a CJC via future legislation which would amend Section 74 of the Bill (the section specifying the 4 CJC functions).** The Welsh Government can already and has established regional bodies with statutory functions outside of the CJC framework e.g. Regional Partnership Boards and may establish statutory Regional Transport Authorities or regional Strategic Planning Panels.
- 5.10 Similarly, although the current draft regulations allow a degree of regional flexibility, **the Welsh Government could constrain or prescribe CJCs through funding or policy instruments**, similar to the recent concerns over the draft Regional Investment Framework. For example, the Welsh Government could provide funding in support

of a function via CJs but specify that the funding must be spent in certain way or in line with WELSH GOVERNMENT priorities. These financial and policy levers of control and influence already exist and the Welsh Government can also constrain/prescribe local authorities' individual or collective activities (e.g. through school improvement consortia) through specific grants for example.

### **Sub-Committees**

5.10.1 **CJCs can set-up sub-committees to lead on specific functions** and could co-opt other members (cabinet members or co-optees).

### **Funding**

5.10.2 **CJCs must set a budget each financial year** to include the amounts required to exercise its functions, reserves and liabilities. (See costs below).

5.10.3 The draft regulations provide outline arrangements and timescales for the determination of budgets. The proposed deadlines in the draft regulations will require further exploration to ensure that they align with council budget setting processes and timescales.

5.10.4 The draft regulations state the CJC members (leaders) must unanimously agree a budget and that 'constituent' councils must pay a proportionate amount. If there is a disagreement on the proportionality of funding, Ministers have powers of direction.

### **Staffing**

5.10.5 **CJCs must 'appoint' a Chief Executive, Chief Finance Officer, Monitoring Officer and Chief Governance Officer** (however, these could be provided by a constituent authority, or seconded etc).

5.10.6 During early discussions amongst officers, there have been differing views whether a CJC should appoint its own statutory officers (which may be comparatively limited roles given the scale of budgets and functions) or be provided by 'constituent authorities' given potential risks of conflict of interest, responsibility and workload.

5.10.7 The RIA estimates a range between 1 day per week to 5 days per week for senior staff undertaking CJC duties.

### **Accountability**

5.10.8 **CJCs will be accountable to their 'constituent' councils via their leaders**, however, other than the leader being a member of the CJC, there is no other link through to

'constituent' councils as they are separate rather than subsidiary bodies.

5.10.9 **Statutory decision-making powers over the specified functions will be vested in the CJs and therefore the leaders who make up the CJC** (and possibly any other members who may be co-opted). In reality, however, to ensure accountability and political support, leaders will inevitably need to ensure their councils have considered and endorsed proposed regional plans prior to agreeing them at a CJC, as is the case currently with growth and city deals. Although the Bill will strengthen leaders' powers and transfer these decision-making powers from councils, politically leaders will wish to exercise these powers with the full support of their councils.

5.10.10 There are inherent political and relationship risks which could impact on governance of a CJC, however, should one (or more) leader not support of a particular regional proposal, but was out-voted by the other leaders. The leader would be bound by collective responsibility and the regional proposals would be delivered for his/her authority area without his/her support and possibly without the support of the authority. He/she or the authority could not withdraw from the arrangements in such circumstances, as is the case currently.

5.10.11 Although collaborative arrangements are currently effective and regional relationships constructive, the regulations and CJC constitutions will need to consider dispute resolution arrangements and should plan to respond to a 'worst case scenario' where there is disagreement or disengagement from one or more constituent leaders/councils.

5.10.12 **The regulations state that CJs must set up an overview and scrutiny committee.**

5.10.13 Scrutiny will be essential to ensure accountability back to authorities and wider councillors.

5.10.14 There has been some discussion amongst officials as to whether a 'sub-committee' of the CJC is an appropriate scrutiny vehicle, or whether authorities should set up a Joint Overview and Scrutiny Committee or individual councils should scrutinise their leader and the CJC directly.

5.10.15 Irrespective of any joint scrutiny arrangement, **individual council scrutiny committees would be able to seek to scrutinise regional bodies as they do now.** A balance will need to be struck however in managing multiple scrutiny demands on senior CJC staff and members across several constituent authorities' scrutiny arrangements.

## **Timing**

6. CJs must **meet for the first time by the end of September 2021.**

7. Although this would be an initial meeting and some bedding in of arrangements will be required.
8. The draft regulations are **less clear about expectations for when implementation of functions** such as planning and economic wellbeing, the consultation notes that some transition period will be required and '...it will be for the CJC and its constituent councils to consider the transition of existing regional arrangements such as the City / growth deals should they chose to bring these activities within the remit of their CJC.'

### Costs

9. The consultation document notes that the **Minister would be prepared to provide set-up costs to support CJCs**.
10. The accompanying Regulatory Impact Assessment<sup>3</sup> outlines the financial implications of 'Doing Nothing' and 'Establishing CJCs'
11. The RIA notes that it is difficult to accurately estimate, as it depends on how ambitious CJCs may wish to be and whether they would have limited core staff/overheads, perhaps provided by an authority, or recruit their own senior staff.
12. The RIA uses a range of sources to estimate costs, including previous RIAs for strategic planning panels, the existing programme office costs for current city and growth deals and benchmarks for senior staff.
13. The following table summarises the annual minimum and maximum costs for each CJC region of both No Change and setting up CJCs (these are the annual costs from Year 3 onwards, where it is anticipated that costs will have stabilised):

Cost Type	Option 1 Do Nothing	Option 1 Do Nothing	Option 2 CJCs	Option 2 CJCs
	Minimum	Maximum	Minimum	Maximum
<b>Economic Development</b>	£690,807	£690,807	£690,807	£690,807
<b>Transport</b>	£364,023	£1,380,112	£220,346	£220,346
<b>Strategic Plan Functions</b>	£760,000	£760,000	£721,479	£721,479
<b>Member Time</b>	£522	£2,608	Not Inc.	Not Inc
<b>WG SDP Support</b>	£57,790	£57,790	£57,790	£57,790
<b>Senior Officers</b>	Not Inc	Not Inc	£79,356	£366,257
<b>Corporate Body Function</b>	Not Inc	Not Inc	£36,344	£619,677
<b>Building, Admin &amp; IT</b>	Not Inc	Not Inc	Not Inc	£112,640
<b>Meetings</b>	Not Inc	Not Inc	£6,977	£27,192
<b>Audit</b>	Not Inc	Not Inc	£21,000	£34,000
<b>Total</b>	<b>£1,873,141</b>	<b>£2,891,317</b>	<b>£1,834,099</b>	<b>£2,850,188</b>

14. The estimates need to be analysed in more detail, but it should be noted that local authorities are not currently incurring the costs of transport or strategic planning functions under Option 1, as these have not been introduced – these would therefore be a new cost.

<sup>3</sup> <https://gov.wales/sites/default/files/consultations/2020-10/regulatory-impact-assessment.pdf>

15. It is also not immediately clear why transport costs would reduce significantly moving from Transport Authority model to CJs.

27th November 2020

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## **EU TRANSITION UPDATE**

### **Purpose**

1. To provide an update on the latest position regarding the ending of the EU transition period and report on the materials produced by WLGA to assist local authorities in their preparations.

### **Background**

2. The UK left the EU on 31st January 2020. A transition period has been underway which lasts until 31<sup>st</sup> December 2020. During this period the UK and EU have been negotiating their future relationship including, critically, their future trading relationship.
3. The onset of the Covid crisis has diverted attention from the issue of EU transition but, with time now running out, it is important that local authorities pick up the pace of their preparations once more.
4. A report to Leaders on 6<sup>th</sup> November provided an update on latest developments in negotiations between the UK Government and the EU. It also referred to three forthcoming pieces of work, commissioned under the WLGA's EU Transition Support Programme, to assist local authorities in updating their risk assessments and their preparations generally.

### **Latest state of play in negotiations**

5. At the time of writing, the expectation is that the outstanding issues hampering agreement (fishing, dispute resolution and the level playing field) will be discussed at a virtual EU summit on 19<sup>th</sup> November. That had been viewed as the latest possible date for a deal to be agreed and to undergo all necessary ratifications. However, 10<sup>th</sup> December is now being seen as the absolutely final date by which a deal would need to be completed and translated into all EU languages. Such timing would necessitate a special session of the European Parliament, possibly between Christmas and New Year.
6. The UK Internal Market Bill has added to the tension between the EU and UK Government as, amongst other things, it proposes changes to the Withdrawal Agreement already signed with the EU. The EU has demanded that certain clauses in the Bill are removed. In the House of Lords Members voted to remove key clauses designed to enable changes to the Withdrawal Agreement in relation

to the Northern Ireland protocol and state aid. The UK Government has committed to reintroduce these in the House of Commons. It is possible, though, that they may yet decide not to do so, if this can form part of an agreement negotiated on trade and the operation of the Northern Ireland border.

7. On 11<sup>th</sup> November Welsh Government issued its [End of Transition Action Plan](#). It sets out key challenges and priorities including:

- The economic impact of no trade deal or a limited deal (compounded by the effects of Covid)
- The need for 'data adequacy' agreements with the EU to enable the continued free flow of personal data
- The need to ensure resilience of supply chains for critical goods
- Legislative and operational work needed, especially in relation to new border controls
- Funding requirements to deal with challenges faced and in relation to the replacement of EU funding
- Resolving issues around future involvement in a range of EU programmes
- Maintaining good communications with all stakeholders
- The need for effective joint work between UK Government and Welsh Government.

## **Materials produced to assist local authorities**

8. Under the WLGA's EU transition support programme, consultants Grant Thornton were commissioned to:

- research the implications for Wales of 'no trade deal' and 'slim trade deal' outcomes
- produce 'dashboards' identifying impacts and vulnerabilities at the local authority and regional levels, to update those produced for Brexit last year
- refresh a toolkit/checklist they developed last year, which many local authorities drew on to help with their preparations.

9. All of those materials have now been produced and shared with Leaders, Chief Executives and EU transition co-ordinators in every local authority.

10. Some of the 'headlines' from the trade research are as follows:

- If there is no trade deal, we could see a 19% reduction (worth £3.5b) in exports from Wales p.a.
- A slim trade deal, with rolled over deals with other no-EU countries, could still see a 6% reduction (£1.1b p.a.)
- A broad estimate of 27,700 jobs could be lost if no trade deal is reached; 8,800 if there is a slim deal (based on various assumptions)

- North East Wales is particularly vulnerable to reduction in goods exports due to the relatively high manufacturing base
- Service exports (often associated with goods being exported) are not considered in detail in the report but they too will be affected by the ending of the transition period (e.g. service businesses may need to develop new contracts with differing clauses and/or may need to consider setting up a physical presence within the EU)
- Levels of preparedness for the ending of the transition period amongst companies (especially small companies) are generally low. They have faced additional and unexpected pressures as a result of Covid, and this has added another dimension to risk assessments they might have undertaken last year.

11. The 'dashboards' provide data, charts, maps and information relating to each local authority area and cover issues such as:

- Number of non-UK EU residents
- Community vulnerability, based on a range of indicators (including occupations, deprivation, income etc)
- Skill levels
- Dependence on employment sectors considered 'at risk'
- Gross Value Added per job
- Export values.

12. An example of one of the dashboards is attached as an Appendix. The dashboards follow the same format in all cases and all 22 are being uploaded onto the WLGA website. Dashboards for the four regions have also been produced and will be available on the WLGA website.

13. Finally, the updated toolkit follows the same broad structure as last year, looking at the local authority's responsibilities as an organisation in its own right, as a service deliverer and as a community leader. The checklists will hopefully assist local authorities in assessing the steps they have taken to date. WLGA is meeting with LAs' EU transition co-ordinators on a monthly basis at present to ensure that there is sharing of good practice and ideas.

## Recommendations

14. It is recommended that Members note and comment on:

- local authority readiness for the ending of the transition period and
- the materials produced by Grant Thornton to assist preparations.

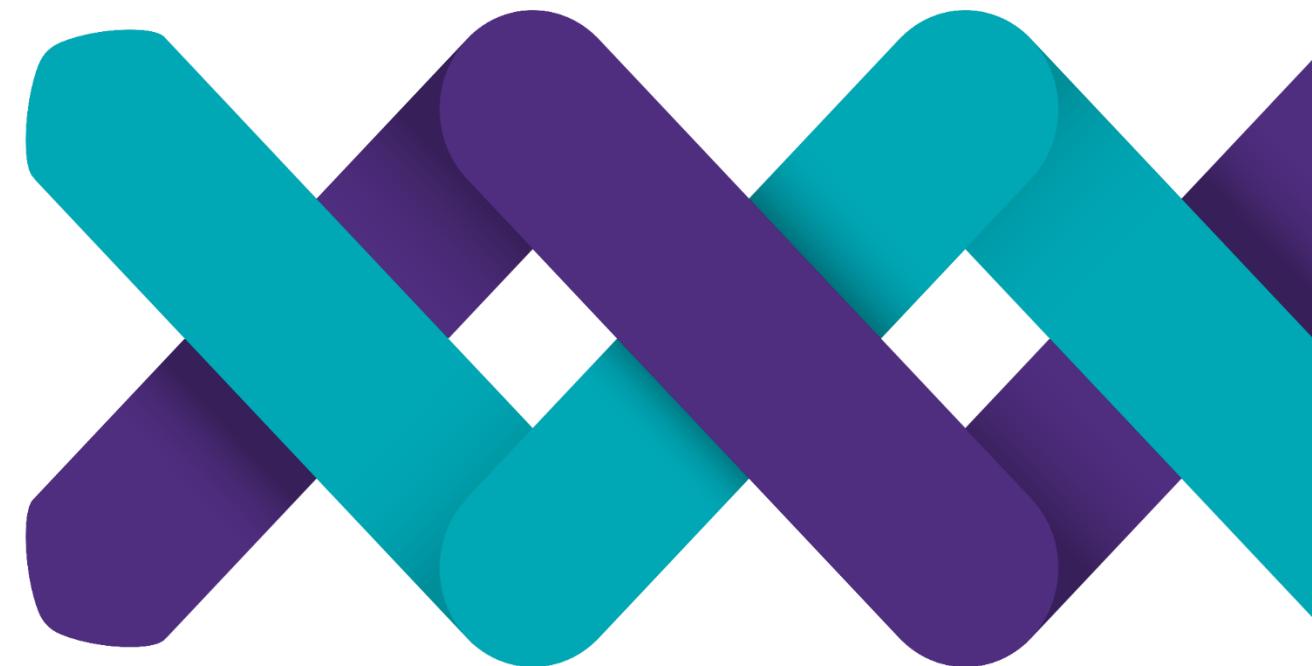
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Author: Tim Peppin, Director of Regeneration and Sustainable Development  
 E-mail: [tim.peppin@wlga.gov.uk](mailto:tim.peppin@wlga.gov.uk)

# Local Authority Brexit Dashboards

## Vale of Glamorgan

2020 update

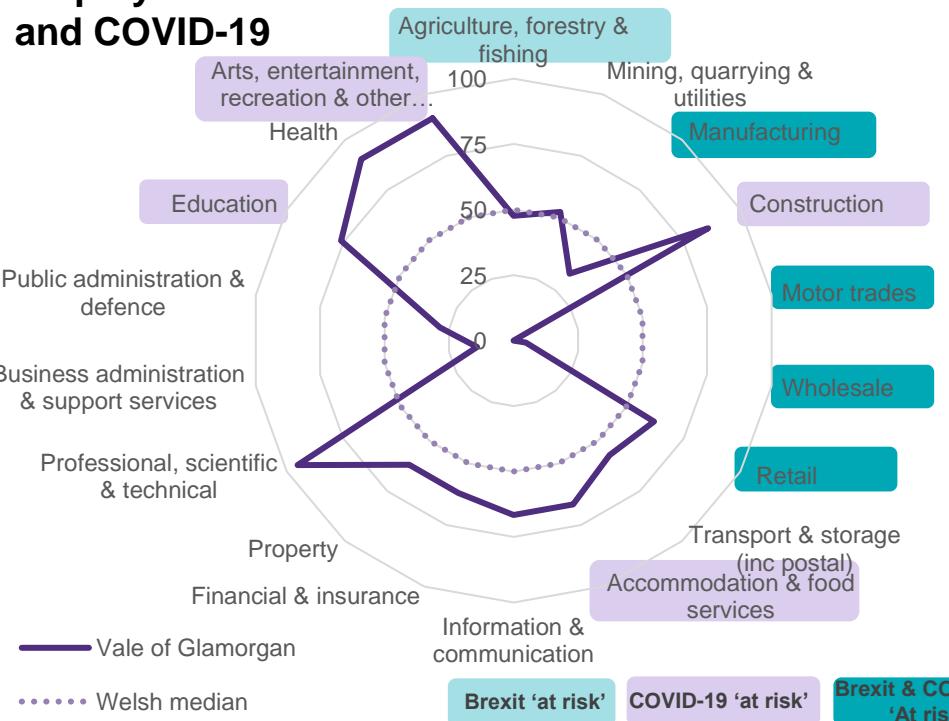




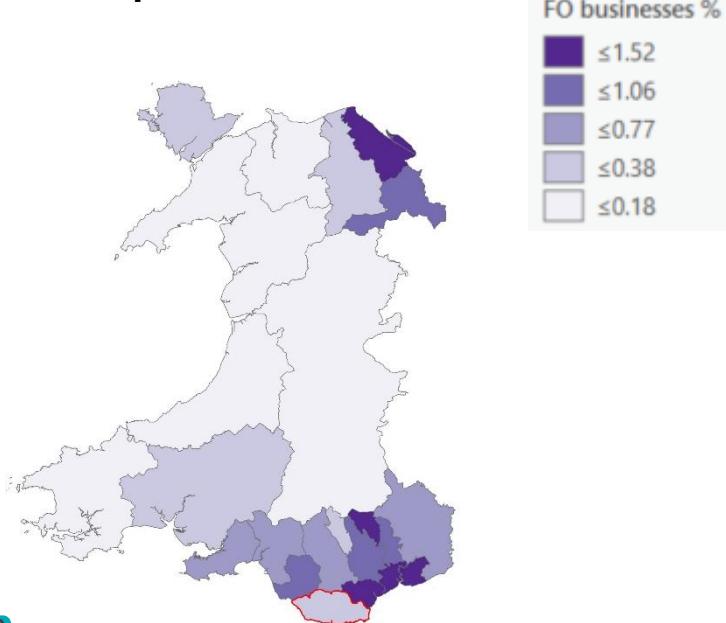


# Vale of Glamorgan. Economy

## Employment sectors – At risk from Brexit and COVID-19



## Percentage of all businesses with foreign ownership



## Gross Value Added per job

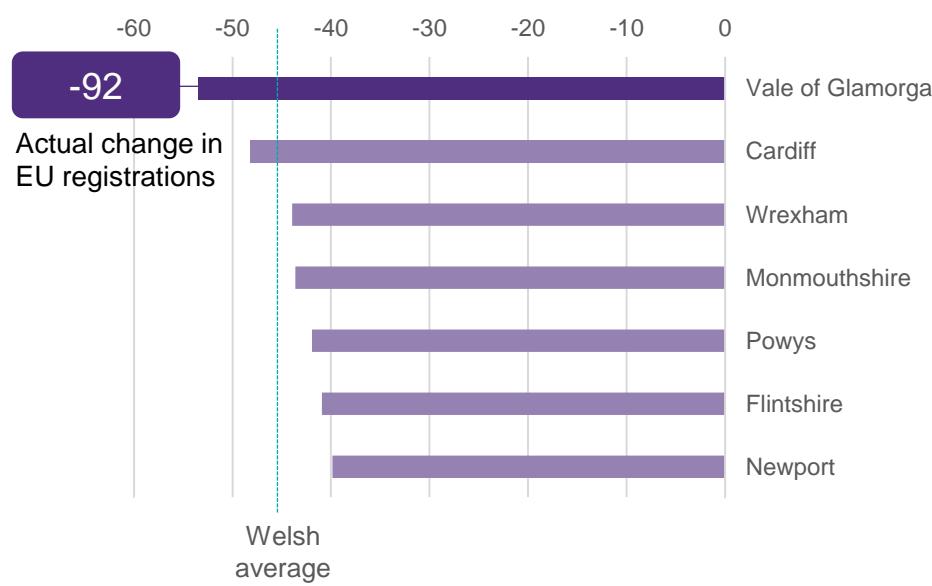
GVA per filled job  
**Vale of Glamorgan: £53,406**  
 Wales: £46,132  
 UK: £56,387



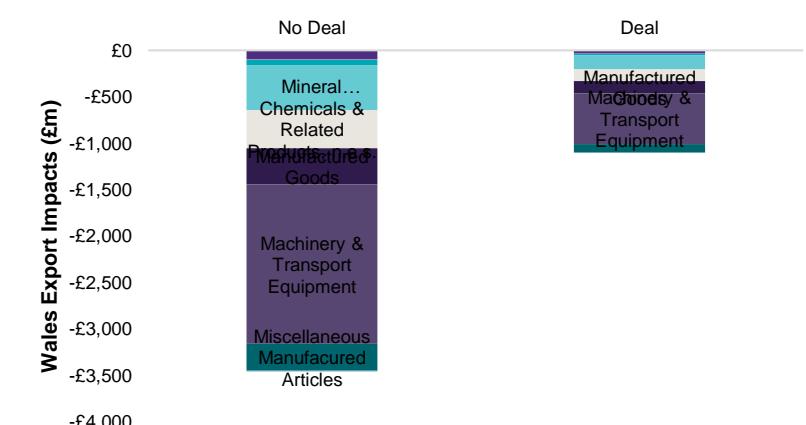
## National Insurance Number (NINo) registrations

47% reduction in EU registrations between June 2016 and June 2020 across the UK

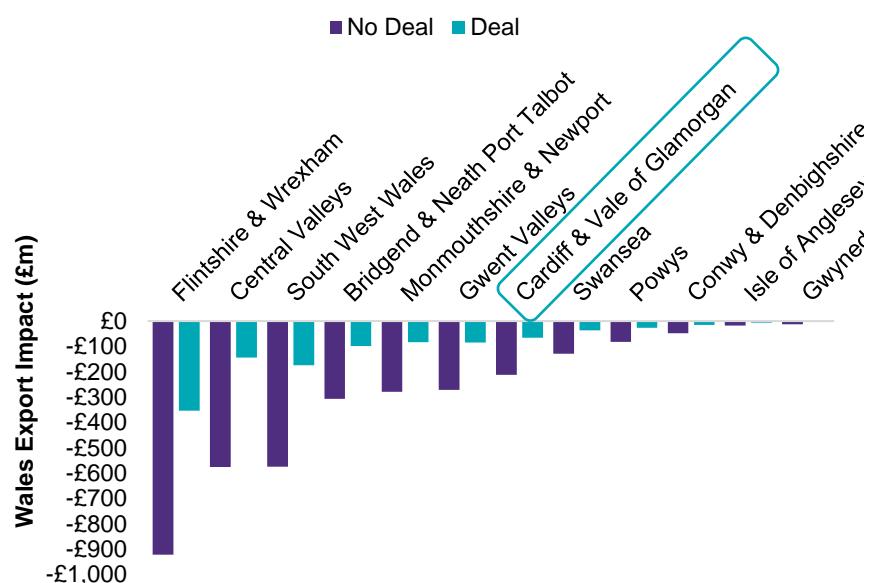
% decrease



## Export impact value ('No-deal' & 'Deal') by SITC codes, Wales, (Annualised, £m)



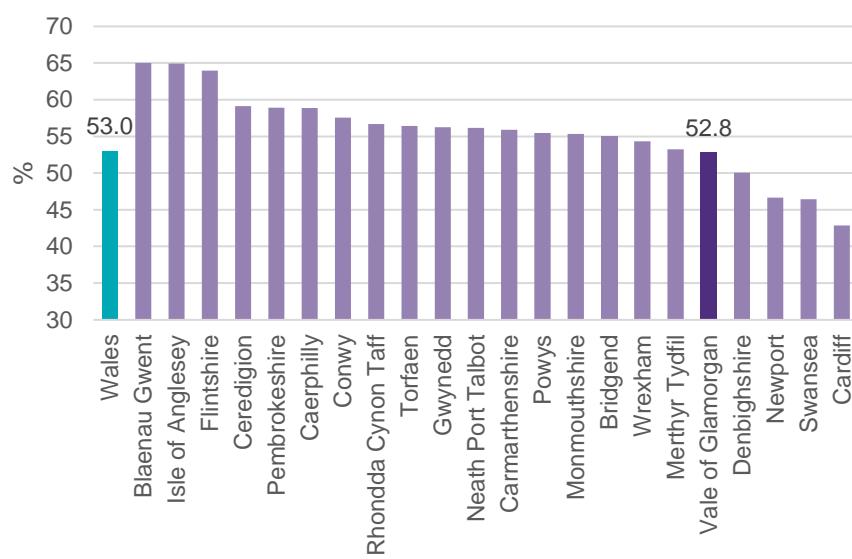
## Total Export impact value by Welsh NUTS3 Regions (Annualised, £m)



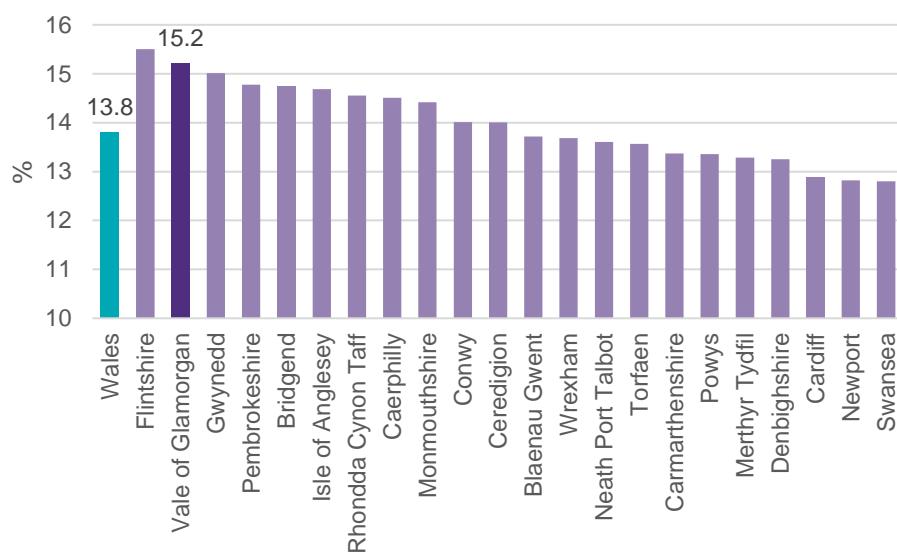


# Vale of Glamorgan. COVID-19

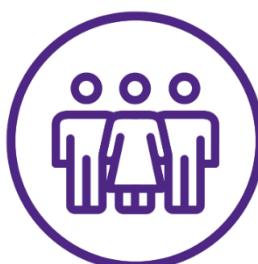
## Percentage of employment in COVID-19 'at risk' sectors



## Estimated decline in total annual GVA resulting from COVID-19



## Government support take-up rate



### Coronavirus Job Retention Scheme

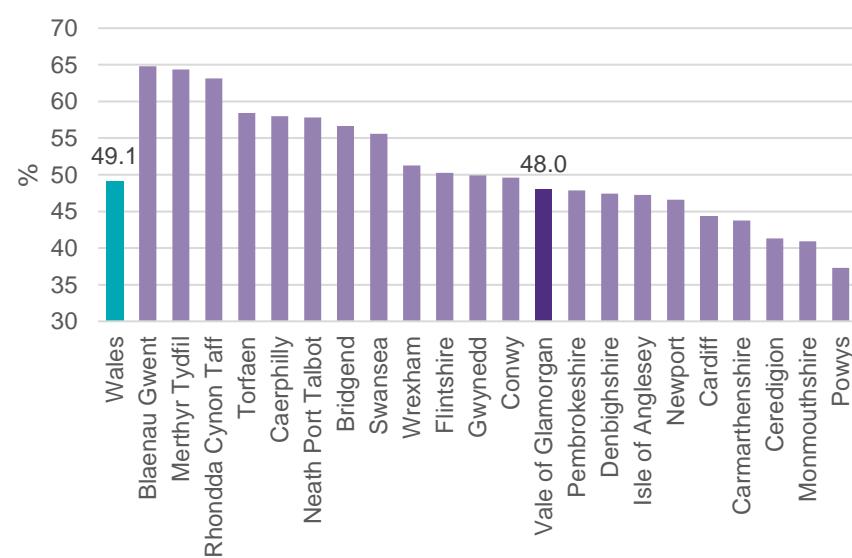
Vale of Glamorgan: 29%  
Wales: 31%  
UK: 32%



### Self-Employment Income Support Scheme

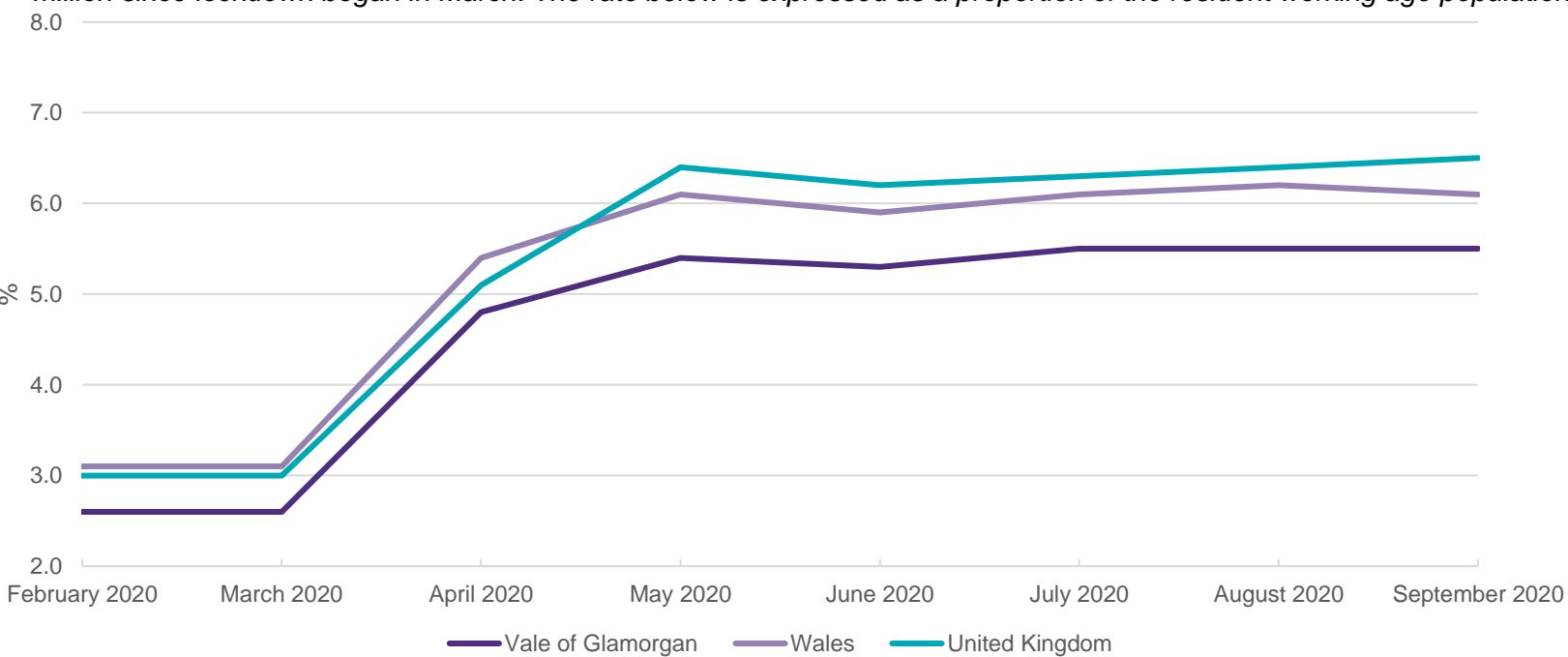
Vale of Glamorgan: 79%  
Wales: 78%  
UK: 77%

## Percentage of businesses in COVID-19 'at risk' sectors



## Claimant rate (Feb 2020 to Sept 2020)

The number of people claiming unemployment related benefits in the UK reached 2.7 million in September, an increase of 1.5 million since lockdown began in March. The rate below is expressed as a proportion of the resident working age population.





# Vale of Glamorgan. Summary

## Key findings

- Compared to other authorities in Wales, the Vale of Glamorgan has a relatively high proportion of its population who were born in the EU, at 3.1%, which compares to a Welsh average of 2.6%.
- The Vale of Glamorgan ranks in the bottom 20% on our Community Vulnerability Index, indicating very low levels of social vulnerability to Brexit.
- The resident population are less exposed to the impacts of Brexit as they have higher levels of income, lower deprivation and low levels of unemployment.
- The Vale of Glamorgan has experienced the greatest decline in EU NINO registrations of the comparator group, decreasing by 52.5% between 2016 and 2020.
- The Vale of Glamorgan has very high levels of employment in Construction and Arts, entertainment and recreation which are both recognised as 'at risk' sectors in relation to both Covid-19. It also has a high proportion of employment in retail which is 'at risk' in relation to both Brexit and COVID-19.
- Productivity, as measured by GVA per job, is very high, ranking the Vale of Glamorgan first out of all Welsh authorities.
- In terms of COVID-19, Vale of Glamorgan has a relatively low proportion of people employed in 'at risk' sectors and an average proportion of businesses in 'at risk' sectors.
- However, the estimated decline in GVA as a result of COVID-19 is predicted to be very high at 15.2% which is the second highest of all Welsh local authorities.
- Whilst claimant rate has risen since March this has remained below the Welsh and UK average.
- Furlough take-up rate in the Vale of Glamorgan has been below average, but self-employment income support take-up rate is just above.

## Key implications

To add once Toolkit finalised

# Data sources

Indicator	Output	Why include?	Source
<b>EU born residents</b>	Bar chart shows proportion of residents that are born in the EU compared to other authorities in the region and the Welsh average.	EU migrants form a crucial part of the economy. In order to understand the potential impacts of changes in migration, it is important to have an overview of what proportion of the current population is made up of EU born residents.	ONS, Population of the UK by country of birth and nationality (Dec 2019)
<b>No qualifications, NVQ 1 only</b>	Factoid showing the proportion of working age residents with no qualifications and the proportion of working age residents qualified to NVQ 1 only.	A study by the Institute of Fiscal Studies found that those with fewer formal qualifications are more likely to be employed in the most exposed industries.	Annual Population Survey (Dec 2019)
<b>Community Vulnerability Index</b>	Thematic map shows overall performance on the 'Community Vulnerability Index' relative to the rest of Wales. Spider chart shows how the area performs on the individual measures, relative to the national median.	Our 'Community Vulnerability Index' takes into account factors which are most likely to impact on a place's ability to adapt in a post-Brexit world, including unemployment, low skills, low level occupations, no qualifications, income and deprivation. NB: Income has been inverted in the spider chart so that a point towards the outer edge of chart indicates lower income levels.	Annual Population Survey (June 2020, Dec 2019); Survey of Personal Incomes (2018); Welsh Index of Multiple Deprivation (2019);
<b>Long-term International migration</b>	Factoid showing net long-term international migration	Changes to the free movement of people could have significant impacts on international migration into areas.	ONS, Local area migration indicators, UK (2019)
<b>National Insurance Number (NINo) registrations</b>	Bar chart to see how the number of new registrations has changed between referendum and now.	NINo numbers are often used an indicator for the number of migrants moving into a geographical area for work. This is an important consideration given the contribution that EU workers make to the economy.	NINo registrations to adult overseas nationals entering the UK by Region / Local Authority and world region - registrations year to June 2020, DWP (June 2020)
<b>Employment sectors</b>	Spider chart showing proportional employment in different sectors.	Some employment sectors are more vulnerable to the impacts of Brexit and COVID-19, therefore it is important to understand which sectors are most prominent and whether these are any of these are high risk.	Business Register and Employment Survey (2019)
<b>Foreign Owned businesses</b>	Map showing the proportion of businesses that are foreign owned.	High dependence on foreign owned businesses could pose a risk as there is uncertainty as whether some of these businesses will remain within the UK or relocate.	FAME, Bureau Van Djik (2019)
<b>GVA per filled job</b>	Bar chart showing GVA per job	GVA per filled job provides a direct comparison between the level of economic output and the direct labour input of those who produced that output. The level of productivity is useful to consider as it is a current weakness in the UK economy and may be further hindered post-Brexit.	Nominal (smoothed) GVA (B) per filled job (£); Local Authority District (2018)
<b>Trade impacts</b>	Bar charting showing the total Export Annualised Impact in a Deal and No deal scenario by Welsh NUTS 3 Regions (£m), NUTS 3 Regions	It is important to consider the scale and nature of the trade impacts that could result under both a 'Deal' and 'No Deal' scenario. This will vary by region, which is reflective of both the exporting intensity difference between areas as well as the differences in their sectorial composition.	HMRC & Grant Thornton Analysis. Note: The data doesn't include the impact on WA BTAA, WA Energy exports & WA Other

# Data sources (cont.)

Indicator	Output	Why include?	Source
<b>Employment in COVID-19 'at risk' sectors</b>	Bar chart showing percentage of employment in COVID-19 'at risk' sectors compared to the Welsh average.	The sectoral make-up of areas will have a strong influence on the economic impacts of COVID-19. For example areas with a high proportion of the workforce employed in accommodation and food services will be more heavily impacted than area with high levels of professional and technical workers. .	GT calculation based on: Business Register and Employment Survey (2019)
<b>Businesses in COVID-19 'at risk' sectors</b>	Bar chart showing percentage of businesses in COVID-19 'at risk' sectors compared to the Welsh average.	The sectoral make-up of areas will have a strong influence on the economic impacts of COVID-19. For example areas with a high proportion of the workforce employed in accommodation and food services will be more heavily impacted than area with high levels of professional and technical workers.	GT calculation based on: UK Business Counts (2020)
<b>Estimated decline in total annual GVA resulting from COVID-19</b>	Bar chart showing estimated percentage reduction in annual GVA under COVID-19 scenario. The modelled GVA data is based on OBR output losses by sector in 2nd quarter of 2020. A higher figure indicates greater vulnerability.	The level of productivity is useful to consider as it is a current weakness in the UK economy and may be further hindered post-Brexit. The economic productivity of sectors will vary between areas and therefore it is important to consider the knock on impacts of COVID-19 on GVA alongside employment risks.	GT calculation based on: ONS, Regional gross value added (balanced) local authority by NUTS 1 region: UKL Wales (2018) and OBR output losses table
<b>Coronavirus Job Retention Scheme (CJRS) take up rate</b>	Factoid showing take up rate relative to Welsh and UK average.	Certain sectors have been more heavily impacted by COVID-19 than others and as a result a high level of employees have had to be put on furlough. This measure therefore gives an indication of the immediate impacts that COVID-19 is having on local areas.	ONS, Coronavirus Job Retention Scheme (CJRS) Statistics: August 2020
<b>Self-Employment Income Support Scheme (SEISS) take up rate</b>	Factoid showing take up rate relative to Welsh and UK average.	Research has shown that self-employed people are more at risk to the economic impacts of COVID-19. This new dataset gives an early indication of the level of self-employed people in an area who are requiring support.	ONS, Self-Employment Income Support Scheme (SEISS) Statistics: August 2020





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## **EDUCATION UPDATE**

### **Purpose**

1. To provide members with an update on the following:
  - **Exams and qualifications 2021; and**
  - **The Schools Social Partnership Forum**

### **Exams and qualifications 2021**

2. Following the interim findings of an independent review into the summer 2020 exams process, and advice published by Qualifications Wales on the delivery options available, the Minister for Education, Kirsty Williams announced on the 10<sup>th</sup> November, her decision that there would be no end of year exams for learners taking GCSEs, AS Level or A Levels.

The Minister outlined:

- that in place of exams, the Welsh Government intended to work with schools and colleges to take forward teacher-managed assessments
- that this should include assessments that will be externally set and marked but delivered within a classroom environment under teacher supervision
- her expectation this work will form the basis for centre-based outcomes which will be linked to an agreed national approach to provide consistency across Wales.

3. Universities across the UK were also consulted as part of the process, along with other stakeholders which included headteachers, directors of education, college leaders, learners and their families, the Children's Commissioner and the WLGA.
4. Teachers will have the flexibility to decide when is best to undertake the assessments, in the context of results timeline.
5. The Design and Delivery Advisory Group has been established, to develop workable proposals to deliver the Minister's policy on qualifications 2021 which focuses on the learner. Membership of the group consist of college and school leaders across Wales. The group will meet weekly between November and December. Welsh Government officials will also sit on the group to represent the wider policy context and will provide the secretariat.

The expectation is that a clear set of proposals will be shared with the Minister by the end of December 2020 (earlier if possible), for implementation from January 2021.

## Schools Social Partnership Forum

6. The Schools Social Partnership Forum was established in the summer term 2020. The following is taken from the Schools Social Partnership Forum Terms of Reference:

*The aim of the Schools Social Partnership Forum is to provide a sustainable mechanism which enables any schools' workforce matter which might benefit from a national approach, and any relevant workforce issue which cannot be resolved at the level of each school or local authority, to be discussed by employer and trade union representatives as equal partners and a positive outcome agreed if possible.*

*The Forum does not replace existing local or regional social partnership arrangements between employers and recognised trade unions nor existing regional or national arrangements involving, for example, trade unions and the Association of Directors of Education Wales (ADEW) and/or Welsh Government.*

7. Matters relating to NJC Local Government Services pay, terms and conditions are outside of the remit of the Forum as separate social partnership arrangements apply. Partnership working is a predominant feature of the way in which the Forum conducts its business.

8. Membership of the Forum includes designated WLGA Elected Member representatives, ADEW, Diocesan, SOLACE and HRD Network representatives; and representation of senior WLGA officers. There is also designated Welsh Government representation.

9. The Forum is chaired by an employer representative, and by a trade union representative, respectively, on an annual rotating basis. The role of Vice Chair will similarly be rotated on an annual basis.

10. WLGA ensure that an agenda and any supporting papers for each meeting are circulated in advance of meetings of the Forum.

Forum members champion the benefits of early and meaningful employer and trade union engagement with the wider aim of Elected Members, governors, school leaders, teachers, support staff, local authority officers and trade unions working in partnership to take joint ownership of workforce issues and to seek to identify jointly developed solutions.

11. In seeking to minimise the impact of disputes in schools or with the employer, the Forum:

- Promotes and supports the national coordination and consistent implementation of policies in relation to the school workforce across Wales
- Supports the resolution of workforce issues at school or local authority level, wherever possible
- Only considers issues which have been escalated when options for resolution have been exhausted at the previous level; any party can escalate a matter, as necessary
- Aims to resolve all issues referred to the Forum as quickly as possible.

To date, matters discussed at the Forum include:

- Impact of Covid-19 and related matters on schools e.g. Operational Guidance for Schools and Settings from the Autumn Term, TTP, School Transport, Staff Wellbeing and Workload, etc.

- A TA sub-group has also been established within the Forum which takes place directly after the Forum meetings.
- The focus of this group includes:
- Deployment of Teaching Assistants/Support Staff
- TA Job Descriptions - To review job descriptions, to raise the profile of Teaching Assistants/Support Staff and develop recommendations in relation to pay.
- Teaching Assistants/Support Staff well being
- Professional Learning

## **Recommendations**

12. Members are asked to note the report covering:

- **Exams and qualifications 2021; and**
- **Schools Social Partnership Form**

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**Author:** Sharon Davies, Head of Education

**E-mail:** [sharon.davies@wlga.gov.uk](mailto:sharon.davies@wlga.gov.uk)



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**27<sup>th</sup> November 2020**

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**WLGA WORKING GROUP ON DIVERSITY IN LOCAL DEMOCRACY****Purpose**

1. To report on the work undertaken by the WLGA Cross Party Working Group on Diversity in Local Democracy and seek Council's endorsement of proposals to achieve a 'step change' at the 2022 local elections.

**Background**

2. At its meeting on 28<sup>th</sup> September 2018, WLGA Council committed to advance gender equality and diversity in local democracy ahead of the 2022 local elections.
3. WLGA Council agreed to establish a cross party working group to develop an action plan and to identify possible actions for consideration by WLGA Council. The Membership of the Group is at Annex A. Not all members were able to attend all meetings, however, contributed to the work via discussions with officers. The WLGA Equalities Cabinet Members Network has also fed into the work of the group.
4. The working group did not commission additional research or evidence gathering as there have been several reviews in recent years. The working group considered recommendations which have emerged from research undertaken in 2018-19 by the Women's Equalities Network, Chwarae Teg, the Senedd's Equality, Local Government and Communities Committee, the Welsh Government including the review of its Diversity in Democracy programme, the Fawcett Society, the Electoral Reform Society, and the British Council.
5. The evidence base, barriers and challenges to attracting more diverse councillors were referenced in the WLGA's submission to the Senedd's Equality, Local Government and Communities Committee Inquiry into diversity in local government in September 2018<sup>1</sup>. The barriers and challenges can broadly be summarised as:
  - Time-commitment and meeting times;
  - Political and organisational culture;
  - Child care and other caring responsibilities;
  - Public criticism and online abuse;
  - Remuneration and impact on employment; and
  - Lack of diverse role models and incumbency

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<sup>1</sup> <https://www.wlga.wales/SharedFiles/Download.aspx?pageid=62&fileid=1852&mid=665>

6. The working group has also considered the legislation proposed in the Local Government and Elections (Wales) Bill and considered the views from various groups through the Diversity in Democracy roundtables of stakeholders, convened by the Minister for Housing and Local Government, where the WLGA was represented by Cllr Debbie Wilcox and, subsequently, by Cllr Mary Sherwood.
7. The WLGA supported and participated in regional diversity in democracy stakeholder events held by the Welsh Government in 2019 which sought views from under-represented groups from across Wales.
8. Senior WLGA and local government members also participated in an Electoral Reform Society 'Equal Power Equal Voice' Roundtable debate in October 2020 which sought to explore some of the barriers around diversity, including quotas.

## **Progress remains slow**

9. Data shows that there remains a significant lack of diversity in Welsh councils. In Wales' local authorities:
  - 28% of councillors and 29% of Cabinet members are women.
  - Councillors are proportionately older than the general adult population (47% of councillors were aged 60 years or older) and a higher proportion of councillors were retired (31%).
  - Only about 1.8% of councillors are BAME compared to 4.7% for the Welsh population.
  - 11% of councillors stated that they had a disability, and there remain a range of challenges for disabled people participating in the democratic process.
10. There has been some small progress, however, the leadership of Welsh local government is more diverse than ever before, though we recognise it is not fully reflective of wider society; there are 5 women leaders (up from 2 in 2017) and 8 women Deputy Leaders, a quarter of leaders are below the age of 45 and 2 leaders and several senior councillors have featured in the Pride Cymru's 'Pinc List' in recent years.
11. The recent Black Lives Matter movement and wider Welsh Government commissioned working groups on the impact of COVID-19 on BAME people has demonstrated the barriers and challenges faced by a significant proportion of society and highlighted the need to make visible progress in policy, leadership and, in particular, political representation.
12. The Report of the Welsh Government's BAME Covid-19 Socioeconomic Subgroup, chaired by Professor Emmanuel Ogbonna observed:

"The overall theme that ran through the factors discussed in this report is the impact of longstanding racism and disadvantage and lack of BAME representation within decision making to effect better socio-economic outcomes. Although many of the issues highlighted have been identified and discussed previously, they have not been addressed in any systematic and sustained way. The coronavirus pandemic is, in some respects, revealing the consequences of such inaction on race equality."

13. The Socioeconomic Subgroup recommended that:

"Welsh Government to encourage the political engagement of BAME communities by raising awareness and understanding of Welsh and UK democratic institutions and processes, with the overall aim of encouraging the increase of political representation of BAME communities by also encouraging voter registration from BAME communities."

14. The WLGA has engaged and participated in the Subgroup and other race equality workstreams, including plans to shape the Welsh Government's Race Equality Action Plan by the Spring 2021. Local authorities are also undertaking local reviews or actions in response to the issues raised through Black Lives Matter and COVID-19 work reflecting the issues. The WLGA leadership has committed to building on local authorities' work and the WLGA is developing a race equality plan in response, which will be considered by members in the coming months.

15. A 2018 Girls attitudes survey found that 38% of girls aged 17-21 were put off going into politics because of an off-putting political culture, 32% were put off by a lack of female politicians and 34% due to sexual harassment in politics.

16. The lack of diverse representation in local authorities is a problem that has been recognised for decades. A more diverse democracy and elected representatives who are more reflective and understanding of their communities leads to better engagement with individuals and communities, in turn leading to greater levels of confidence and trust and better decision-making informed by a wider range of perspectives and lived experiences.

17. Prominent decision-makers from under-represented groups can be influential role models, empowering and encouraging others to aspire to follow in their footsteps and to contribute to public life. Similarly, more diverse senior political leaders who are more representative of an organisation's workforce can lead to improved workforce engagement, trust in leadership and a more confident organisational culture.

## **Diversity in Democracy 2017**

18. Local authorities, the WLGA, Welsh Government and political parties have employed a range of measures to encourage greater diversity in candidates and councillors. The WLGA supported the Welsh Government-led Diversity in Democracy programme ahead of the 2017 elections.

19. The Diversity in Democracy programme was the biggest and most well-resourced programme of its type and was supported by a range of national partners including the main political parties. The programme included an awareness and promotional campaign, production of literature and online videos for candidates, businesses and mentees, working with employers to encourage them to encourage and support staff to be councillors and the roll-out of a mentoring scheme for people from under-represented groups.
20. A range of online materials were produced to provide information to candidates and councillors, including the WLGA's Be a Councillor guide and Councillor's Guide and the Welsh Government's Diversity in Democracy materials which included specific leaflets to encourage businesses to support staff in becoming councillors.
21. The Welsh Government produced a series of online videos with councillors as part of the Diversity in Democracy programme and several councils, including Gwynedd, Monmouthshire and Powys also produced excellent videos to explain the role of councillors and to encourage candidates to stand.
22. Several councils ran 'open days' ahead of the elections and mentoring and shadowing programmes are widely regarded as being beneficial, particularly in supporting people from under-represented groups to come forward to stand.
23. A mentoring campaign was the central project within the Diversity in Democracy programme and participants received extensive support, advice, training and access to serving councillors who acted as mentors. Of the 51 mentees who participated, only 16 stood for election and only 4 were elected. However, such a 'conversion rate' suggests that, in future, mentoring and support programmes may be a more effective use of resources if they are provided to people who had already committed to standing as a candidate.

## **Diversity in Democracy 2022**

24. The cross party WLGA working group met three times to consider evidence and develop recommendations for consideration by WLGA Council. The working group has reviewed the existing evidence, considered what activities councils and the WLGA could do to improve diversity in democracy and the role of the Welsh Government and political parties.
25. The Minister for Housing and Local Government also convened a Diversity in Democracy roundtable of stakeholders which met twice. During the autumn of 2019, the Welsh Government organised 4 regional stakeholder events with 95 people attending, including councillors and officers from town and community councils and unitary authorities and third sector including charities, support organisations for the disabled, BAME, young people and religious organisations. WLGA Officials facilitated roundtable discussions. Key messages were:
  - There was a general lack of awareness of the role and contribution made by councillors.

- Social media abuse directed at councillors is getting worse. The abuse is predominately, but not exclusively aimed at women which has a direct effect on diversity in the role. There was increasing concern the abuse could be directed at members of the councillors' family, which was evidenced by some of the experiences of attendees.
- Training and development are fundamental, but people were not always aware of what is available.
- Time commitment was a barrier for many people, particularly people with family commitments or jobs.
- Providing help with costs to support individuals stand for election was a recurring theme, particularly for disabled people and other individuals from protected characteristics groups. Childcare costs were also seen as a barrier to campaigning.
- There was confusion about whether and what councillors are paid and on what basis. There were concerns about the determinations made and how individuals were impacted as a result of the interplay between the HMRC, the benefits system and the remuneration levels. Many attendees at the workshops felt remuneration of the councillor role does not cover the costs associated with the role particularly in town and community councils.

## **Action Plan 2020-22**

26. A range of actions emerged from the Ministerial roundtable and the WLGA's working group which are being implemented or planned. These include the following (specific WLGA or local authority activity is included in italics):

### **Awareness/Value of Role**

27. Councils and councillors have played a critical, central and prominent role during the COVID 19 pandemic during 2020. Councils have demonstrated that they are uniquely placed at the heart of their communities and public service delivery and councils and councillors have invariably been the first port of call for the most vulnerable or those in need of support or assurance. The crisis has demonstrated councils' ability to respond irrespective of scale and reaffirmed the importance of subsidiarity and localism, with elected members rooted in their local communities.

28. A broad-based communication campaign is in development with the Welsh Government and Senedd Commission. This will start with messages about the value of democracy and voting aimed at primarily at the newly enfranchised for the 2021 Senedd elections. This will develop to focus on the value and contribution made by councillors and encouraging participation in local democracy.

29. In parallel to the development of the national campaign Welsh Government will work with partners to identify key points/events throughout 2020 to promote positive stories about councillors' contributions and achievements.
30. *Councils and WLGA to develop a consistent and coordinated campaign demonstrating how much councillors are valued, developed and supported.*
31. *WLGA has launched a Be a Councillor website <https://www.beacouncillor.wales/> which will be further developed in 2021 with pen portraits and 'day in the life' case study videos of councillors from a cross-section of characteristics. It will also include an e learning module for people interested in standing to enable them to understand the role in more detail and "hit the ground running" should they be elected.*
32. *Coordinated activity between authorities, including information and awareness campaigns and open days, linked to key events such as Local Democracy Week, International Women's Day, Black History Month, Disability Awareness Day, LGBT History Month etc.*
33. *Targeted WLGA promotional work through Welsh political party conferences in 2021*
34. *Targeted engagement work with third sector organisations to encourage discussion and interest in volunteers translating their informal community role into an elected community role. The COVID 19 Pandemic has increased the levels of voluntary and community-based work. The WLGA will engage with individuals and groups who may now wish to continue this work by standing for office.*

### **Candidate/Councillor Abuse**

35. The Local Government and Elections (Wales) Act will facilitate a change in the requirement to use personal addresses on ballot papers. The Act will also place a duty on political group leaders to promote high standards of conduct. It will also require councils to publish official rather than personal addresses for councillors.
36. *The WLGA, in partnership with their colleagues in England, Scotland and Northern Ireland, are involved in developing the Civility in Public Life campaign to promote mutual respect and promote high standards of conduct. The WLGA, working with the LGA, has produced an online Councillors guide for handling intimidation <https://www.local.gov.uk/councillors-guide-handling-intimidation> .*
37. *The WLGA is working with authorities to encourage an informal but comprehensive duty of care for members.*
38. *The WLGA is also contacting and providing advice and support to individual councillors who receive online abuse and, where appropriate, issuing supportive messages challenging online abuse via social media.*

## **Training and Development**

39. *The WLGA, with authorities, will continue to review current and future training provision. This will include a focus on new ways of delivering support and development post COVID 19.*
40. *Work will be undertaken to identify ways in which ex councillors can use their experience and skills to enhance their CVs or continue to use their skills and experience through involvement with training / support mechanisms.*
41. *The National “curriculum” for member induction will be updated. This overview of what members would find useful to learn is agreed with councils and includes subjects considered mandatory. As well as traditional subjects like Ethics and Standards, The Well-being of Future Generations and Scrutiny skills, this will now include unconscious bias and remote working skills.*
42. *A new online Councillors Guide will be developed for Councillors for the 2022 elections.*
43. *The suite of National e Learning modules specifically developed for members which is freely available via the NHS learning@wales website will be updated for the 2022 elections. This work is being undertaken by authorities working together with the WLGA and is particularly important as a result of the changes to working and learning practice as a result of the Pandemic.*
44. *The national Competency framework for elected members will also be developed prior to the 2022 elections to include new requirements such as the understanding of unconscious bias, remote meeting attendance and ICT skills.*
45. *Councils undertake personal development review with members to personalise training support. WLGA offers guidance and training in how to conduct PDRs*
46. *The Leadership programme for elected members developed and delivered with LGA and Academi Wales is being re commissioned and refreshed. There are challenges associated with delivering the programme in the current climate which will be addressed as part of the commission.*

## **Mentoring**

47. Welsh Government officials are working with disability and equality organisations such as the Ethnic Minorities and Youth Support Team Wales, Disability Wales and Stonewall Cymru to scope the requirement for a Wales wide mentoring scheme which includes all protected characteristics. Several mentoring schemes are already organised by a range of third sector organisations, these will be aligned and coordinated, with resources and learning shared.
48. Work will be undertaken to explore work shadowing/apprenticeships and other opportunities to expose individuals to the work of councils which taken together will form a pathway to participation.

49. *The WLGA has promoted and is supporting mentoring schemes run by EYST and the Women's Equality Network Wales. Several councillors have offered to be mentors in these programmes.*
50. *Newly elected members are offered mentors when they join the council (WLGA provides guidance and training for member mentors).*
51. *There are opportunities for individual councils/councillors to provide shadowing opportunities for people interested in standing for office ahead of the 2022 local elections.*

## **Flexibility**

52. The Local Government and Elections (Wales) Bill includes a range of provisions to support flexible ways of working including making provision for job sharing and strengthening the remote attendance arrangements.
53. Welsh Government Officials are now working with WLGA and LA officials to consider how the legislation and arrangements made for meetings to be held remotely could be extended to improve flexibility and access for a wider range of councillors.
54. *Local authorities' rapid adoption of virtual meetings via platforms such as Teams, Webex or Zoom during COVID 19 has transformed the way councils do business. Meetings are more accessible for many members, significantly reducing travel commitments and time, allowing members to attend meetings from work and, in the main, from home. Whilst there are potential impacts on 'work-life' balance and setting boundaries between council work and home-life, this approach has provided greater flexibility for members with caring responsibilities. Virtual meetings have also encouraged a less formal and flexible approach to meetings.*
55. *The LGA have produced a tool to enable women, parents and carers to become councillors and has a range of ideas that could be adopted in councils including a way of assessing the councils support for diverse councillors.*  
<https://www.local.gov.uk/twenty-first-century-councils>

## **Supporting individuals with protected characteristics**

56. The Welsh Government has launched a consultation on 11<sup>th</sup> November 2020 seeking views on a proposal for the introduction of an Access to Elected Office fund to assist disabled people to stand for elected office in Wales<sup>2</sup>
57. When this initiative was originally proposed, the Working Group was supportive and also suggested that learning from this initiative could be used to inform any future access funds such as for childcare for candidates.

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<sup>2</sup> <https://gov.wales/access-elected-office-fund>

## **Education**

58. Welsh Government and Senedd Commission has developed a set of educational resources to accompany the extension of the franchise to 16- and 17-year olds in Wales which will focus on knowledge of and participation in democracy in Wales. This is freely available to schools and other education settings via an online resource hub.
59. Work is being undertaken to identify ways in which schools in Wales can use the new curriculum to highlight and promote participation and engagement with local democracy.
60. *Councils will continue to engage with schools, including links with school councils and Youth Councils.*
61. *Councils are also using the Electoral Reform Support Grant to engage with newly enfranchised groups to help them understand the democratic process and encourage them to register and vote.*

## **Remuneration**

62. In response to concerns raised by WLGA Leaders, the Independent Remuneration Panel is identifying the key issues in relation to taxation and benefits applying to members and will prepare a paper for Welsh Government.
63. The Minister for Housing and Local Government has raised the tax issues with the Independent Remuneration Panel for Wales to explore potential solutions.
64. The Welsh Government has committed to explore with the Independent Remuneration Panel for Wales the case for payments in respect of councillors who lose their seats at election and present options to Ministers. This is an issue that has been raised as a concern by leaders, as councillors (and in particular full-time senior councillors), are at significant personal, financial risk if they lose their seat.

## **Making a Step Change in 2022**

65. The above proposed work programme outlines a range of awareness raising, engagement and support activities. Many similar activities were delivered during the Diversity in Democracy programme ahead of the 2017 elections.
66. However, despite some progress, improvement was marginal at the 2017 elections:
  - the number of candidates increased by 5.6% (3,463 candidates compared to 3,279 in 2012 (including Anglesey candidates in 2013)).
  - 29% of all candidates were women (up by 1% from 2012).

- 28% of councillors elected were women (up 2% from 2012).
- 32% of all newly elected members were women).

67. Uncontested seats at the 2017 elections remained high at 92 (7%) seats uncontested. This was fewer than in 2012, when there were 99 (8%) seats uncontested, but this continues to undermine local democracy.

68. Compared to the 2017 programme, Diversity in Democracy 2022 will include refinements and more targeted activity based on evaluations and lessons learned, along with some new, additional work such as the Civility in Public Life campaign.

69. **The WLGA working group has shaped and is supportive of the proposed programme of activities outlined above, however it concluded that the programme on its own is unlikely to see significant improvements, particularly without clear leadership, commitment and coordinated actions from the main political parties.**

70. **The working group has considered several more significant proposals which might have a more positive impact on diversity and the number of candidates in 2022.**

71. **The views of Council are therefore sought on the following additional actions.**

### **The Role of Political Parties**

72. The working group recognised that independent councillors were a key feature of Welsh local government. It also recognised that political parties provided the majority of candidates at local elections and therefore play a key role and have significant responsibility in encouraging a more diverse range of candidates.

73. The working group noted that political parties have different policies and views about the introduction of quotas, all women shortlists, selection of diverse candidates in winnable seats or other positive-action initiatives.

74. There are, however, a range of good practice initiatives that political parties could undertake to encourage and support more diverse candidates both locally and nationally:

- Review party selection criteria e.g. reducing the length of membership before members can stand for office.
- Local parties can establish fora and run events/socials/training sessions for underrepresented groups. Helping these groups understand what the role of councillor is about, that their participation is required and how to stand plus the support that will be available once in office.

- Parties could establish 'Diversity Grants' to support people from underrepresented groups (who will not benefit from the Access to elected office fund) to stand.
- Existing councillors from underrepresented groups can be put forward for public events on panels, as speakers or as chairs to raise the profile of members from underrepresented groups and enable them to be role models for their communities.
- Talent spotting and engaging with communities working with community leaders from underrepresented groups, encouraging people shadow, be mentored and stand for election.
- Promoting and signposting of information and materials, such as those available via parties or national bodies such as the WLGA.
- Establish respect protocols for behaviour within the Group reflecting that required in councils and for the Code of Conduct with sanctions for people not meeting standards or undertaking training in respect.
- Encourage political parties and local groups, including officials those with a responsibility in the selection process to undertake unconscious bias training.
- Encourage political parties to provide by-stander training for candidates and party members, to understand how to provide support to diverse candidates and challenge any abuse, such as disability hate crime or racism, that may be experienced on the doorstep (this was a proposal that emerged from the Electoral Reform Society roundtable in October 2020),

**75. It is recommended that WLGA Council agrees to encourage all political parties, through the WLGA Political Groups, to commit to proactive and coordinated activities such as those listed above to improve diversity in local government democracy.**

#### **Resettlement grants or 'parachute payments'**

76. Councillors are one of the only paid public roles that do not have financial protection and are not entitled to receive a 'redundancy' payment if they lose office at an election. Members of the Senedd and Members of Parliament receive a significant resettlement grant should they lose office at an election. Redundancy payments are also a protected right for public sector employees.

77. In particular, senior councillors tend to be full-time, often have to give up careers to focus on their councillor role and many have family as well as other financial commitments; the personal risk of a sudden and significant loss of a salary is inconsistent and unfair compared to other public roles. It is also a disincentive for more diverse people with careers or family responsibilities to consider taking on the most senior roles in local government.

78. The Independent Remuneration Panel has committed to consider this matter and explore whether the Welsh Government would need to introduce any legislative amendment to empower the Panel to introduce any such payments in future.

79. The 'cost of politics' and councillors' remuneration is a controversial matter and is subject to significant media and public scrutiny and political pressure. Any proposals would therefore have to carefully balance equality, fairness and costs and public acceptability.

80. WLGA leaders have previously raised the matter with the Independent Remuneration Panel previously, however the WLGA does not have a formal position on resettlement grants for senior salary holders.

**81. It is recommended that WLGA Council considers adopting a formal position calling for the introduction of resettlement grants for senior salary holders.**

### **Councillors' allowances and expenses**

82. The Independent Remuneration Panel and some WLGA Leaders have previously expressed concern that many members entitled to receive specific expenses, such as travel allowances, or reimbursements of costs of care do not make claims. There are concerns that this is partly to do with austerity, public and media perception but anecdotally, it is clear that there is also local peer or political group pressure or organisational cultural norms.

83. These allowances are provided to meet councillors' legitimate costs incurred in undertaking their duties and also play a role in encouraging greater diversity; some councillors can be disproportionately affected if they are on low income or have caring responsibilities. The Independent Remuneration Panel and several leaders have expressed concerns about this practice as it may disadvantage members who cannot afford to forgo expenses and acts as a disincentive to stand/re-stand.

84. As noted above, the 'cost of politics' and councillors' remuneration is subject to significant media and public scrutiny.

**85. It is recommended that the WLGA Council agrees to encourage all councillors to claim any necessary allowances or expenses incurred.**

### **Meeting Times and Council Recess periods**

86. Council meeting times are regularly highlighted as an issue for many serving councillors and, occasionally, as a disincentive for some people to stand. Councils review their meeting times at least once per term and several allow committees to have more flexibility to suit the committee members.

87. Councillors however have diverse backgrounds and varying personal, caring and professional commitments; it is therefore unlikely that council meeting times are ever going to be convenient for all members. For example, a councillor who has a

young child might find it easier to meet during the day, whereas another may prefer to meet in the evening, depending on work commitments, schooling arrangements or childcare availability.

88. An option suggested at the Equality Cabinet Members Network, was that meetings of any one committee should be varied over the year between day and evening so that members were not always having to take the same time off work or arrange childcare. It was also noted that people should be advised before standing that meeting times may vary and could be changed, depending on the views of the newly elected councillors.
89. The potential permanent changes to meeting arrangements so that they can be held remotely may reduce the time required for travelling to meetings, however members with caring responsibilities may still require staggered meeting times as it is still not possible to provide care and attend a meeting simultaneously.
90. The Senedd and Parliament traditionally have recess periods, including a long Summer Recess. Approaches to the scheduling of meetings and official council business vary across authorities. Some councils have an official Summer recess, some do not schedule or scale down council meetings during school holidays. Councillors with children in school may be disadvantaged if council meetings are scheduled in the holidays, which may also prove to be a disincentive to stand.
91. **It is recommended that WLGA Council encourages authorities to consider staggered council meeting times and the introduction of Council Recess periods for either summer or all major school holidays.**

## Diverse Councils

92. The Welsh Government has committed to making Wales a Gender Equal Wales and the Cabinet to becoming a Feminist Government, which is a government that is:
  - Committed to equality of outcome for all women, men and nonbinary people and actively works to drive cultural and structural change
  - Pro-actively works to advance equality and remove the barriers against all women's participation in the economy, public and social life
  - Puts a gender perspective at the heart of decision-making, resource and budget allocation
  - Takes an intersectional approach to all of its work and ensures diversity of representation, participation and voice
  - Is people-focused and collaborative, ensuring that all communities are meaningfully engaged in its work
  - Is open, transparent and accountable and welcomes scrutiny through a gender lens

- Makes use of policy development and analysis tools to embed gender equality into all of its work and actively monitors progress towards equality using a robust evidence base
- Leads by example and supports other public bodies to take action to deliver equality.

93. Black Lives Matter demonstrations in both the USA and UK following the death of George Floyd highlight global concerns about racism. Increased representation from the BAME community on councils is essential to ensure that members of the BAME community visibly contribute their lived experiences to the decision-making process.

94. Councils' Strategic Equality Plans outline objectives which demonstrate their commitments and planned actions to promote equality and diversity, including as employers and representative bodies. Many councils will also undertake a range of activities in promoting diversity in democracy ahead of the 2022 local elections, as outlined above.

95. The Local Government and Elections (Wales) Bill will introduce a new 'public participation' duty on local authorities which will include encouraging people to participate in decision-making and promoting awareness of how to become a member of the council.

96. The working group have suggested that Councils might, in addition to their Strategic Equality Plans commit to becoming Diverse Councils, publishing a 'Diversity Declaration' or a Council Motion outlining their intentions to secure equal outcomes for all by working actively to drive cultural and structural change and pro-actively working to advance equality and remove the barriers to any individual's participation in the economy, public and social life. This commitment would focus on ensuring that under-represented groups are more active participants in engagement and decision making. Demonstrating a public commitment to improving diversity and an open and welcoming culture to all in advance of the 2022 elections.

97. A commitment by each local authority to becoming a Diverse Council could include

- Establishing 'Diversity Ambassadors' for each political group in the council who, working with each other and their local party associations could encourage recruitment of members from underrepresented groups.
- Encouraging and supporting Heads of Democratic Services, Elections officers/ Communications teams and /or Democratic Services Committees to undertake democratic outreach to promote the role of local councillor in, for example, schools or with underrepresented communities.

**98. It is recommended that Council agrees to encourage a declaration from councils to become 'Diverse Councils' ahead of the 2022 elections to**

**provide a clear, public commitment to improving diversity, demonstrating an open and welcoming culture to all and setting out an action plan of activity ahead of the 2022 local elections.**

## **Diversity Targets**

99. Political parties were encouraged, through the Diversity in Democracy programme, to commit to gender targets at the 2017 elections and Welsh Labour, for example, committed to fielding women in 40% of winnable seats.

100. Other initiatives, such as 50-50 by 2020 have previously adopted targets and the Welsh Government's recently published 'Diversity and inclusion strategy for public appointments'<sup>3</sup> includes an action for:

'Welsh Government to consult and if desired set overall targets across all Boards in Wales for BAME, disabled, LGBT+ and young people and socioeconomic groups, recognising that individual Boards have varying specific requirements.'

101. Targets could be included in any 'Diversity Declaration' (if such an approach is agreed).

102. There are however mixed views on the value of targets. Targets provide a focus, demonstrate an organisation's ambition and commitment and provide a useful 'hook' for promotional and public relations purposes. However, targets need to be realistic and, as we are starting from a low base in terms of diversity of candidates and councillors, such targets may not appear ambitious enough.

103. Furthermore, whilst councils and the WLGA may seek to set targets to demonstrate ambition and commitment and can deliver a range of activities and reforms to encourage more candidates, other organisations notably political parties have the biggest influence over whether those targets can be achieved. Should councils determine local targets, they could therefore be criticized for not meeting targets which are largely not in their control.

104. **It is recommended WLGA Council provides views on the adoption of local or national diversity targets.**

## **Quotas or Reserved Seats**

105. The Local Government Commission in 2017 concluded that "Incumbency in local councils disproportionately benefits men...[and]...the slow pace of change is significantly driven by incumbency." According to the Elections Centre, in Wales' local elections in 2017, 895 incumbents stood for election (across 71% of seats) with 693 or 77% being successfully re-elected. In summary, incumbents are more likely to be re-elected than other candidates due to their profile, reputation,

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<sup>3</sup> [https://gov.wales/sites/default/files/publications/2020-02/diversity-and-inclusion-strategy-for-public-appointments-action-plan-year1-2020-21\\_0.pdf](https://gov.wales/sites/default/files/publications/2020-02/diversity-and-inclusion-strategy-for-public-appointments-action-plan-year1-2020-21_0.pdf)

or track-record and, as most councillors are older, white men, most successful incumbents are therefore older white men. The impact of incumbency has therefore led some campaigners to call for term-limits, quotas, or all-women shortlists.

106. The Welsh Government has previously controversially sought to tackle the issue of incumbency with the Golden Goodbye Scheme in 2002 and the 2015 White Paper proposal to introduce term limits for councillors, a proposal which was roundly rejected by local government.

107. According to the International Institute for Democracy and Electoral Assistance, there are four types of quota in use across the world today. Legal or voluntary candidate quotas and legal or voluntary reserved seats, reserved seats can be used for example to regulate the number of women elected. These can be introduced as a temporary measure and can be used at local and national level.

108. The WLGA has never proposed the adoption of quotas as a formal WLGA policy, although quotas were supported by the WLGA's former Leader, Baroness Wilcox of Newport, and the WLGA has previously outlined two 'Reserved Seats' models for discussion:

108.1 localised and targeted All Women Reserved Seats for all by-elections during a municipal term. If such vacancies were targeted through a voluntary agreement between the main political parties to field only all women candidate lists, gender balance could improve by up to 5% during a municipal term.

108.2 A wider approach, which might require some changes to electoral law regarding the nomination process, could see a similar approach adopted for 'vacant' seats, where councillors had decided to stand down or retire at the election. If such councillors were able to commit to or notify of their intention to stand-down by an early-enough deadline, political parties could agree to voluntarily field all-women candidate lists in such 'vacancies', which could see as much as a 10-15% swing in terms of gender balance at an election. With such an immediate electoral impact, gender balance could potentially be achieved in local government over a 5-year period over the course of 2 elections.

109. Proposals such as quotas are controversial and there remain uncertainties regarding the legal basis for statutory quotas and political appetite voluntary quotas. The Welsh Government plans to consider whether gender quotas should be introduced in Wales. The Ministerial Round-table has been informed that there may be legal limitations around the Senedd's competence which may prevent statutory quotas being introduced, even if the Welsh Government adopted quotas as a policy.

110. More formal voluntary or statutory quotas have traditionally been recommended as a method of rapidly addressing imbalances in diversity and the effects of incumbency in perpetuating a lack of diversity. The Electoral Reform

Society, Fawcett Society and British Council, call for legislation to be introduced for quotas (about 40-45%) for women candidates at elections. Others, such as the Women's Equality Network Wales, Chwarae Teg and the Expert Group on Diversity in Local Government also call for this but do not stipulate that it should be established in legislation.

111. Extensive research undertaken by the above organisations and the Senedd committee, all point to some of the causes of underrepresentation being about how candidates are selected and elected and call for direct action to level the playing field so that women initially can be better represented.

112. The issues they describe are selectorate bias and processes, electorate bias and party group culture. The playing field is not level for some, due to conscious or unconscious bias, fostered by the image of incumbents and the culture of political groups and parties. The image of the *best person for the job* is often, whether consciously or not assumed to be a white middle class, middle aged man because this traditionally has been what a typical councillor looks like. The routes to and process of selection traditionally support this position.

113. Research undertaken by the Women's Equality Network Wales (Annex B indicates that –

- "Among the twenty Organization for Security and Co-operation in Europe (OSCE) countries registering the sharpest growth in the proportion of women in parliament during the last decade...half had introduced legal quotas. By contrast, among the twenty OSCE countries lagging behind in growth...none had implemented legal quotas.
- 100 Countries world-wide now have some form of gender quotas in place and 40 also use them for intersectional groups such as BAME women."

114. The International Institute for Democracy and Electoral Assistance has outlined several 'pros and cons' of quotas:

**Cons:**

- Quotas are against the principle of equal opportunity for all, since women are given preference over men.
- Quotas are undemocratic, because voters should be able to decide who is elected.
- Quotas imply that politicians are elected because of their gender, not because of their qualifications and that more qualified candidates are pushed aside.
- Many women do not want to get elected just because they are women.
- Introducing quotas creates significant conflicts within the party organization.
- Quotas violate the principles of liberal democracy.

**Pros:**

- Quotas for women do not discriminate but compensate for actual barriers that prevent women from their fair share of the political seats.
- Quotas imply that there are several women together in a committee or assembly, thus minimizing the stress often experienced by the token women.
- Women have the right as citizens to equal representation.
- Women's experiences are needed in political life.
- Election is about representation, not educational qualifications.
- Women are just as qualified as men, but women's qualifications are downgraded and minimized in a male-dominated political system.
- It is in fact the political parties that control the nominations, not primarily the voters who decide who gets elected; therefore, quotas are not violations of voters' rights.
- Introducing quotas may cause conflicts but may be only temporary.
- Quotas can contribute to a process of democratisation by making the nomination process more transparent and formalised.

115. The main arguments for introducing quotas are not just about ensuring equality and to better reflect wider society, but because more diverse life experiences lead to better, more rounded decision-making; it would not just amplify the voice of women but also impact on the nature of debate and the decisions taken. Several organisations argue that quotas are the only way to see a step-change in diversity based on the evidence of impact where they have been introduced, but also the slow progress in changing local government diversity and diversity in UK politics generally. Quotas however remain a contested concept and have not been universally supported when previously considered in a Welsh context. There were mixed views among the working group members and several leaders expressed reservations about the introduction of quotas during the Electoral Reform Society 'Equal Power Equal Voice' Roundtable debate in October 2020.

116. The Equality Cabinet Members network also considered the risk around the language of 'quotas', particularly in terms of public perception as diverse candidates could be perceived as being tokenistic, undermining the credibility of high-caliber candidates.

117. **It is recommended that Council provides views on the introduction of statutory or voluntary quotas for Welsh local elections.**

## Recommendations

120 It is recommended that WLGA Council:

- 120.1 recognises the work of the WLGA's Cross-Party Working Group on Diversity in Democracy;
- 120.2 agrees to encourage all political parties, through the WLGA Political Groups, to commit to proactive and coordinated activities such as those listed above to improve diversity in local government democracy;
- 120.3 considers adopting a formal position calling for the introduction of resettlement grants for senior salary holders;
- 120.4 agrees to encourage all councillors to claim any necessary allowances or expenses incurred;
- 120.5 encourages authorities to consider staggered council meeting times and the introduction of Council Recess periods for either summer or all major school holidays;
- 120.6 agrees to encourage a declaration from councils in Wales becoming 'Diverse Councils' ahead of the 2022 elections to provide a clear, public commitment to improving diversity, demonstrating an open and welcoming culture to all and setting out an action plan of activity ahead of the 2022 local elections;
- 120.7 provides views on the adoption of local or national diversity targets; and
- 120.8 provides views on the introduction of statutory or voluntary quotas for Welsh local elections.

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### Report cleared by:

**Cllr Mary Sherwood**, Joint WLGA Spokesperson for Equalities, Welfare Reform and Anti-Poverty & Co-Chair of Working Group

**Cllr Susan Elsmore**, Joint WLGA Spokesperson for Equalities, Welfare Reform and Anti-poverty & Co-Chair of Working Group

**Author:** Daniel Hurford  
Head of Policy

**E-mail:** [daniel.hurford@wlga.gov.uk](mailto:daniel.hurford@wlga.gov.uk)

Sarah Titcombe  
Policy and Improvement Officer  
[sarah.titcombe@wlga.gov.uk](mailto:sarah.titcombe@wlga.gov.uk)

## **ANNEX A**

### **WLGA working group on Diversity in Local Democracy**

#### **Members who have fed into the working group:**

- Co-Chair - Cllr Mary Sherwood (Labour), WLGA spokesperson for Equalities, Welfare Reform and Anti-Poverty, City and County of Swansea
- Co-Chair - Cllr Susan Elsmore (Labour), WLGA Spokesperson for Equalities, Welfare Reform and Anti-poverty, Cabinet Member for Social Care, Health and Well-being, Cardiff Council
- Cllr Cheryl Green (Liberal Democrat), Chair Corporate Overview Scrutiny Committee, Bridgend CBC
- Cllr Daniel De'Ath (Labour) Lord Mayor, Cardiff Council
- Cllr Lisa Mytton (Independent) Deputy Leader, Merthyr Tydfil CBC
- Cllr Sara Jones (Conservative), Cabinet Member for Social Justice and Community Development, Monmouthshire County Council
- Cllr Cefin Campbell (Plaid Cymru), Executive Board Member for Communities and Rural Affairs, Carmarthenshire County Council
- Cllr Nicola Roberts (Plaid Cymru) Chair Licensing and Planning Committee, Isle of Anglesey Council
- Cllr Dhanisha Patel (Labour) Cabinet Member for Wellbeing and Future Generations, Bridgend County Borough Council
- Cllr Ann McCaffrey (Independent), Conwy County Borough Council
- Cllr Jayne Cowan (Conservative) Cardiff Council
- Cllr Bablin Molik (Liberal Democrat) Cardiff Council
- Baroness Wilcox of Newport (Labour), Newport Council who chaired the working group initially in her capacity as WLGA Leader

Views have also been provided through discussions with members and officers in:

- Equalities Cabinet Members' Network
- Chairs of Democratic Services Network
- Heads of Democratic Services Network

#### **Officer Support**

- Daniel Hurford, Head of Policy (Improvement and Governance) WLGA
- Sarah Titcombe, Policy and Improvement officer (Democratic Services) WLGA
- Dilwyn Jones Communication Officer, WLGA
- Huw Evans, Head of Democratic Services, City and County of Swansea

## ANNEX B

### EXTRACT FROM A WOMENS EQUALITY NETWORK (WEN) WALES BRIEFING PAPER

#### The case for quotas to deliver equal and diverse representation

February 2020

#### Evidence supporting quotas

- Research shows that quotas are the “**single most effective tool for ‘fast tracking’ women’s representation in elected bodies for government.**”<sup>4</sup>
- Among the twenty Organization for Security and Co-operation in Europe (OSCE) countries registering the sharpest growth in the proportion of women in parliament during the last decade...**half had introduced legal quotas.** **By contrast, among the twenty OSCE countries lagging behind in growth...none had implemented legal quotas.**<sup>5</sup>
- There is international backing for gender quotas. Various international institutions, including the United Nations Committee on the Elimination of Discrimination (**CEDAW**), the Beijing Platform for Action, the EU and the Council of Europe support their use.
- **Ireland** has successfully used quotas requiring that at least 30 per cent of the candidates each party stands nationally are female (rising to 40 per cent after seven years). **The percentage of women candidates increased 90 per cent at the 2016 election** compared to the 2011 election, with a corresponding **40 per cent increase in the number of women elected**—35 in 2016 compared with 25 in 2011.<sup>6</sup>
- **100 Countries** world-wide now have some form of gender quotas in place and 40 also use them for intersectional groups such as BAME women.
- A report published by the United Nations in 2012 found that **out of the 59 countries that held elections in 2011, 17 of them had quotas.** In those countries, women **gained 27% of parliamentary seats compared to 16% in those without.**<sup>7</sup>

#### Types of Quota

<sup>4</sup> Drude Dahlerup et al., *Atlas of Electoral Gender Quotas*, International Institute for Democracy and Electoral Assistance [IDEA], IPU and Stockholm University, 2013.

<sup>5</sup> Norris, P. and Krook, M. for OSCE, *Gender equality in elected office: a six-step action plan*, 2011

<sup>6</sup> Brennan, M. and Buckley, F. ‘The Irish legislative gender quota: the first election’, *Administration*, vol 65(2), May 2017

<sup>7</sup> <https://www.theguardian.com/politics/2013/aug/20/quotas-women-parliament-authors-edinburgh-book-festival>

Different types of gender quota have been used in different countries, depending on the electoral system and local circumstances. The Expert Panel on Electoral reform<sup>8</sup> describes the three main types as:

- **Candidate quotas which introduce a ‘floor’** for the proportion of male or female candidates a party stands for election. These could be applied in the form of constituency twinning for First Past The Post (FPTP) seats. They could also be applied to multimember systems such as STV or Flexible List at a constituency or a national level. Parties in Scandinavia, Spain and Austria have voluntarily adopted similar quotas, ranging from 33 per cent to 50 per cent.
- Requirements for **the ordering of candidates on any list** element of the system. Voluntary quotas of this nature have been used by parties in Wales in Assembly elections, for example zipping of regional candidate lists. (I.e. listing candidates alternately according to their gender)
- **‘Reserved seats’** to which only female candidates could be elected. This type of quota is widely used in South Asia, the Arab region and sub Saharan Africa.

#### **Examples of Incentives used:**

- **Croatia** has legally binding quotas and uses incentives - for each MP representing an underrepresented gender, political parties receive an **additional 10 per cent of the amount envisaged** per individual MP;
- **Bosnia and Herzegovina**: where 10 per cent of the funding provided to political parties is distributed to parties in proportion to the number of seats held by MPs of the gender which is less represented in the legislature.
- **Two for the price of one deposits** for two candidates of different genders could be used in Wales —this would appear to us to be proportionate in the context of seeking to ensure that the gender balance in the Assembly reflects the gender balance in the communities it serves.<sup>9</sup>

[www.wenwales.org.uk](http://www.wenwales.org.uk) / @wenwales

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<sup>8</sup> A Parliament that works for Wales, Report of the Expert Panel on Assembly Electoral Reform, November 2017

<sup>9</sup> A Parliament that works for Wales, Report of the Expert Panel on Assembly Electoral Reform, November 2017



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