

# Pecyn Dogfennau Cyhoeddus

Penallta House,  
Tredomen Park,  
Ystrad Mynach,  
Hengoed CF82 7PG

Ty Penallta,  
Parc Tredomen,  
Ystrad Mynach,  
Hengoed CF82 7PG



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Am unrhyw ymholiad yn ymwneud â'r agenda hwn cysylltwch â Emma Sullivan  
(Rhif Ffôn: 01443 864420 Ebst: [sullie@caerphilly.gov.uk](mailto:sullie@caerphilly.gov.uk))

**Dyddiad: Dydd Mercher, 24 Chwefror 2021**

Bydd y cyfarfod hwn yn cael ei recordio a bydd ar gael i'w weld trwy wefan y Cyngor, ac eithrio trafodaethau sy'n ymwneud ag eitemau cyfrinachol neu eithriedig. Felly, bydd delweddau/sain yr unigolion sy'n siarad yn ystod y Pwyllgor Cynllunio ar gael i'r cyhoedd trwy'r recordiad ar wefan y Cyngor: [www.caerffili.gov.uk](http://www.caerffili.gov.uk)

**Mae croeso i chi siarad Cymraeg yn y cyfarfod, mae angen rhybudd cyfnod lleiafswm o 3 diwrnod gwaith os ydych yn dymuno gwneud hynny..**

Annwyl Syr/Fadam,

Bydd cyfarfod y **Cyngor** yn cael ei gynnal trwy Microsoft Teams **Dydd Mawrth, 2ail Mawrth, 2021 am 5.00 pm** i ystyried materion a gynhwysir yn yr agenda canlynol.

Yr eiddoch yn gywir,

**Christina Harrhy**  
PRIF WEITHREDWR

## A G E N D A

Tudalennau

- 1 I dderbyn ymddiheuriadau am absenoldeb
- 2 Cyhoeddiadau'r Maer.
- 3 I dderbyn deisebau o dan Reol Gweithdrefn 28(3).

A greener place Man gwyrddach

Correspondence may be in any language or format | Gallwch ohebu mewn unrhyw iaith neu fformat



4 Cyflwyno Gwobrau.

5 Datganiadau o Ddiddordeb.

Atgoffi'r Cynghorwyr a Swyddogion o'u cyfrifoldeb personol i ddatgan unrhyw fuddiannau personol a/neu niweidiol mewn perthynas ag unrhyw eitem o fusnes ar yr agenda hwn yn unol â Deddf Llywodraeth Leol 2000, Cyfansoddiad y Cyngor a'r Cod Ymddygiad ar gyfer Cynghorwyr a Swyddogion.

I gymeradwyo a llofnodi'r cofnodion canlynol:-

6 Cynhaliwyd y Cyngor ar 19eg Ionawr 2021.

1 - 8

I dderbyn ac ystyried yr adroddiad(au) canlynol:-

7 Cyhoeddiad o Ddatganiad ar Bolisiâu Tâl 2021/22

9 - 32

8 Newidiadau i'r cyfansoddiad i adlewyrchu cynnwys y ddyletswydd CYMDEITHASOL-ECONOMAIDD yn nhempeld yr adroddiad.

33 - 58

9 Fframwaith Lles a Llywio Lle Caerffili.

59 - 76

### **Cylchrediad:**

Pob Aelod a Swyddog Priodol

### **SUT FYDDWN YN DEFNYDDIO EICH GWYBODAETH**

Bydd yr unigolion hynny sy'n mynychu cyfarfodydd pwyllgor i siarad/roi tystiolaeth yn cael eu henwi yng nghofnodion y cyfarfod hynny, weithiau bydd hyn yn cynnwys eu man gweithio neu fusnes a'r barnau a fynegir. Bydd cofnodion o'r cyfarfod gan gynnwys manylion y siaradwyr ar gael i'r cyhoedd ar wefan y Cyngor ar [www.caerffili.gov.uk](http://www.caerffili.gov.uk), ac eithrio am drafodaethau sy'n ymwneud ag eitemau cyfrinachol neu eithriedig.

Mae gennych nifer o hawliau mewn perthynas â'r wybodaeth, gan gynnwys yr hawl i gael mynediad at wybodaeth sydd gennym amdanoch a'r hawl i gwyno os ydych yn anhapus gyda'r modd y mae eich gwybodaeth yn cael ei brosesu.

Am wybodaeth bellach ar sut rydym yn prosesu eich gwybodaeth a'ch hawliau, ewch i'r [Hysbysiad Preifatrwydd Cyfarfodydd Pwyllgor Llawn](#) ar ein gwefan neu cysylltwch â Gwasanaethau Cyfreithiol drwy e-bostio [griffd2@caerffili.gov.uk](mailto:griffd2@caerffili.gov.uk) neu ffoniwch 01443 863028.



## Y CYNGOR

### COFNODION Y CYFARFOD A GYNHALIWDYD TRWY MICROSOFT TEAMS DDYDD MAWRTH 19 IONAWR 2021 AM 5.00PM

#### YN BRESENNOL:

Y Cynghorydd C. Andrews – Maer  
Y Cynghorydd J. Gale – Dirprwy Faer

#### Y Cynghorwyr:

M. Adams, Mrs E. M. Aldworth, A. P. Angel, P. J. Bevan, C. Bezzina, L. J. Binding, A. Collis, S. Cook, D. Cushing, C. Cuss, W. David, D. T. Davies, M. Davies, K. Dawson, K. Etheridge, M. Evans, A. Farina-Childs, Mrs C. Forehead, J. E. Fussell, A. Gair, N. George, C. Gordon, R. W. Gough, L. Harding, D. Havard, A. G. Higgs, A. Hussey, V. James, L. Jeremiah, G. Johnston, Mrs B. A. Jones, S. Kent, G. Kirby, Mrs A. Leonard, Ms P. Leonard, C. P. Mann, P. Marsden, B. Miles, S. Morgan, B. Owen, Mrs T. Parry, Mrs L. Phipps, D. V. Poole, D. W. R. Preece, Mrs D. Price, J. Pritchard, J. Ridgewell, R. Saralis, Mrs M. E. Sargent, J. Simmonds, S. Skivens, Mrs E. Stenner, J. Taylor, C. Thomas, A. Whitcombe, R. Whiting, L. G. Whittle, W. Williams, B. Zaplatynski

#### Ynghyd â:

C. Harrhy (Prif Weithredwr), R. Tranter (Pennaeth Gwasanaethau Cyfreithiol a Swyddog Monitro), D. Street (Cyfarwyddwr Corfforaethol Gwasanaethau Cymdeithasol), M. S. Williams (Cyfarwyddwr Corfforaethol Cymunedau Dros Dro), S. Harris (Pennaeth Gwasanaethau Cyllid a Swyddog Adran 151), L. Lane (Pennaeth Gwasanaethau Democrataidd a Dirprwy Swyddog Monitro), R. Kyte (Pennaeth Cynllunio ac Adfywio), R. Thomas (Rheolwr Cynllunio), S. Pugh (Pennaeth Cyfathrebu), L. James (Prif Gynllunydd), D. Lucas (Arweinydd Tîm Datblygu Strategol), I. Mullis (Prif Gynllunydd) ac E. Sullivan (Uwch Swyddog Gwasanaethau Pwyllgor).

#### ER COF

Gyda thristwch, dywedodd y Maer fod y Cynghorydd John Roberts, ers cyfarfod diwethaf y Cyngor, wedi colli ei bartner, Menna, a bod Mrs J. Thomas, Cynorthwydd Personol y Swyddfa Ddinesig, hefyd wedi colli ei gŵr, Wayne. Cynhaliodd y Cyngor funud o dawelwch yn arwydd o barch.

#### TREFNIADAU PLEIDLEISIO, FFILMIO A GWE-DDARLLEDU

Atgoffodd y Prif Weithredwr y rhai a oedd yn bresennol fod y cyfarfod yn cael ei ffilmio ond na fyddai'n cael ei ffrydio'n fyw. Fodd bynnag, nododd y byddai recordiad ar gael yn dilyn y cyfarfod ar wefan y Cyngor – [Cliciwch yma i wyllo](#). Dywedodd y byddai penderfyniadau'n cael eu gwneud trwy Microsoft Forms.

## **1. YMDDIHEURIADAU AM ABSENOLDEB**

Cafwyd ymddiheuriadau am absenoldeb gan y Cynghorwyr J. Bevan, N. Dix, C. Elsbury, E. Forehead, D. Hardacre, D. Harse, M. James, G. Oliver, J. Roberts, J. Scriven, G. Simmonds, T. Williams ac R. Edmunds (Cyfarwyddwr Corfforaethol – Addysg a Gwasanaethau Corfforaethol).

## **2. CYHOEDDIADAU'R MAER**

Cyfeiriodd y Maer at ei hymweliadau diweddar a'i bod wedi mynd i ddigwyddiad i ddadorchuddio baner a oedd yn datgan Caerffili yn Dref Quidditch anrhydeddus; aeth dau ddisgybl Ysgol Gynradd gyda hi, a oedd yn gefnogwyr Harry Potter brwd. Dywedodd y Maer ei bod, ynghyd â'r Cynghorydd Shayne Cook, wedi cymryd rhan mewn fideo a oedd yn amlygu Apêl Ymgyrch Siôn Corn eleni, a diolchodd i bawb a gyfrannodd at wneud hyn yn gymaint o lwyddiant o dan amgylchiadau mor anodd. Yn olaf, llongyfarchodd y Maer G. Price o Markham ar ddod yn Bencampwr y Byd Dartiau.

## **3. DERBYN DEISEBAU O DAN REOL GWEITHDREFN 28(3)**

Ni dderbyniwyd unrhyw ddeisebau.

## **4. CYFLWYNO GWOBRAU**

Hysbyswyd y Cyngor am wobr genedlaethol bwysig a enillwyd gan y Tîm Cyfathrebu yng *Ngwobrau Rhagoriaeth ym maes Cyfathrebu'r Gwasanaeth Cyhoeddus* yn ddiweddar. Enillodd y tîm y Wobr Aur fawreddog am eu gwaith aruthrol wrth hyrwyddo ac annog pobl i fanteisio ar ein gwasanaeth Prydau Ysgol am Ddim ers dechrau'r cyfyngiadau symud.

Llongyfarchodd y Cyngor Steve Pugh, Sarena Ford a'u cydweithwyr am y gamp neilltuol hon.

## **5. DATGANIADAU O FUDDIANT**

Datganodd y Cynghorydd B. Miles fuddiant personol mewn perthynas ag Eitem Rhif 12 ar yr Agenda – Datganiad Technegol Rhanbarthol ar gyfer Gweithgor Agregau Rhanbarthol De Cymru (SWRAWP), Ail Adolygiad – gan fod aelod o'r teulu yn landlord i fusnes chwarel yn y rhanbarth.

## **6. CYNGOR – 17 TACHWEDD 2020**

Yn amodol ar welliant, sef bod y Cynghorydd J. E. Fussell wedi'i nodi'n bresennol yng nghofnodion y cyfarfod a gynhaliwyd ar 17 Tachwedd 2020, ond ei fod wedi anfon ymddiheuriad, cymeradwywyd y cofnodion yn gofnod cywir gan y mwyafrif a oedd yn bresennol.

PENDERFYNWYD cymeradwyo cofnodion y cyfarfod a gynhaliwyd ar 17 Tachwedd 2020 yn gofnod cywir.

## **7. CYNGOR ARBENNIG – 24 Tachwedd 2021**

PENDERFYNWYD cymeradwyo cofnodion y cyfarfod arbennig a gynhaliwyd ar 24 Tachwedd 2020 yn gofnod cywir.

## 8. DERBYN AC ATEB CWESTIYNAU A DDERBYNNIR O DAN REOL GWEITHDREFN 10(5)

Cwestiwn i'r Aelod Cabinet dros Ddysgu a Chyflawniad, Y Cynghorydd R. Whiting gan y Cynghorydd K. Etheridge.

A ninnau bellach 10 mis i mewn i'r pandemig, pa mor hyderus ydych chi fod ein haddysg trwy wersi dysgu byw – 'dysgu cyfunol' ledled y Fwrdeistref Sirol yn cynnig cyfle cyfartal, cydraddoldeb, mynediad, ymgysylltiad a chymorth gan staff i bob ysgol a phob disgybl yng Nghaerffili sy'n cymryd rhan yn y broses?

Ymateb gan y Cynghorydd R. Whiting i'r Cynghorydd K. Etheridge.

Mae'r pandemig hwn wedi bod yn her enfawr i'n hysgolion a hoffwn ddechrau trwy ddiolch i holl staff ein hysgolion ac i'n gweithwyr addysg proffesiynol am y gwaith anhygoel y maent wedi'i wneud wrth ymateb i'r pandemig, ac am eu hymrwymiad wrth adnabod a diwallu ystod amrywiol anghenion ein dysgwyr.

Er y bu rhywfaint o hwyluso dysgu ar-lein byw lle y bo'n briodol, mae dysgu o ansawdd uchel yn dibynnu ar p'un a yw'r ddarpariaeth yn cyd-fynd ag anghenion amrywiol y plentyn neu'r person ifanc. Nid yw un ateb yn addas i bawb, ac mae'n bwysig bod ysgolion yn defnyddio ystod eang o dechnegau a dulliau, yn union fel y gwneir yn yr ystafell ddosbarth.

Er mwyn ymateb i'r her hon, mae ysgolion wedi bod wrthi'n datblygu eu cynnig dysgu ac yn buddsoddi mewn dysgu a hyfforddiant proffesiynol priodol i athrawon, yn ogystal â'r adnoddau cywir, er mwyn sicrhau'r effaith fwyaf bosibl ar ddisgyblion.

Cynhelir cyfarfodydd wythnosol rhwng Penaethiaid, yr Awdurdod Lleol a'r Gwasanaeth Cyflawniad Addysg (GCA) i nodi meysydd cymorth o flaenoriaeth. Yn ogystal, sefydlwyd gweithgor i gefnogi'r gwaith o ddarparu a defnyddio technoleg wrth ddysgu o bell.

Mae'r Awdurdod Lleol a'r GCA wedi gweithio gydag ysgolion i gefnogi'r datblygiad hwn trwy wneud sawl buddsoddiad allweddol.

Er enghraifft:

- Rydym wedi gosod WiFi sydd ar gael i'r cyhoedd ym mhob un o'n hysgolion; gwell cysylltiad â'r rhyngwrwd mewn ystafelloedd dosbarth ac uwchraddio cyflymder cysylltiad band eang er mwyn sicrhau y gellir cael gafael ar ddeunyddiau dysgu cyfunol a dysgu o bell ar y safle o dan oruchwyliaeth, fel sy'n digwydd ar hyn o bryd gyda phlant sy'n agored i niwed a phlant gweithwyr allweddol.
- Y fenter 'Cadw'n Ddiogel, Dal ati i Ddysgu' i uwchraddio dyfeisiau i'w defnyddio gan ddysgwyr sydd wedi'u hallgáu'n ddigidol. Yn ogystal, darparu cannoedd o ddyfeisiau MiFi am ddim i'r rhai sydd heb fand eang yn y cartref.
- Dosbarthu dros 1,300 o ddyfeisiau i ysgolion uwchradd yn yr Hydref i helpu disgyblion i fanteisio ar ddysgu ar-lein a chymryd rhan ynddi, a chaffael tua 7,700 o Chromebooks trwy'r rhaglen EdTech, sydd bellach ar gael i ysgolion er mwyn hybu mynediad.
- Cyllid o £300 mil i ysgolion uwchradd fel y gallant brynu gwerslyfrau craidd a chanllawiau adolygu ar gyfer ein 4,000 o ddysgwyr CA4.

Mae'r GCA wedi cyhoeddi canllaw manwl ar ddysgu cyfunol ar eu gwefan, sy'n nodi'r ystod eang o ddulliau a thechnegau y gall ysgolion eu defnyddio, ac maent yn rhannu enghreifftiau o

arfer da. Maent hefyd wedi datblygu gwefan gymorth bwrpasol a phecyn cymorth dysgu cyfunol ar gyfer rhieni a gofalyddion.

Ym mis Medi cynhaliwyd seminar ganddynt ar ddysgu cyfunol ar gyfer Aelodau'r Pwyllgor Craffu Addysg; gellid ail-ddangos hwn ar gyfer pob aelod etholedig pe bai hyn yn ddefnyddiol.

Yn fyr, rwy'n hyderus bod y camau hyn sy'n cael eu cymryd gan ein hysgolion, y GCA a'n staff addysg arbenigol wedi annog parhad, cydraddoldeb a bod pethau'n gyfartal o ran y dysgu i'n disgyblion trwy'r cyfnod anodd hwn.

Wedi dweud hynny, os oes gan riant neu ofalydd bryder am y ddarpariaeth y mae ei blentyn yn ei chael, mae'n bwysig rhannu'r pryderon hyn a'u trafod yn y lle mwyaf priodol – yn yr ysgol dan sylw – yn y lle cyntaf.

Ystyriwyd yr adroddiadau canlynol.

## **9. CYNLLUN GOSTYNGIADAU TRETH Y CYNGOR 2021-22**

Ystyriwyd yr adroddiad a oedd yn gofyn am gymeradwyaeth gan y Cyngor i barhau â Chynllun Gostyngiadau Treth y Cyngor ar gyfer blwyddyn ariannol 2021-22, ar yr un sail â'r cynllun a ddefnyddiwyd yn 2020-21, ynghyd â phob disgresiwn lleol y cytunwyd arnynt yn flaenorol.

Nododd y Cyngor ei bod yn ofyniad ffurfiol i gymeradwyo Cynllun Gostyngiadau Treth y Cyngor bob blwyddyn.

Ar ôl ei ystyried yn llawn, cynigiwyd ac eiliwyd, am y rhesymau a roddwyd yn adroddiad y Swyddogion, y dylid cymeradwyo'r argymhellion ynddo. Cytunwyd ar hyn yn unfrydol trwy Microsoft Forms a thrwy gadarnhau ar lafar.

PENDERFYNWYD parhau â'r Cynllun Gostyngiadau Treth y Cyngor presennol ar gyfer blwyddyn ariannol 2021-22, ynghyd â phob disgresiwn lleol y cytunwyd arnynt yn flaenorol.

## **10. 2<sup>il</sup> GYNLLUN DATBLYGU LLEOL NEWYDD BWRDEISTREF SIROL CAERFFILI HYD AT 2035 – CYTUNDEB CYFLENWI DRAFFT**

Ystyriwyd yr adroddiad a oedd yn gofyn am gymeradwyaeth y Cyngor i ymgynghori ar 2il Gynllun Datblygu Lleol Newydd Bwrdeistref Sirol Caerffili hyd at 2035, y Cytundeb Cyflenwi Drafft, am naw wythnos, gan ddechrau ddydd Llun 25 Ionawr 2021 a dod i ben ddydd Llun 29 Mawrth 2021.

Nododd y Cyngor yr effaith a gafodd amgylchiadau eithriadol COVID-19 ar y broses, a oedd wedi arwain at ganslo'r ymgynghoriad chwe wythnos gwreiddiol. Gan fod y cyfyngiadau'n parhau, cynigiwyd bellach i gynnal yr ymgynghoriad dros naw wythnos, er mwyn caniatáu mwy o amser i gymryd rhan yn y broses.

Ar ôl ei ystyried yn llawn, cynigiwyd ac eiliwyd, am y rhesymau a roddwyd yn adroddiad y Swyddogion, y dylid cymeradwyo'r argymhellion ynddo. Cytunwyd ar hyn yn unfrydol trwy Microsoft Forms a thrwy gadarnhau ar lafar.

PENDERFYNWYD:

- (i) cymeradwyo ymgynghori ar y Cytundeb Cyflenwi Drafft.

- (ii) bod y Cytundeb Cyflenwi Drafft bellach yn destun ymgynghoriad o naw wythnos gan ddechrau ddydd Llun 25 Ionawr 2021 a gorffen ddydd Llun 29 Mawrth 2021.

## **11. CYNLLUN DATBLYGU LLEOL CYNGOR BWRDEISTREF SIROL CAERFFILI – DATGANIAD CYFLENWI TAI**

Ystyriwyd yr adroddiad a gyflwynwyd yn flaenorol i'r Pwyllgor Cynllunio ar 2 Rhagfyr 2020. Roedd yr adroddiad yn gofyn am gymeradwyaeth y Cyngor i fabwysiadu'r Datganiad Cyflenwi Tai a'i argymhellion yn sail i'r Awdurdod Cynllunio Lleol hwn ffurfio penderfyniadau cynllunio yn y dyfodol.

Cydnabu'r Aelodau'r angen am dai, a chefnogwyd hyn yn fawr iawn, ond na ddylai'r datblygu fod ar draul safleoedd tir glas, ac y dylid archwilio a datblygu safleoedd tir llwyd yn gyntaf. Gofynnwyd am eglurhad mewn perthynas â pharagraff 5.6 o'r Datganiad. Esboniodd swyddogion fod y safleoedd y cyfeiriwyd atynt yn y datganiad yn adlewyrchu'r rhai sydd wedi cael caniatâd cynllunio ac a fyddai'n darparu nifer fawr o unedau dros y blynyddoedd nesaf. Fodd bynnag, hyd yn oed gyda'r safleoedd hyn, rhagwelwyd y bydd y rhagolwg o'r hyn sydd wedi'i gwblhau ar gyfer 2020-21 yn parhau'n llawer is na'r gofyniad cyfartalog blynyddol. Cadarnhaodd y Swyddog fod rhai o'r ceisiadau y cyfeirir atynt yn y cwestiwn wedi'u hennill ar apêl, ac y byddai'n rhaid ystyried unrhyw geisiadau yn y dyfodol pan gânt eu cyflwyno yn ôl eu rhinweddau unigol.

Ar ôl ystyried yr adroddiad yn llawn, cynigiwyd ac eiliwyd, am y rhesymau a roddwyd yn adroddiad y Swyddog, y dylid cymeradwyo'r argymhelliad ynddo. Cytunwyd ar hyn gan y mwyafrif a oedd yn bresennol, trwy Microsoft Forms, gan nodi bod 1 yn erbyn a bod 3 yn ymatal.

### **PENDERFYNWYD:**

- (i) nodi sylwadau'r Pwyllgor Cynllunio.
- (ii) Cymeradwyo'r Datganiad Cyflenwi Tai a'i argymhelliad yn sail i'r Awdurdod Cynllunio Lleol ffurfio penderfyniadau cynllunio yn y dyfodol.

## **12. DATGANIAD TECHNEGOL RHANBARTHOL AR GYFER GWEITHGOR AGREGAU RHANBARTHOL DE CYMRU (SWRAWP), AIL ADOLYGIAD**

Datganodd y Cyngorydd B. Miles fuddiant personol, ddim ond gan fod aelod o'r teulu yn rhedeg chwarel yn ardal y rhanbarth.

Ystyriwyd yr adroddiad a oedd yn gofyn am gymeradwyaeth y Cyngor i Ail Adolygiad y Datganiad Technegol Rhanbarthol fel sy'n ofynnol gan y Nodyn Cyngor Technegol Mwynau (MTAN) 1: Agregiadau.

Nododd yr Aelodau fod gan Lywodraeth Cymru bwerau diofyn i ymyrryd yn y broses o ddosrannu mwynau petai popeth arall yn methu, a gofynnwyd am eglurhad ynghylch y tebygolrwydd y byddai hyn yn digwydd. Cadarnhaodd swyddogion y byddai hyn yn annhebygol iawn, ac yn gyffredinol fod Awdurdodau Lleol yn gytûn ar y datganiad ymysg ei gilydd, yn rhan o broses archwilio'r Cynlluniau Datblygu Lleol.

Gofynnwyd am eglurhad ar amrywio lefelau categorïau chwareli, ac a ellid cychwyn defnyddio chwareli, sydd wedi cau, unwaith eto. Cadarnhaodd y Swyddog fod lefelau gwahanol yn bod, megis gweithredol, anweithredol, segur ac wedi cau. Er ei bod yn bosibl i chwareli segur neu anweithredol ailgychwyn, byddai hyn ond yn digwydd ar ôl bodloni amodau ac adolygiadau caeth.

Ar ôl ystyried yr adroddiad, cynigiwyd ac eiliwyd y dylid cymeradwyo'r argymhellion ynddo. Cytunwyd ar hyn yn unfrydol trwy Microsoft Forms a thrwy gadarnhau ar lafar.

PENDERFYNWYD cymeradwyo'r Ail Adolygiad o'r Datganiad Technegol Rhanbarthol fel sy'n ofynnol gan y Nodyn Cyngor Technegol Mwynau (MTAN) 1: Agregiadau.

### **13. Llythyr Blynyddol Ombwdsmon Gwasanaethau Cyhoeddus Cymru ar gyfer 2019-2020**

Ystyriwyd yr adroddiad a oedd yn cyflwyno Llythyr Blynyddol Ombwdsmon Gwasanaethau Cyhoeddus Cymru ar gyfer 2019-20.

Ar ôl ystyried ei gynnwys yn llawn, nodwyd yr adroddiad.

PENDERFYNWYD nodi'r adroddiad.

### **14. PANEL ANNIBYNNOL CYMRU AR GYDNABYDDIAETH ARIANNOL: ADRODDIAD ATODOL AR YR EGWYDDORION MEWN PERTHYNAS AG AD-DALU COSTAU GOFAL**

Ystyriwyd yr adroddiad a oedd yn gofyn i'r Cyngor gymeradwyo'r egwyddorion sydd ynddo, ac awdurdodi'r Pennaeth Gwasanaethau Democrataidd i ddiweddarau Rhestr Cydnabyddiaeth Ariannol Aelodau er mwyn adlewyrchu darpariaethau'r Adroddiad Atodol yn ôl yr angen. Byddai hyn mewn ymgynghoriad â Chadeirydd ac Is-gadeirydd y Pwyllgor Gwasanaethau Democrataidd.

Nodwyd bod yr adroddiad wedi'i gyflwyno'n flaenorol i'r Pwyllgor Gwasanaethau Democrataidd a oedd wedi nodi a chefnogi'n unfrydol yr egwyddorion a nodwyd yn yr Adroddiad Atodol.

Ar ôl eu cynnig a'u heilio, am y rhesymau a roddwyd yn adroddiad y Swyddogion, cymeradwywyd yr argymhellion. Cytunwyd ar hyn yn unfrydol trwy Microsoft Forms a thrwy gadarnhau ar lafar.

PENDERFYNWYD:

- (i) cymeradwyo'r egwyddorion a nodir yn yr Adroddiad Atodol, a'u rhoi ar waith.
- (ii) awdurdodi'r Pennaeth Gwasanaethau Democrataidd i ddiweddarau Rhestr Cydnabyddiaeth Ariannol Aelodau er mwyn adlewyrchu darpariaethau'r Adroddiad Atodol yn ôl yr angen. Byddai hyn mewn ymgynghoriad â Chadeirydd ac Is-gadeirydd y Pwyllgor Gwasanaethau Democrataidd.

### **15. TALIADAU PARCIO CEIR**

Cadarnhaodd y Maer yr ystyriwyd yr adroddiad yn eitem frys gan y Cabinet ar 9 Rhagfyr 2020. O dan ofynion y Cyfansoddiad, rhaid rhoi gwybod i'r cyfarfod Cyngor nesaf sydd ar gael am unrhyw benderfyniad a wnaed fel mater o frys, gan roi'r rhesymau dros yr eitem brys. Felly, gofynnwyd i'r Cyngor nodi'r rhesymau dros yr adroddiad brys, a phenderfyniad y Cabinet.

Diolchodd yr Aelodau i'r Grŵp Gorchwyl a Gorffen ar Daliadau Parcio Ceir am eu holl waith yn hyn o beth, a chydabuwyd ymdrechion Mrs Cath Forbes-Thompson, Rheolwr Craffu. Cydnabuwyd manteision parcio am ddim. Fodd bynnag, nodwyd bod y rhai sy'n gweithio yng nghanol trefi wedi manteisio ar y cyfle hwn, yn aml ar draul siopwyr. Cyfeiriwyd at ddarparu mesuryddion parcio newydd, ac os gellid eu rhaglennu i gynnig oriau parcio am ddim cyfyngedig wedi'u pennu ymlaen llaw. Cadarnhaodd swyddogion fod y peiriannau newydd wedi'u



harchebu, ond yn anffodus nad oeddent yn gwybod beth oedd eu hunion gapasiti graddnodi; byddent yn diweddarau'r Aelodau yn dilyn y cyfarfod.

Gofynnwyd am eglurhad ynghylch a oedd potensial i ymestyn y trefniadau presennol, yn enwedig gan nad oedd effaith lawn COVID-19 ar fusnesau canol trefi yn hysbys o hyd. Rhoddwyd sicrwydd i'r Aelodau y byddai hyn yn cael ei fonitro tan ddiwedd y flwyddyn ariannol, ac y gellid ei adolygu bryd hynny er mwyn canfod y ffordd orau ymlaen.

Nodwyd yr adroddiad felly.

Daeth y cyfarfod i ben am 18:15pm

Cymeradwywyd yn gofnod cywir ac yn amodol ar unrhyw ddiwygiadau neu gywiriadau y cytunwyd arnynt ac a gofnodwyd yng nghofnodion y cyfarfod a gynhelir ar 2 Mawrth 2021.

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MAER

Gadewir y dudalen hon yn wag yn fwriadol



## COUNCIL – 2<sup>ND</sup> MARCH 2021

**SUBJECT: PUBLICATION OF THE PAY POLICY STATEMENT 2021 / 22**

**REPORT BY: LYNNE DONOVAN, HEAD OF PEOPLE SERVICES**

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### **1. PURPOSE OF REPORT**

- 1.1 The purpose of the report is to seek approval from Council for the publication of the Authority's Pay Policy Statement 2021 / 22.

### **2. SUMMARY**

- 2.1 The Pay Policy Statement attached at Appendix 1 contains the full details of the remuneration position for the Council for 2021 / 22. It is a statement of fact.
- 2.2 It is a legislative requirement that this information is published on an annual basis by 31<sup>st</sup> March each year, once agreed by Council.
- 2.2 The Pay Policy Statement will be published on the Council's Website and will be available for access by members of the public.

### **3. RECOMMENDATIONS**

- 3.1 Council is asked to agree:
  - 3.1.1 The attached Pay Policy Statement 2021 / 22 (Version 10) for publication on the Council's website.
  - 3.1.2 The payment of the Foundation Living Wage hourly rate of £9.50 with effect from 1<sup>st</sup> November 2020.
  - 3.1.3 That all future nationally agreed increases to the Foundation Living Wage hourly rate be paid automatically

### **4. REASONS FOR THE RECOMMENDATIONS**

- 4.1 The recommendations ensure that the Council complies with legislative requirements by the publication of the Pay Policy 2021 / 22. The recommendations also ensure that

the Council's commitment to pay the Foundation Living Wage rate continues and at the relevant increased rates.

## **5. THE REPORT**

- 5.1 Since 2012, Local Authorities in England and Wales have been required to publish an annual pay policy statement in accordance with the Localism Act 2011 detailing:
- a) The Council's policies towards all aspects and elements of the remuneration of Chief Officers (Chief Officers are as defined in para 5.1 of this policy);
  - b) The approach to the publication of, and access to, information relating to all aspects of the remuneration of Chief Officers;
  - c) The Council's policy on the remuneration of its lowest paid employees (including the definition adopted and reasons for it);
  - d) The relationship between the remuneration of its Chief Officers and other employees.
- 5.2 Further guidance has been issued since this date and in December 2016, the Staff Commission published "Advice and guidance on the Welsh Government Framework on 'Transparency of Senior Remuneration in the Devolved Welsh Public Sector'". This guidance replaced any previous guidance issued under section 40 of the Localism Act 2011.
- 5.3 The provisions which relate to Pay Policy Statement only apply to employees directly appointed and managed by the Council. Employees who are appointed and managed by schools are, therefore, not required to be included within the scope of Pay Policy Statement. This reflects the unique employment legislation position whereby all schools' employees are employed by the Local Authority, but decisions about the appointment and management of such employees are mostly discharged by Head Teachers / Governing Bodies, as appropriate.
- 5.4 The Pay Policy Statement attached at Appendix 1 contains the full details of the remuneration position for the Council for 2021 / 22 that are required to be published under legislation. It is a statement of fact.
- 5.5 There is a legislative requirement that the Pay Policy Statement is published on an annual basis by 31<sup>st</sup> March each year, once agreed by Council.
- 5.6 The Pay Policy Statement will be published on the Council's Website, and will be available for access by members of the public.
- 5.7 The Hutton Review - "Review of Fair Pay in the Public Sector" (2010) – highlighted issues around Senior Pay, and the relativities with others in the organisation. The Policy Statement publishes these relativities, and CCBC is well within the advisory guidelines provided.
- 5.8 The Council pays the Foundation Living Wage rate. The previous rate was £9.30 per hour as covered in last year's Pay Policy. With effect from the 1 November 2020, this rate increased to £9.50 per hour. This report requests that Council agrees to pay that increase in hourly rate from the effective date and also any future increases to the hourly rate.

## 5.9 **Conclusion**

The Council has a legal requirement to publish a Pay Policy Statement by 31<sup>st</sup> March each year. The Pay Policy statement attached at Appendix 1 is a statement of fact of remuneration at the time of agreement by Council. National pay awards for 2021 / 22 are still subject to negotiation.

## 6. **ASSUMPTIONS**

6.1 There are no assumptions made within this report.

## 7. **LINKS TO RELEVANT COUNCIL POLICIES**

7.1 The remuneration of employees is an integral feature of our People Management Strategy and frameworks and is a fundamental feature of the employment relationship.

### 7.2 **Corporate Plan 2018-2023.**

The Pay Policy contributes towards or impacts the Corporate Well-being Objectives, as detailed below:

Objective 2 - Enabling employment

## 8. **WELL-BEING OF FUTURE GENERATIONS**

8.1 Having considered the five ways of working, the pay and grading structure contributes to the following Well-being Goal:

- A more equal Wales.

8.2 Payment of the Foundation Living Wage rate illustrates the Council's commitment to the prevention of poverty.

## 9. **EQUALITIES IMPLICATIONS**

9.1 There are no equalities implications, as the Pay Policy Statement 2021 / 22 is a statement of the remuneration arrangements with effect from 1<sup>st</sup> April 2021; therefore no specific Equalities Impact Assessment has been undertaken. All matters relating to pay and changes to terms and conditions are assessed for equalities issues prior to implementation.

9.2 In determining the pay and remuneration of all of its employees, the Council complies with all relevant employment legislation.

## 10. **FINANCIAL IMPLICATIONS**

10.1 Salaries are accounted for within core service revenue budgets. The national pay awards are still subject to agreement. Any increase in salaries will need to be funded

form the Council's Revenue Budget.

## **11. PERSONNEL IMPLICATIONS**

11.1 The personnel implications are included in the report.

## **12. CONSULTATIONS**

12.1 All consultation responses have been reflected in this report.

## **13. STATUTORY POWER**

13.1 Local Government Act 1972  
Localism Act 2011  
Local Government (Wales) Measure 2011  
Local Government (Wales) Act 2015  
The Council's Constitution

Author: Lynne Donovan, Head of People Services

Consultees: Cllr Philippa Marsden, Leader  
Cllr Sean Morgan, Deputy Leader and Cabinet Member for Economy & Enterprise  
Cllr Colin Gordon, Cabinet Member for Corporate Services  
Corporate Management Team  
Stephen Harris, Head of Financial Services & S151 Officer  
Robert Tranter, Head of Legal Services and Monitoring Officer  
Lisa Downey, HR Service Manager  
Shaun Watkins, HR Service Manager

Appendices:

Appendix 1 Pay Policy Statement 2021 / 22 (Version 10)

# Pay Policy Statement

Version:	<b>Version 10</b>
Policy Ratified by:	<b>Council</b>
Date:	<b>2 March 2021</b>
Area Applicable:	<b>All Caerphilly employees (including Agency Workers) except School contracted employees.</b>
Review Year	<b>Financial Year 2021 - 2022</b>
Impact Assessed	<b>Yes</b>



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## **1. Introduction & Purpose**

- 1.1 Under Section 112 of the Local Government Act 1972 the Council has the power 'to appoint officers on such reasonable terms and conditions as the Authority thinks fit'. This Pay Policy statement sets out Caerphilly CBC's approach to Pay Policy in accordance with the requirements of Section 38 to 43 of the Localism Act 2011. This requires English and Welsh Local Authorities to produce and publish a Pay Policy Statement for 2012 / 2013 and for each financial year after that, detailing:
- a) The Council's policies towards all aspects and elements of the remuneration of Chief Officers (Chief Officers are as defined in para 5.1 of this policy);
  - b) The approach to the publication of, and access to, information relating to all aspects of the remuneration of Chief Officers;
  - c) The Council's policy on the remuneration of its lowest paid employees (including the definition adopted and reasons for it);
  - d) The relationship between the remuneration of its Chief Officers and other employees.
- 1.2 Guidance regarding these matters was issued by Welsh Government and, in accordance with section 40 (2) of the Act, Local Authorities in Wales were required to have regard to this Guidance when performing their functions in preparing and approving Pay Policy statements. In December 2015, Welsh Government also published a framework document that set out a common set of high level principles and minimum standards for reporting arrangements of senior remuneration within the Welsh public sector (including local authorities).
- 1.3 In December 2016, the Staff Commission published "Advice and guidance on the Welsh Government Framework on 'Transparency of Senior Remuneration in the Devolved Welsh Public Sector'". This guidance replaced any previous guidance issued under section 40 of the Localism Act 2011.
- 1.4 Welsh Government also issued further guidance in December 2020 entitled "Pay Accountability in local government. What to include in local authority annual pay policy statements".
- 1.5 This is an update to the previous Pay Policy statement first issued in June 2012, and last updated with Council approval on 3 March 2020. This statement will come into immediate effect once fully endorsed by Council at its meeting on the 2 March 2021.
- 1.6 This pay policy statement needs to be placed in context. Caerphilly County Borough Council is a large complex organisation with a multi-million pound budget. CCBC year has a workforce of almost 8,300 employees and a combined revenue and capital budget for 2019/2020 of over £627.6 million. We are in addition the largest single employer based in the County Borough.
- 1.7 As an employer we have a very wide range of functions and are responsible for the provision of many essential services at a local level. The general approach to employee remuneration levels may therefore differ from one group of employees to another to reflect specific circumstances at a local, Welsh or UK national level. The approach also needs to be flexible when required to address a variety of changing circumstances, whether foreseeable or not.

## **2. Legislative Framework**

- 2.1 In determining the pay and remuneration of all of its employees, the Council will comply with all relevant employment legislation. This includes the Equality Act 2010, Part Time Employment (Prevention of Less Favorable Treatment) Regulations 2000, The Agency Workers Regulations 2010 and where relevant, the Transfer of Undertakings (Protection of Earnings) Regulations.
- 2.2 With regard to the Equal Pay requirements contained within the Equality Act 2010, the Council aims to ensure there is no pay discrimination within its pay structures and that all pay differentials can be objectively justified through the use of equality proofed Job Evaluation

mechanisms which directly relate salaries to the requirements, demands and responsibilities of the role.

### **3. Scope of the Pay Policy**

- 3.1 The Localism Act 2011 requires local authorities to develop and make public their Pay Policy on all aspects of Chief Officer remuneration (including on ceasing to hold office), and also in relation to the “lowest paid” in the Council, explaining their Policy on the relationship between remuneration for Chief Officers and other groups.
- 3.2 The provisions in the Localism Act 2011 which relate to Pay Policy statements only apply to employees directly appointed and managed by the Council. Employees who are appointed and managed by school Head Teachers/Governing Bodies are, therefore, not required to be included within the scope of Pay Policy statements. This reflects the unique employment legislation position whereby all schools employees are employed by the Local Authority but decisions about the appointment and management of such employees are mostly discharged by Head Teachers/Governing Bodies, as appropriate.

### **4. Pay Structure and Arrangements**

- 4.1 Caerphilly utilizes the Greater London Provincial Council (GLPC) Job Evaluation process, and uses the nationally negotiated pay spine referred to as the National Joint Council (NJC) for Local Government Services, as the basis for its local grading structure. Our localised Pay & Grading structure was achieved through a collective agreement with the Trade Unions, and implemented with effect from the 1<sup>st</sup> of April 2009. The Pay & Grading structure has been updated, through a collective agreement with the Trade Unions as a result of the NJC’s pay award for 2020/2021. In terms of Chief Officers, the council uses the Hay Job Evaluation process which allows the posts to be effectively benchmarked against the internal and external markets, as approved by Cabinet in 2004. These determine the salaries of the large majority of the non teaching workforce, together with the use of other nationally defined rates where relevant.
- 4.2 The Council employs Chief Officers under Joint Negotiating Committee (JNC) terms and conditions which are incorporated in their contracts. The JNC for Chief Officers negotiates on national (UK) annual cost of living pay increases for this group, and any award of same is determined on this basis. Chief Officers employed under JNC terms and conditions are contractually entitled to any national JNC determined pay rises and this Council will therefore pay these as and when determined in accordance with current contractual requirements.
- 4.3 The terms and conditions for Chief Executives are agreed by a separate body i.e. the Joint Negotiating Committee (JNC) for Chief Executives, which also negotiates on a national basis. Council, at the meeting held on 19<sup>th</sup> November 2019, agreed that all future nationally agreed pay awards for the Chief Executive would be approved automatically.
- 4.4 In addition to the NJC and JNC arrangements referred to above, the Council recognises other nationally negotiated arrangements including National Pay Grades under the Soulbury Agreement and the National Pay Grades under the JNC for Youth & Community Workers. The details of these scales are contained in Appendices A – D.
- 4.5 The Council also has in place local agreements achieved via collective agreements with the Trade Unions for these staff groups.
- 4.6 New appointments will normally be made at the minimum of the relevant grade, although this can be varied where necessary, subject to the approval of Head of Service. From time to time it may be necessary to take account of the external pay market in order to attract and retain employees with particular experience, skills and capacity. Where necessary, the Council will ensure the requirement for such is objectively justified by reference to clear and transparent

evidence of relevant market comparators, using appropriate data sources available from within and outside the local government sector and is incorporated in the Market Supplements Policy.

### **Pay Supplements**

- 4.7 All other pay related allowances are subject to either nationally or locally negotiated rates, that are determined in accordance with collective bargaining machinery and/or Council Policy. In determining its grading structure and setting remuneration levels for all posts, the Council takes account of the need to ensure value for money against the ability to recruit and retain appropriately skilled and experienced employees that can deliver high quality services to the public.
- 4.8 The Council has committed itself to being a Living Wage Employer. The previous Living Wage rate was £9.30 per hour as covered in last year's Pay Policy. With effect from 1st November 2020 this rate was increased to £9.50 per hour. The Council will therefore continue to pay the difference between the relevant Spinal Column Point (NJC SCP's 1 and 2 are affected) as a supplement. This supplement is included in the hourly rate as pensionable pay. This is demonstrated in the Council's NJC pay scales as provided in Appendix A.

### **Honoraria / Acting Up arrangements**

- 4.9 Periodically individuals may be assigned temporary duties or responsibilities over and above their normal role. The Council operates its Acting Up and Honoraria Schemes to ensure that individuals are appropriately remunerated in accordance with the evaluation policy that applies to their terms and conditions.

### **Early Retirement, Voluntary Severance & Redundancy**

- 4.10 The Council has agreed policies in relation to Early Retirement by Mutual Consent, Redundancy and Voluntary Severance. Any cost to the Council for employees to leave its employment with unreduced access to pension (except for compulsory redundancy) must be agreed by the Pensions Compensation Committee i.e. the group of Elected Members with delegated powers to approve such payments. The schemes are in accordance with Regulations 5 and 6 of the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2006 and Regulations 12 and 13 of the Local Government Pension Scheme (Benefits, Membership and Contribution) Regulations 2007. All these Policies (except compulsory redundancy) are underpinned by the requirement for a robust business case which balances service delivery with cost and with Head of Service, Director, Section 151 Officer and Head of People Services approval. The Policies are all available on the HR Portal via the following links:

<http://sc-aptdken1/KENTICO/Departments/HR/Policies-Procedures/Early-Retirement-By-Mutual-Consent-On-The-Grounds.aspx>

<http://sc-aptdken1/KENTICO/Departments/HR/Policies-Procedures/Redundancy-Scheme.aspx>

<http://sc-aptdken1/KENTICO/Departments/HR/Policies-Procedures/Voluntary-Severance-Scheme.aspx>

- 4.11 The Council is the major employer in the area. Indeed, a majority of the employees who work for the Council live within Caerphilly County Borough. As such, the Council must have regard to its role in improving the economic well-being of the people of the County Borough.
- 4.12 The availability of good quality employment on reasonable terms and conditions and fair rates of pay has a beneficial impact on the quality of life in the community as well as on the local economy. The Council also has a role in setting a benchmark on pay and conditions for other employers in the area for the same reasons.

4.13 The Council is committed to working in partnership with its recognised Trade Unions in relation to all pay and conditions of service matters. The 2009 and 2019 Collective Agreements to achieve our Pay & Grading Structures were achieved with the support of our Trade Union partners. We continue to review the impacts of the Medium Term Financial Plan on our workforce.

### **Mileage**

4.14 The mileage rate is currently 45p per mile in accordance with the HMRC approved exempt amount.

## **5. Chief Officer Remuneration**

### **5.1 Definitions of Chief Officer / Pay Levels**

5.1.1 For the purposes of this Pay Policy statement, "Chief Officers" are as defined within Section 43 of the Localism Act. The table below details the current numbers of Chief Officers:

<b>Post Title</b>	<b>Number of posts</b>
Chief Executive	1
Director	3
Head of Service	13 (12 x Grade A 1 x Grade B)

N.B. There are also 3 Hay Grade B posts that are not designated as Heads of Service.

5.1.2 The gender make up of the Chief Officers is 7 females and 10 males.

5.1.3 At the meeting held on 19<sup>th</sup> November 2019, Council agreed the recruitment to the post of Chief Executive on a permanent basis on a spot salary of £140,000 per annum. This has now been subject to a national pay award with effect from 1<sup>st</sup> April 2020.

5.1.4 The pay structure for Chief Officers is as follows:-

- Corporate Directors - The salary of the post falls within a range of four incremental points between £117,115 rising to a maximum of £130,128 per annum;
- Heads of Service (Band A) - The salary of the post fall within a range of four incremental points between £89,391 rising to a maximum of £99,323 per annum
- Heads of Service (Band B) - The salary of the post fall within a range of four incremental points between £69,071 rising to a maximum of £76,747 per annum
- No bonus or performance-related pay mechanism is applicable to any Chief Officers' pay.

5.1.5 As per the decision at Council on 17<sup>th</sup> January 2013, the higher band A+ was not been used during the period of the previous administration and neither was the issue of Chief Officer pay revisited. It has not been reviewed since that administration period has passed and any future proposals in relation to Chief Officer pay would require a decision by Full Council.

### **5.2 Recruitment of Chief Officers**

5.2.1 The Council's Policy and Procedures with regard to the recruitment of Chief Officers is contained within the Officer Employment Procedure Rules as set out in Part 4 of the Council's Constitution.

- 5.2.2 The determination of the remuneration to be offered to any newly appointed Chief Officer will be in accordance with the pay structure and relevant Council policies in place at the time of recruitment.
- 5.2.3 Where the Council is unable to recruit a Chief Officer under a contract of service, or there is a need for support for a specific project or to provide cover for a vacant substantive Chief Officer post, the Council will, where necessary, consider engaging individuals under “contracts for service”. These will be sourced through a relevant procurement process (in accordance with standing orders and financial regulations), ensuring the Council is able to demonstrate value for money from competition in securing the relevant service. There are however no current examples of this arrangement.
- 5.2.4 Welsh Government recommends in addition to agreeing the parameters for setting the pay of Chief Officers, full Council should be offered the opportunity to vote on large salary packages that are to be offered in respect of new appointments in accordance with their agreed pay policy statements. The Welsh Ministers consider £100,000 is the right level for that threshold.
- 5.2.5 For this purpose, salary packages should be consistent with the categories defined for remuneration in the Accounts and Audit (Wales) Regulations 2014. This will include salary, bonuses, fees, allowances routinely payable, any expenses allowance chargeable to UK income tax, the relevant authorities’ contribution to the officer’s pension and any other benefits in kind to which the officer is entitled as a result of their employment.
- 5.2.6 There is a requirement to specifically consult the Independent Remuneration Panel on any intention to change the salary of the Head of Paid Service (in our case the Chief Executive) or Chief Officers that are not in keeping with changes applied to other officers of the authority. The Council is then required to give due regard to their recommendations on the salary of the Head of Paid Service or Chief Officer prior to considering any changes.

### **5.3 Additions to Salary of Chief Officers**

- 5.3.1 In addition to basic salary, set out below are details of other elements of Chief Officer remuneration:
- The Council pays a standard mileage rate of 45p pence per mile to Chief Officers (consistent with all other employees) with effect from the 1 July 2015, where the Chief Officer uses their private vehicle on Council business. The Council also reimburses any other reasonable expenses, incurred by the Chief Officer on behalf of the Council whilst on Council business, on production of receipts and in accordance with JNC conditions and other local conditions
  - The cost of registration with a regulatory body if there is a requirement to be registered in order to practice and undertake their specific job role. This currently only applies to the post of Head of Legal Services & Monitoring Officer.
- 5.3.2 The Council has a statutory duty to appoint a Returning Officer for specified Elections and Referenda. The post of Chief Executive holds responsibility to be the Returning Officer for the Council for all Elections held within the County Borough. The Returning Officer is personally responsible for a wide range of functions in relation to the conduct of Elections and Referenda and is paid for discharging these functions in accordance with prescribed fees. The prescribed fees for Caerphilly County Borough Elections are attached in Appendix F. Fees for other organisation's elections are not determined by or paid for by the Council, e.g. Welsh Government set the fees for their election etc. All the Returning Officer's payments in any election are publicised as part of the council accounts on an annual basis.

## **5.4 Payments on Termination**

- 5.4.1 The Council's approach to statutory and discretionary payments on termination of employment of Chief Officers, prior to reaching normal retirement age, is set out within its policy statement in accordance with Regulations 5 and 6 of the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2006 [and if adopted] Regulations 12 and 13 of the Local Government Pension Scheme (Benefits, Membership and Contribution) Regulations 2007. For clarity the Authority does not provide any augmentation ("added years") of pension, in its payments on termination.
- 5.4.2 Any other payments falling outside the provisions or the relevant periods of contractual notice shall be subject to a formal decision made in accordance with the Scheme of Delegation as contained within the Council's Constitution.
- 5.4.3 Full Council will be required to approve any severance package in excess of the current threshold determined by Welsh Ministers at £100,000. Members will be advised of any contractual or statutory elements of the severance package, along with the consequences of withholding these from an employment law context.

## **6. Publication**

- 6.1 This is an update of the Pay Policy Statement. This statement will come into effect, once fully endorsed by Council in March 2021.
- 6.2 In addition, the Accounts and Audit (Wales) Regulations 2014 require the Authority to disclose the following information in respect of remuneration in its annual Statement of Accounts:
- The number of employees whose remuneration, excluding pension contributions, was greater than £60,000
  - The remuneration and the components of remuneration for statutory chief officers and designated head of paid service who have responsibility for the management of the Authority
  - The total number and cost of exit packages
  - The remuneration ratio between the Chief Executive and the median remuneration of all employees.

## **7. Pay Relativities within the Council**

- 7.1 The "lowest paid" persons employed under a contract of employment with the Council are employed at the new Living Wage (Foundation) rate of £9.50 per hour. All roles within our grading structure previously paid in accordance with the spinal column point 1 (SCP 1) and spinal column point 2 (SCP 2) of the NJC pay spine for Local Government Services employees, receive a supplement to make the rate £9.50 per hour. As at 1 November 2020, this is £18,328 (Full Time Equivalent Earnings) per annum for a 37 hour standard working week
- 7.2 The relationship between the rate of pay for the "lowest paid" employees and the Council's Chief Officers is regulated by the processes used for determining pay and grading structures as set out in this Pay Policy Statement.
- 7.3 The statutory guidance under the Localism Act recommends the use of pay multiples as a means of measuring the relationship between pay rates across the workforce and that of senior managers, as included within the Hutton "Review of Fair Pay in the Public Sector" (2010).

- 7.4 Will Hutton was asked by the UK Government to explore the case for a fixed limit on dispersion of pay through a requirement that no public sector manager can earn more than 20 times the lowest paid person in the organization. Hutton concluded that the relationship to median earnings was a more relevant measure and the Government's Code of Recommended Practice on Data Transparency recommends the publication of the ratio between the highest rate of pay and the median average pay of the whole of the Council's workforce (but excluding teachers and other employees appointed and managed by schools, in the case of local authorities).
- 7.5 The salary utilised for the Chief Executive calculations of all the pay multiple data is £143,850 i.e. the salary of the Chief Executive.

#### **Pay Multiple Data**

The data for the Authority is contained in the table below:

<b>Salary Multiple</b>	<b>Ratio</b>
the multiple between the annual salary of the lowest paid Council employee and the Chief Executive (full-time equivalent basis) as a ratio	1 : 8.02
the multiple between the annual salary of the lowest paid Council employee and the average Chief Officer (full-time equivalent basis) as a ratio	1 : 5.54
the multiple between median earning of Council employees and the Chief Executive (full-time equivalent basis) as a ratio	1 : 6.61
the multiple between median earning of Council employees and the average Chief Officer (fulltime equivalent basis) as a ratio	1 : 4.57

- 7.6 As part of its overall and ongoing monitoring of alignment with external pay markets, both within and outside the sector, the Council will use available salary benchmarking information as appropriate.

### **8. Accountability and Decision Making**

- 8.1 In accordance with the Constitution of the Council, the Chief Executive is responsible for decision-making in relation to the recruitment, pay (apart from those detailed in 8.2), conditions of service and severance arrangements for all employees of the Council, except Teachers, as their main pay and conditions of service are determined on a legislative basis by Welsh Government.

- 8.2 The Council will set remuneration for the Chief Executive and Chief Officers (as defined in paragraph 5.1.2).

- 8.3 The Council has established a delegated Sub Committee i.e. the Pensions Compensation Committee, to consider any requests by employees to leave the employment of the Council with unreduced access to pension with a cost to the Council (except compulsory redundancy), that are supported by the agreed business case process.

### **9. Re-Employment**

- 9.1 No Chief Officer, or any other employee, who leaves the employment of the Council on the grounds of early retirement, severance or voluntary redundancy will be later re-employed as an employee of the Council or contracted under a "contract of service" (as per 5.2.3), without the express permission of the Chief Executive in consultation with the Cabinet Member for Corporate Services. Where the re-employment is regarding the post of the Chief Executive or a Chief Officer (as defined in paragraph 5.1.1), this decision will require full Council approval.

- 9.2 An exception to this occurs where an employee leaves under an agreed Flexible Retirement arrangement, where their ongoing employment is approved as part of the business case for release of accrued pension benefits.

## **10. Reviewing the Policy**

- 10.1 This Pay Policy outlines the current position in respect of remuneration within the Council and it will be reviewed at least annually and reported to full Council, to ensure that it meets the principles of fairness, equality, accountability and value for money for the authority and its residents.



**Appendix A NJC Pay Structure with effect from 1 April 2021**

<b>GRADE</b>	<b>SCP</b>	<b>1 April 20</b>	<b>Living Wage 1 Nov 20</b>
<b>Grade 1</b>	1	£17,842	£18,328
<b>Grade 2</b>	2	£18,198	£18,328
<b>Grade 3</b>	3	£18,562	
	4	£18,933	
<b>Grade 4</b>	5	£19,312	
	6	£19,698	
<b>Grade 5</b>	7	£20,092	
	8	£20,493	
	9	£20,903	
	10	£21,322	
	11	£21,748	
<b>Grade 6</b>	12	£22,183	
	13	£22,627	
	14	£23,080	
	15	£23,541	
	16	£24,012	
	17	£24,491	
<b>Grade 7</b>	18	£24,982	
	19	£25,481	
	20	£25,991	
	21	£26,511	
	22	£27,041	
	23	£27,741	
<b>Grade 8</b>	24	£28,672	
	25	£29,577	
	26	£30,451	
	27	£31,346	
<b>Grade 9</b>	28	£32,234	
	29	£32,910	
	30	£33,782	
	31	£34,728	
<b>Grade 10</b>	32	£35,745	
	33	£36,922	
	34	£37,890	
	35	£38,890	
<b>Grade 11</b>	36	£39,880	
	37	£40,876	
	38	£41,881	
	39	£42,821	
<b>Grade 12</b>	40	£43,857	
	41	£44,863	
	42	£45,859	
	43	£46,845	

**Notes:** The Living Wage rate applies from 1<sup>st</sup> November 2020.

## Appendix B Soulbury Pay Structure with effect from 1 April 2021

<b>EDUCATIONAL PSYCHOLOGISTS – SCALE A</b>		
Spine Point	Salary (from 1 Sep 2019)	Salary (from 1 Sep 2020)
1	£37,175	£38,197
2	£39,062	£40,136
3	£40,949	£42,075
4	£42,834	£44,012
5	£44,721	£45,951
6	£46,607	£47,889
7	£48,383	£49,714
8	£50,159	£51,538
9	£51,822*	£53,247*
10	£53,488*	£54,959*
11	£55,040*	£56,554*

### Notes:

1. Pay scales to consist of 6 consecutive points, based on the duties and responsibilities attaching to posts and the need to recruit, retain and motivate staff.
2. \* Extension to scale to accommodate structured professional assessment points.

<b>SENIOR / PRINCIPAL EDUCATIONAL PSYCHOLOGISTS – SCALE B</b>		
Spine Point	Salary (from 1 Sep 2019)	Salary (from 1 Sep 2020)
1	£46,607	£47,889
2	£48,383	£49,714
3	£50,159*	£51,538*
4	£51,822	£53,247
5	£53,488	£54,959
6	£55,040	£56,554
7	£55,678	£57,209
8	£56,869	£58,433
9	£58,050	£59,646
10	£59,251	£60,880
11	£60,428	£62,090
12	£61,628	£63,323
13	£62,849	£64,577
14	£64,029**	£65,790**
15	£65,266**	£67,061**
16	£66,490**	£68,318**
17	£67,723**	£69,585**
18	£68,954**	£70,850**

### Notes:

1. Pay scales to consist of not more than four consecutive points, based on the duties and responsibilities attaching to posts and the need to recruit, retain and motivate staff.
2. \* Normal minimum point for the Principal Educational Psychologist undertaking the full range of duties at this level.
3. \*\* Extension to range to accommodate discretionary scale points and structured professional assessments
4. Principals are paid on a 4 point scale 8 - 14 (this includes 3 spa points)

<b>TRAINEE EDUCATIONAL PSYCHOLOGISTS</b>		
Spine Point	Salary (from 1 Sep 2019)	Salary (from 1 Sep 2020)
1	£23,884	£24,541
2	£25,632	£26,337
3	£27,378	£28,131
4	£29,128	£29,929
5	£30,875	£31,724
6	£32,623	£33,520

<b>ASSISTANT EDUCATIONAL PSYCHOLOGISTS</b>		
Spine Point	Salary (from 1 Sep 2019)	Salary (from 1 Sep 2020)
1	£29,359	£30,166
2	£30,559	£31,399
3	£31,757	£32,630
4	£32,950	£33,856

<b>EDUCATION IMPROVEMENT PROFESSIONALS</b>		
Spine Point	Salary (from 1 Sep 2019)	Salary (from 1 Sep 2020)
1	£35,444	£36,419
2	£36,713	£37,723
3	£37,912	£38,955
4	£39,127	£40,203
5	£40,334	£41,443
6	£41,542	£42,684
7	£42,811	£43,988
8	£44,032*	£45,243*
9	£45,455	£46,705
10	£46,724	£48,009
11	£47,976	£49,295
12	£49,188	£50,541
13	£50,561**	£51,951**
14	£51,785	£53,209
15	£53,137	£54,598
16	£54,359	£55,854
17	£55,585	£57,114
18	£56,788	£58,350
19	£58,029	£59,625
20	£58,670***	£60,283***
21	£59,902	£61,549
22	£60,976	£62,653
23	£62,158	£63,867
24	£63,218	£64,956
25	£64,351	£66,121
26	£65,457	£67,257
27	£66,588	£68,419
28	£67,734	£69,597
29	£68,883	£70,777
30	£70,030	£71,956
31	£71,167	£73,124
32	£72,322	£74,311
33	£73,477	£75,498
34	£74,661	£76,714
35	£75,841	£77,927
36	£77,055	£79,174
37	£78,250	£80,402

38	£79,457	£81,642
39	£80,648	£82,866
40	£81,838	£84,089
41	£83,035	£85,318
42	£84,230	£86,546
43	£85,424	£87,773
44	£86,624	£89,006
45	£87,821	£90,236
46	£89,020	£91,468
47	£90,224	£92,705
48	£91,416****	£93,930***
49	£92,613****	£95,160***
50	£93,812****	£96,392***

\*normal minimum point for EIP undertaking the full range of duties at this level.

\*\*normal minimum point for senior EIP undertaking the full range of duties at this level.

\*\*\*normal minimum point for leading EIP undertaking the full range of duties at this level.

\*\*\*\* extension to range to accommodate structured professional assessments.

**Appendix C JNC Youth and Community Workers Pay Structure with effect from 1 April 2021**

<b>YOUTH AND COMMUNITY SUPPORT WORKER</b>		
Spine Point	Salary (from 1 Sep 2019)	Salary (from 1 Sep 2020)
3	£18,117	£18,615
4	£18,431	£18,938
5	£18,791	£19,308
6	£19,106	£19,631
7	£19,389	£19,922
8	£20,038	£20,589
9	£20,865	£21,439
10	£21,512	£22,104
11	£22,558	£23,178
12	£23,580	£24,228
13	£24,636	£25,313
14	£25,729	£26,437
15	£26,474	£27,202
16	£27,252	£28,001
17	£28,017	£28,787

<b>YOUTH AND COMMUNITY SUPPORT WORKER (SENIOR)</b>		
Spine Point	Salary (from 1 Sep 2019)	Salary (from 1 Sep 2020)
13	£24,636	£25,313
14	£25,729	£26,437
15	£26,474	£27,202
16	£27,252	£28,001
17	£28,017	£28,787
18	£28,787	£29,579
19	£29,551	£30,364
20	£30,318	£31,152
21	£31,179	£32,036
22	£32,155	£33,039
23	£33,105	£34,015
24	£34,060	£34,997
25	£35,022	£35,985
26	£35,983	£36,973
27	£36,945	£37,961
28	£37,918	£38,961
29	£38,884	£39,953
30	£39,851	£40,947
31	£40,503*	£41,617*
32	£41,575*	£42,718*

\*Discretionary Points

## Appendix D JNC Senior Management Pay Structure with effect from 1 April 2021

All of the levels in the grading structure are linked to their evaluation under the Job Evaluation deployed for Senior roles i.e. Hay. This currently comprises of the Chief Executive, Deputy Chief Executive & Directors posts, and 6 further bands from A+ to E. Band A & B are Heads of Service and band C - E covers all other senior posts in the JNC arrangements.

	Increment 1	Increment 2	Increment 3	Increment 4
Chief Executive	143,850	N/A	N/A	N/A
Deputy Chief Executive	130,042	134,853	139,666	144,490
Director	117,115	121,449	125,780	130,128
Band A+ Heads Of Service	99,764	103,455	107,148	110,850
Band A - Heads Of Service	89,391	92,699	96,005	99,323
Band B	69,071	71,627	74,183	76,747
Band C	54,131	55,935	57,738	59,546
Band D	48,011	49,613	51,215	52,812
Band E	42,781	43,762	44,736	45,696

In accordance with the decision of Council on 19 November 2019:

- The post of Chief Executive has a spot salary
- The post of Deputy Chief Executive be removed from the Council's organisational structure

In accordance with the decision of Council on 17 January 2013:

- There are no Officers employed currently in the Band A+

## Appendix E All Employee Groups - Main Conditions of Service

<b>ANNUAL LEAVE</b>	
<ul style="list-style-type: none"> <li>Chief Executive &amp; Directors (JNC)</li> </ul>	33 days pa (No access to flexi leave)
<ul style="list-style-type: none"> <li>Chief Officers (JNC)</li> <li>NJC</li> <li>Soulbury</li> </ul>	<p>28 days pa 24 days pa rising to 28 days after 5 years' service. 24 days pa rising to 28 days after 5 years' service.</p> <p>Where relevant individual employees are members of the flexible working hours scheme, they are entitled to 6 days flexi leave per 12 week period.</p>
<ul style="list-style-type: none"> <li>Youth &amp; Community Workers</li> </ul>	24 days pa rising to 28 days after 5 years' service.
<b>HOURS OF WORK</b>	
<ul style="list-style-type: none"> <li>Chief Executive (JNC)</li> <li>Chief Officers (JNC)</li> <li>NJC</li> <li>Soulbury</li> <li>Youth &amp; Community Workers</li> </ul>	Standard working week is 37 hours, unless contractually employed on set hours.
<b>OVERTIME PAYMENTS</b>	
<ul style="list-style-type: none"> <li>Chief Executive (JNC / Hay)</li> <li>Chief Officers (JNC / Hay)</li> </ul>	None
<ul style="list-style-type: none"> <li>NJC</li> <li>Soulbury</li> <li>Youth and Community Workers</li> </ul>	<p>All employees who are required to work additional hours beyond the 37 hour working week (or beyond their contracted working pattern that averages a 37 hour working week (e.g. rota/annualized hours) are entitled to receive enhancements at the rate of basic pay at time and a half except for Public and Extra Statutory holidays where basic pay at double time will be paid.</p> <p>Part-time employees are entitled to these enhancements only at times and in circumstances in which full-time employees would qualify. Otherwise a part-time employee shall work a full working week (i.e. 37 hours) before these enhancements apply.</p> <p>Employees required to work on an a Public and / or extra bank holiday as part of their normal working week shall, in addition to the normal pay for that day, be paid at plain time for all hours worked and will, in addition, receive a day's leave in lieu on each day.</p> <p>Employees required to work on a Public or extra bank holiday on their rest day shall be paid at double time for all hours worked and will, in addition, receive a day's leave in lieu on each day.</p>

<b>SICK PAY SCHEME</b>	
<ul style="list-style-type: none"> <li>• Chief Executive (JNC / Hay)</li> <li>• Chief Officers (JNC / Hay)</li> <li>• NJC</li> <li>• Soulbury</li> <li>• Youth &amp; Community Workers</li> </ul>	<p>During 1<sup>st</sup> year of service – 1 month's full pay and (after completing 4 months service), 2 months half pay.</p> <p>During 2<sup>nd</sup> year of service – 2 months full pay and 2 months half pay.</p> <p>During 3<sup>rd</sup> year of service – 4 months full pay and 4 months half pay.</p> <p>During 4<sup>th</sup> and 5<sup>th</sup> year of service – 5 months full pay and 5 months half pay.</p> <p>After 5 years' service – 6 months full pay and 6 months half pay.</p>
<b>PENSION PAYMENTS</b>	
<ul style="list-style-type: none"> <li>• Chief Executive (JNC / Hay)</li> <li>• Chief Officers (JNC / Hay)</li> <li>• NJC</li> <li>• Soulbury</li> <li>• Youth &amp; Community Workers</li> </ul>	<p>All employees are eligible to pay in to the Local Government Pension Scheme (LGPS). The rate of contributions employees and employers contribute is based on pensionable earnings. The scheme administrator confirms the pay bands and contribution rates on an annual basis.</p>



## Appendix F

### CAERPHILLY COUNTY BOROUGH COUNCIL - LOCAL ELECTION FEES

#### A) RETURNING OFFICERS FEE

For conducting the Election(s) giving the prescribed Notices, preparing and supplying Nomination papers, deciding on validity, appointing and remunerating staff, arranging and / or conducting the Poll, conducting the Count, declaring the result(s), making all necessary returns and generally performing all the duties which a Returning Officer is required to do under the Representation of the People Acts and Regulations – including all payments, disbursements and expenses as may be necessary.

<b>1) <u>CONTESTED ELECTIONS</u></b>	<b>1/4/2021</b>
For each Electoral Division / Community Ward	£
For each 1000 Electors (or part)	85.47
For next 1000 Electors (or part)	48.62
For every subsequent 250 Electors (or part)	16.42
<b>2) <u>UNCONTESTED ELECTIONS</u></b>	
For each uncontested Division / Ward	77.47
<b>3) <u>POSTAL VOTES – (Supervision)*</u> to be paid to DRO and or Asst. DRO's</b>	
<b>*NB – in this event no fee should be claimed by the DRO or Asst. DRO's from the clerical fund for these duties.</b>	
Issue (for each paper)	0.34p
<i>(minimum per Division / Ward)</i>	<i>(25.90)</i>
<i>(minimum per casual vacancy)</i>	<i>(74.84)</i>
Receipt (for each paper)	0.34p
<i>(minimum per Division / Ward)</i>	<i>(25.90)</i>
<i>(minimum per casual vacancy)</i>	<i>(74.84)</i>
<b>4) <u>POLL CARDS (Supervision)*</u> to be paid to DRO and or Asst. DRO as above</b>	
Per 1000 or part issued	31.31
<i>(minimum per casual vacancy)</i>	<i>44.71</i>

Gadewir y dudalen hon yn wag yn fwriadol



## COUNCIL – 2<sup>ND</sup> MARCH 2021

**SUBJECT: CHANGES TO THE CONSTITUTION TO REFLECT THE INCLUSION OF THE SOCIO-ECONOMIC DUTY IN THE REPORT TEMPLATE**

**REPORT BY: HEAD OF LEGAL SERVICES AND MONITORING OFFICER**

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### **1. PURPOSE OF REPORT**

- 1.1 To inform Council of the changes proposed to the Report Template as a result of the implementation of the Socio-economic Duty which will come into force on 31<sup>st</sup> March 2021.
- 1.2 To seek approval for the Head of Legal Services and Monitoring Officer to amend the Constitution to incorporate the updated Report Template.

### **2. SUMMARY**

- 2.1 To seek approval for the Head of Legal Services and Monitoring Officer to amend the Constitution to incorporate the amended report template attached at Appendix 1.

### **3. RECOMMENDATIONS**

Council is asked to

- 3.1 Note and endorse the changes to the report template at Appendix 1 and authorise the Head of Legal Services and Monitoring Officer to update the Constitution to incorporate the new template including the inclusion of the final version of the full Integrated Impact Assessment.

### **4. REASONS FOR THE RECOMMENDATIONS**

- 4.1 To comply with the requirements of the socio-economic duty and to make changes to the Constitution.

## 5. THE REPORT

- 5.1 The current Report Template is contained within Part 4 of the Council's Constitution as an Appendix to the Executive Procedure Rules and was last updated in December 2018.
- 5.2 The content of the report template has now been reviewed and updated as a result of the Socio-economic Duty which is set out in section 1 of the Equality Act 2010 and which will be brought into force on 31<sup>st</sup> March 2021.
- 5.3 The overall aim of the duty is to deliver better outcomes for those who experience socio-economic disadvantage. The Socio-economic Duty will support this through ensuring that those taking strategic decisions:
- take account of evidence and potential impact
  - through consultation and engagement
  - understand the views and needs of those impacted by the decision, particularly those who suffer socio-economic disadvantage
  - welcome challenge and scrutiny
  - drive a change in the way that decisions are made and the way that decision makers operate
- 5.4 Although there is no reporting requirement associated with the duty, it is for relevant bodies to evidence how they are meeting the statutory requirement. It is recommended that relevant public bodies evidence a clear audit trail for all decisions made under the 2010 Act, using existing processes, such as impact assessment processes and systems for engagement.
- 5.5 To factor in how we evidence this requirement, we have revised the existing **Equality Impact Assessment** (EIA) form, which is now called the **Integrated Impact Assessment** (IIA) form. The IIA includes the following sections and assesses the impact (positive, negative or neutral) a proposal has on:
- Equalities\*
  - Socio-economic Duty (when the proposal is of a strategic nature)
  - Corporate Plan – Well-being Objectives\*
  - Links to any other relevant Council Policy\*
  - Sustainable Development Principles – The Five Ways of Working\*
  - Well-being of Future Generations\*
  - Welsh language
  - Statutory Consultation v Doctrine of Legitimate Expectation and Gunning Principles
- 5.6 In order to reflect the aforementioned changes, the starred (\*) sections listed above will now be removed from the Corporate Reporting Template and instead a new section entitled **Summary of Integrated Impact Assessment** will be added to the Report Template. This new section will be populated with a summary of the IIA (see section 12 of IIA), where the author is asked to give reasons on their decision regarding the proposal and include the key findings, impacts identified, mitigation, data used etc. The IIA will be hyperlinked into this section of the report so that the reader can see the IIA in full. The IIA attached to this report is the subject of officer training throughout March and as such members are advised that there may be

minor changes to the final version which will be implemented on 31<sup>st</sup> March and attached to the Report Template for use.

## **5.7 Conclusion**

Council is asked to note the changes to the Report Template and to authorise the Head of Legal Services and Monitoring Officer to make the necessary changes to the Constitution.

## **6. ASSUMPTIONS**

6.1 It has not been necessary to make any assumptions as part of this report.

## **7. LINKS TO RELEVANT COUNCIL POLICIES**

7.1 The requirement to establish and maintain the Council's Constitution is set out in the Local Government Act 2000 and contributes the following Well-Being Goals within the Well-Being of Future Generations Act (Wales) 2015 as it sets out how the Council operates, how decisions are made and the procedures which are followed to ensure that these are efficient, transparent and accountable to local people. It sets the framework for the decision-making roles and responsibilities which will impact on future generations.

- A prosperous Wales
- A resilient Wales
- A healthier Wales
- A more equal Wales
- A globally responsible Wales
- A Wales of cohesive communities
- A Wales of vibrant culture and thriving Welsh language

## **8. WELL-BEING OF FUTURE GENERATIONS**

8.1 This report contributes to the Well-Being Goals as set out in Links to Strategy above. It is consistent with the five ways of working as defined within the sustainable development principle in the Act in that the Constitution sets out a clear framework for how the Council operates in particular the decision making responsibilities which will consider the positive and negative impacts on future generations, long term resilience, economic, environmental and social capital.

## **9. EQUALITIES IMPLICATIONS**

9.1 There are no equalities implications arising from this report

## **10. FINANCIAL IMPLICATIONS**

10.1 There are no financial implications arising from this report

## **11. PERSONNEL IMPLICATIONS**

- 11.1 There are no personnel implications arising from this report, however report authors will receive the necessary training in order to implement the changes to the report template.

## **12. CONSULTATIONS**

- 12.1 Consultation has taken place as outlined below and any comments received have been reflected in this report.

## **13. STATUTORY POWER**

- 13.1 Local Government Acts 1972 -2021  
Equality Act 2010

Author: Lisa Lane Head of Democratic Services and Deputy Monitoring Officer

Consultees: Robert Tranter Head of Legal Services and Monitoring Officer  
Christina Harray Chief Executive  
Richard (Ed) Edmunds Corporate Director Education and Corporate Services  
Dave Street Corporate Director Social Services and Housing  
Mark S Williams Interim Corporate Director of Communities  
Kathryn Peters Corporate Policy Manager  
Anwen Cullinane Senior Policy Officer Equalities, Welsh Language and Consultation  
Cllr Colin Gordon Cabinet Member Corporate Services

Background Papers: Report to Council 13<sup>th</sup> December 2018 - Proposed Changes to the Constitution

Appendices:

Appendix 1 Updated report template with Integrated Impact Assessment attached



## NAME OF COMMITTEE – DATE – ARIAL 15

NOT FOR PUBLICATION BY VIRTUE OF PARAGRAPH      OF PART 4,  
SCHEDULE 12A OF THE LOCAL GOVERNMENT ACT 1972

Above paragraph to be included if report is to be exempt

PAGE SET UP 0.7 TOP, BOTTOM, LEFT AND RIGHT

FONT FOR REPORT - ARIEL 11

SUBJECT:                      ARIEL 12

REPORT BY: ARIEL 12

### 1.      PURPOSE OF REPORT - HEADINGS ARIEL 11

- 1.1      This section should contain a brief statement as to the purpose of the report (e.g. to recommend to Members that they decide to .....). If this is a report for a scrutiny committee that is to be referred to Cabinet for decision, there must be included within this section a sentence which explains that the report is seeking the views of Members prior to its presentation to Cabinet.

### 2.      SUMMARY

- 2.1      All reports **must** include a short summary of the report. With the expectation the relevant cabinet member will present the report at cabinet or council, the cabinet member will use this section to explain the report.

### 3.      RECOMMENDATIONS

- 3.1      This section would set out the recommendations of the Director concerned.

### 4.      REASONS FOR THE RECOMMENDATIONS

- 4.1      The minutes record the reasons for making any decisions reached. It is therefore essential that reports set out clear "reasons" for making the decision as recommended.

### 5.      THE REPORT

5.1 The precise nature of this part of the report will vary from one issue to another and according to the background info which needs to be provided. The section should set out what options are available to the decision maker and why the option recommended for approval has been chosen.

## 5.2 **Conclusion**

Pulls together any themes running through the report/rounding up the issues referenced in the main body of the report section and which option is recommended for approval.

## 6. **ASSUMPTIONS**

6.1 This section should set out what assumptions have been made in proposing the recommendations in the report. The assumptions could include, amongst other things, inflation, costs, expenditure, population, policy, service demand etc. If no assumptions have been made or were thought necessary, then this should be stated.

## 7. **SUMMARY OF INTEGRATED IMPACT ASSESSMENT**

7.1 In this section please copy the summary you have included in Section 12 of the Integrated Impact Assessment (IIA) 'Reason(s) for Recommendation'. This summary should conclude the key points raised by the IIA, including what it tells you, what data/evidence you used, any significant impacts identified and how any negative impacts (if any) were mitigated.

If your report is an **Information Only** item then a completed IIA is not necessary at this stage, however an IIA must be drafted when the proposal/project reaches the formative stage and then updated as the proposal/project develops. A completed IIA must be included in any final reports going forward for a decision. The IIA should be included as a hyperlink which will require a request to IT Helpdesk for it to be created.

**[Link to full Integrated Impact Assessment**

<http://sc-aptdken1/KENTICO/Departments/Equalities-and-Welsh-Language/Socio-Economic-Duty.aspx>

## ~~7. **LINKS TO RELEVANT COUNCIL POLICIES**~~

~~7.1 Set out here which of the council's policies are relevant to the decision being requested.~~

## ~~7.2 **Corporate Plan 2018-2023.**~~

~~This section shows how the report content (project, proposal, information or decision) contributes towards or impacts the Corporate Well-being Objectives, which are:~~

~~Objective 1 – Improve education opportunities for all~~

~~Objective 2 – Enabling employment~~



~~Objective 3 – Address the availability, condition and sustainability of homes throughout the county borough and provide advice, assistance or support to help improve people’s well-being~~

~~Objective 4 – Promote a modern, integrated and sustainable transport system that increases opportunity, promotes prosperity and minimises the adverse impacts on the environment~~

~~Objective 5 – Creating a county borough that supports a healthy lifestyle in accordance with the sustainable Development Principle within the Wellbeing of Future Generations (Wales) Act 2015~~

~~Objective 6 – Support citizens to remain independent and improve their well-being. The objectives are high-level themes and each have several outcomes that sit underneath them, (36 in total) so it may benefit the author to look at the outcomes within the plan to understand the cross-cutting nature of the Council’s priorities with regard to any impact the report may have on the Corporate Plan.~~

~~The Corporate Plan can be found on the intranet on the Policy portal, within the performance management section. See link below~~

~~<http://sc-aptdken1/KENTICO/getattachment/ab780120-3a2b-47f9-bff0-f383462fbb98/Corporate-Plan-2018-23.aspx>~~

## ~~8. WELL-BEING OF FUTURE GENERATIONS~~

~~8.1 This section should explain how the report contributes to the Well-being Goals which are:-~~

- ~~● A prosperous Wales\*~~
- ~~● A resilient Wales\*~~
- ~~● A healthier Wales\*~~
- ~~● A more equal Wales\*~~
- ~~● A Wales of cohesive communities\*~~
- ~~● A Wales of vibrant culture and thriving Welsh Language\*~~
- ~~● A globally responsible Wales\*~~

~~*\*delete as appropriate*~~

~~The report should also state how it is consistent with the five ways of working as defined within the sustainable development principle in the Act. The five ways of working of the sustainable development principle, listed in the Act are:~~

- ~~● Long Term – The importance of balancing short-term needs with the need to safeguard the ability of future generations to meet their long-term needs~~
- ~~● Prevention – How acting to prevent problems occurring, or getting worse, may help public bodies meet their objectives~~
- ~~● Integration – Considering how the public body’s well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies~~
- ~~● Collaboration – Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives~~

- ~~Involvement~~—The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves.

~~The Well-being of Future Generations (Wales) Act became law in April 2015. The Act is about improving the social, economic, environmental and cultural well-being of Wales. It makes public bodies listed in the Act think more about the long term, work better with people and communities and each other, look to prevent problems and take a more joined-up approach. It has a significant impact on all Council policies and priorities and has the potential to significantly affect the way we plan and deliver services and how we engage with individuals and communities within the Caerphilly county borough.~~

~~This section should highlight how the recommended course of action contributes to meeting the seven well-being goals (listed above) within the Well-being of Future Generations Act (Wales) 2015. Although you may look at each goal in turn, the well-being goals must be considered as an integrated set of seven. This ensures that the fundamental relationship between improving the economic, social, environmental and cultural well-being is recognised.~~

~~The report needs to consider the long term outcome of the decision and account for the positive and negative impacts on future generations, long term community resilience and economic, environmental and social capital.~~

~~This section needs to consider how the five ways of working have been addressed in applying the sustainable development principle, this needs to be challenging and **considered at the outset of a project/proposal and not a tick box exercise concluded at the end.**~~

~~For more information about the Well-being of Future Generations (Wales) 2015 Act, the seven well-being goals and the five ways of working, please see the Corporate Policy Unit Portal [Guidance for Well-being of Future Generations](#) and/or visit the [CCBC Well-being of Future Generations website](#) and/or the [Public Services Board website](#).~~

## ~~9. EQUALITIES IMPLICATIONS~~

~~9.1 In this section, outline any potential equalities implications of the report and its recommendations on groups or individuals who fall under the categories identified in Section 6 of the Council's **Strategic Equality Plan**. These equalities implications should have been identified during the consultation stage and/or by undertaking an **equality impact assessment early in the development process**. These implications can be positive as well as negative.~~

~~**Note: The Equalities Implications in Committee Reports Guidance** (Section 3) will help you to determine whether a full Equality Impact Assessment is required. If it is established that a full Equality Impact Assessment is required, then an Equality Impact Assessment Form must be completed.~~

~~If there are no equalities implications in the report you can use the relevant standard paragraph provided in the guidance, however this would have to be evidenced if challenged during the internal approval process, or during any legal challenge at a later date.~~

~~If you require advice please contact Anwen Cullinane, Ext. 4404 or email [equalities@caerphilly.gov.uk](mailto:equalities@caerphilly.gov.uk)~~

## **8. FINANCIAL IMPLICATIONS**

- 8.1 There must be a section outlining the financial implications of the report/recommendations and a clear statement as to how these implications (immediate and long term) will be funded –the Head of Corporate Finance/Section 151 Officer must be consulted. Where there are no financial implications the report can simply state that there are none. If there are assumptions being made about funding, then they need to be stated here.

## **9. PERSONNEL IMPLICATIONS**

- 9.1 There must be a section outlining any personnel implications of the report. The Head of People Services must be consulted. If there are no implications the report can state that there are none.
- 9.2 If the subject of the report relates to a restructure of a Service Area, a Welsh Assessment on the vacant posts, after any ring fencing exercise has been undertaken, will be required. Guidance on undertaking a Welsh Assessment can be found in Guidance On Assessing The Welsh Needs Within Posts. <http://sc-aptdden1/KENTICO/Departments/HR/Policies-Procedures/Recruitment-Guidance-On-Assessing-The-Welsh-Needs.aspx>

## **10. CONSULTATIONS**

- 10.1 If any consultee expresses views which differ from the recommendations, the author must include them in this section and as part of the main body of the report state whether the author is of the view that they have been addressed satisfactorily in the report, whether they can/should be incorporated in the recommendation and if not incorporated into the recommendation then why not.

## **11. STATUTORY POWER**

- 11.1 This is to identify the enabling statutory power(s) for the decision under consideration. It should also state whether the power(s) are the responsibility of full Council or Cabinet and if it has been delegated to officers. If you have any queries on powers, please consult the Monitoring Officer/Head of Legal Services.

## **12. URGENCY (CABINET ITEMS ONLY)**

- 12.1 All Cabinet decisions will be subject to a “call-in” procedure whereby the relevant Scrutiny Committee can ask for the implementation of the decision to be delayed until it has considered the matter and, if the Scrutiny Committee is so inclined, to ask Cabinet to reconsider its decision. The only exceptions will be items where the call-in request is not in accordance with the call-in procedure or the decision needs to be implemented urgently. If this is the case the report should state that this is so, and explain why. The Chairman of the Council must agree both that the decision proposed is reasonable in all circumstances and to it being treated as a matter of urgency.

Author: name, title and email address

Consultees: Insert names and titles and email address, one under the other. Consultees will be the Chief Executive, , relevant Directors, Head of Legal Services and Monitoring Officer, Head of People Services, Head of Corporate Finance/s.151 officer, other relevant Heads of Service, Cabinet Member(s), Chairman and Vice Chairman of the relevant Scrutiny Committee and local ward Members. Any consultee comments should be incorporated in the report with the view of the officer whether the comments are accepted or not.

**Background Papers:**

This section should set out a list of the background papers available for inspection which disclose any facts or matters on which, in the opinion of the report author, the report or an important part of the report is based and have in his/her opinion been relied on to a material extent in preparing the report but do not include published works. A telephone number of a person to contact if you wish to inspect those papers should be included. In the case of exempt background papers a sentence to the effect that "Background papers are exempt" is sufficient.

**Appendices:**

Appendix 1    Title of Appendix 1 if used  
Appendix 2    Title of Appendix 2 if used  
Appendix 3    Title of Appendix 3 if used

Gadewir y dudalen hon yn wag yn fwriadol

## Caerphilly County Borough Council - Integrated Impact Assessment

This integrated impact assessment (IIA) has been designed to help support the Council in making informed and effective decisions whilst ensuring compliance with a range of relevant legislation, including:

- Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011
- Welsh Language (Wales) Measure 2011
- Socio-economic Duty – Sections 1 to 3 of the Equality Act 2010
- Well-being of Future Generations (Wales) Act 2015
- Statutory Consultation v Doctrine of Legitimate Expectation and Gunning Principles

**PLEASE NOTE:** Section 3 *Socio-economic Duty* only needs to be completed if proposals are of a strategic nature or when reviewing previous strategic decisions. See page 6 of the Preparing for the Commencement of the Socio-economic Duty Welsh Government Guidance.

1. Proposal Details					
Lead Officer	Head of Service	Service Area & Department			Date
Is this proposal a... (please tick relevant box)					
Policy <input type="checkbox"/>	Strategy / Plan <input type="checkbox"/>	Practice <input type="checkbox"/>	Procedure <input type="checkbox"/>	Restructure <input type="checkbox"/>	Project <input type="checkbox"/>
<b>What is the proposal to be assessed?</b> <i>Provide brief details of the proposal and provide a link to any relevant report or documents.</i>					

## 2. Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

*(The Public Sector Equality Duty requires the Council to have “due regard” to the need to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity between different groups; and foster good relations between different groups). Please note that an individual may have more than one protected characteristic.*

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts on the protected characteristics and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view?
Age <i>(people of all ages)</i>			
Disability <i>(people with disabilities/ long term conditions)</i>			
Gender Reassignment <i>(anybody who’s gender identity or gender expression is different to the sex they were assigned at birth)</i>			
Marriage or Civil Partnership <i>(people who are married or in a civil partnership)</i>			
Pregnancy and Maternity <i>(women who are pregnant and/or on maternity leave)</i>			
Race <i>(people from black, Asian and minority ethnic communities and different racial backgrounds)</i>			



<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts on the protected characteristics and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view?
<b>Religion or Belief</b> ( <i>people with different religions and beliefs including people with no beliefs</i> )			
<b>Sex</b> ( <i>women and men, girls and boys and those who self-identify their gender</i> )			
<b>Sexual Orientation</b> ( <i>lesbian, gay, bisexual, heterosexual</i> )			

Part 3

### 3. Socio-economic Duty (Strategic Decisions Only)

*(The Socio-economic Duty gives us an opportunity to do things differently and put tackling inequality genuinely at the heart of key decision making. Socio-economic disadvantage means living on a low income compared to others in Wales, with little or no accumulated wealth, leading to greater material deprivation, restricting the ability to access basic goods and services)*

Please consider these additional vulnerable groups and the impact your proposal may or may not have on them:

- Single parents and vulnerable families
- People with low literacy/numeracy
- Pensioners
- Looked after children
- Homeless people
- Carers
- Armed Forces Community
- Students
- Single adult households
- People misusing substances
- People who have experienced the asylum system
- People of all ages leaving a care setting
- People living in the most deprived areas in Wales (WIMD)
- People involved in the criminal justice system

<u>Socio-economic Disadvantage</u>	Does the proposal have any positive, negative or neutral impacts on the following and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view?
<b>Low Income / Income Poverty</b> ( <i>cannot afford to maintain regular payments such as bills, food, clothing, transport etc.</i> )			

<u>Socio-economic Disadvantage</u>	Does the proposal have any positive, negative or neutral impacts on the following and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view?
<b>Low and/or No Wealth</b> ( <i>enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provisions for the future</i> )			
<b>Material Deprivation</b> ( <i>unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, hobbies etc.</i> )			
<b>Area Deprivation</b> ( <i>where you live (rural areas), where you work (accessibility of public transport)</i> )			
<b>Socio-economic Background</b> ( <i>social class i.e. parents education, employment and income</i> )			
<b>Socio-economic Disadvantage</b> ( <i>What cumulative impact will the proposal have on people or groups because of their protected characteristic(s) or vulnerability or because they are already disadvantaged</i> )			

#### 4. Corporate Plan – Council’s Well-being Objectives

*(How does your proposal deliver against any/all of the Council’s Well-being Objectives? Which in turn support the national well-being goals for Wales as outlined in the Well-being of Future Generations (Wales) Act 2015. Are there any impacts (positive, negative or neutral? If there are negative impacts how have these been mitigated?) [Well-being Objectives](#)*

<b>Objective 1</b> - Improve education opportunities for all	
<b>Objective 2</b> - Enabling employment	
<b>Objective 3</b> - Address the availability, condition and sustainability of homes throughout the county borough and provide advice, assistance or support to help improve people’s well-being	
<b>Objective 4</b> - Promote a modern, integrated and sustainable transport system that increases opportunity, promotes prosperity and minimises the adverse impact on the environment	
<b>Objective 5</b> - Creating a county borough that supports healthy lifestyle in accordance with the Sustainable Development principle with in the Well-being of Future Generations (Wales) Act 2015	
<b>Objective 6</b> - Support citizens to remain independent and improve their well-being	

#### 4a. Links to any other relevant Council Policy

*(How does your proposal deliver against any other relevant Council Policy?)*

## 5. Well-being of Future Generations (Wales) Act 2015 – The Five Ways of Working (ICLIP)

*(Also known as the sustainable development principles. The Act requires the Council to consider how any proposal improves the economic, social, environmental and cultural well-being of Wales using the five ways of working as a baseline)*

<u>Ways of Working</u>	How have you used the Sustainable Development Principles in forming the proposal?
<p><b>Long Term</b></p> 	<p>Consider the long-term impact of the proposal on the ability of communities to secure their well-being.</p>
<p><b>Prevention</b></p> 	<p>Consider how the proposal is preventing problems from occurring or getting worse</p>
<p><b>Integration</b></p> 	<p>Consider how your proposal will impact on other services provided in our communities (these might be Council services or services delivered by other organisations or groups)</p>
<p><b>Collaboration</b></p> 	<p>Consider how you are working with Council services or services delivered by other organisations or groups in our communities.</p>
<p><b>Involvement</b></p> 	<p>Consider how you involve people who have an interest in this proposal and ensure that they represent the diversity of our communities.</p>

## 6. Well-being of Future Generations (Wales) Act 2015

<u>Well-being Goals</u>	Does the proposal maximise our contribution to the Well-being Goal and how?
<p><b>A Prosperous Wales</b>  <i>An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work</i></p>	<p>Efficient use of resources, skilled, educated people generates wealth and provides jobs</p>
<p><b>A Resilient Wales</b>  <i>A nation which maintains and enhances a biodiverse natural environment healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for climate change)</i></p>	<p>Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>
<p><b>A Healthier Wales</b>  <i>A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood</i></p>	<p>People's physical and mental well-being is maximised and health impacts are understood</p>
<p><b>A More Equal Wales</b>  <i>A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio-economic background and circumstances)</i></p>	<p>People can fulfil their potential no matter what their background or circumstances. This includes the protected characteristics listed in Q2 above. Also consider the cumulative impacts.</p>

<u>Well-being Goals</u>	Does the proposal maximise our contribution to the Well-being Goal and how?
<p><b>A Wales of Cohesive Communities</b>  <i>Attractive, viable, safe and well-connected communities</i></p>	<p>Communities are attractive, viable, safe and well connected.</p>
<p><b>A Wales of Vibrant Culture and Thriving Welsh Language</b>  <i>A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation</i></p>	<p>Culture, heritage and the Welsh language are promoted and protected. People are encouraged to participate in sport, art and recreation.</p>
<p><b>A Globally Responsible Wales</b>  <i>A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being</i></p>	<p>Taking account of impact on global well-being when considering local social, economic and environmental well-being.</p>

## 7. Welsh Language (Wales) Measure 2011 and Welsh Language Standards

*(The Welsh Language Measure 2011 and the Welsh Language Standards require the Council to have 'due regard' for the positive or negative impact a proposal may have on opportunities to use the Welsh language and ensuring the Welsh language is treated no less favourably than the English language) [insert link to WL Commissioners Policy Making Standards Guidance](#)*



Requirement	Does the proposal have any positive, negative or neutral impacts on the following and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view? <i>e.g the WESP, TAN20, LDP, Pupil Level Annual School Census</i>
Links with Welsh Government's <a href="#">Cymraeg 2050 Strategy</a> and CCBC's <a href="#">Five Year Welsh Language Strategy 2017-2022 and the Language Profile</a>			
<b>Compliance with the <a href="#">Welsh Language Standards</a>.</b> <i>Specifically Standards 88 - 93</i>	Consider the rights of Welsh speakers to use Welsh when dealing with the council and for staff to use Welsh at Work	Ensure correspondence and details on the website is bilingual even if the proposal has no impact on the Welsh language e.g road resurfacing works	
<b>Opportunities to promote the Welsh language</b> <i>e.g. status, use of Welsh language services, use of Welsh in everyday life in work / community</i>	Actively encourage and promote the use of our services in Welsh to see an increase in demand over time		
<b>Opportunities for persons to use the Welsh language</b> <i>e.g. staff, residents and visitors</i>	The rights of Welsh speakers to use Welsh when dealing with the council and for staff to use Welsh at Work		
<b>Treating the Welsh language no less favourably than the English language</b>			

### 7a. Having considered the impacts above, how has the proposal been developed so that there are positive effects, or increased positive effects on (a) opportunities for persons to use the Welsh language, and b) treating the Welsh language no less favourably than the English language.

Impact on the use of Welsh, sustainability of Welsh speaking communities, numbers and/or percentages of Welsh speakers, fluency and confidence of Welsh speakers and learners to use Welsh, transmission of Welsh at home/from one generation to the next, using Welsh in the workplace, increase Welsh language digital media infrastructure and/or media, promoting Welsh in everyday life and its status

## 8. Data and Information

*(What data or other evidence has been used to inform the development of the proposal? Evidence may include the outcome of previous consultations, existing databases, pilot projects, review of customer complaints and compliments and or other service user feedback, national and regional data, academic publications and consultants' reports etc.)*

<b>Data/evidence</b> <i>(Please provide link to report if appropriate)</i>	<b>Key relevant findings</b>	<b>How has the data/evidence informed this proposal?</b>
<p>What data / evidence was used? Provide links to any reports if appropriate e.g. Household Survey 2017</p>	<p>What were the key findings? What did the data / evidence used tell you?</p>	<p>How has the data / evidence available helped inform the proposal? Did it support the proposal and how? If the data / evidence didn't support the proposal why was this?</p>

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### **Were there any gaps identified in the evidence and data used to develop this proposal and how will these gaps be filled?**

*Details of further consultation can be included in Section 9.*

Are there any gaps in the existing data and how will you go about filling these gaps?



## 9. Consultation

*(In some instances, there is a legal requirement to consult. In others, even where there is no legal obligation, there may be a legitimate expectation from people that a consultation will take place. Where it has been determined that consultation is required, [The Gunning Principles](#) must be adhered to. Consider the [Consultation and Engagement Framework](#). Please note that this may need to be updated as the proposal develops and to strengthen the assessment.*

**Briefly describe any recent or planned consultations paying particular attention to evidencing the Gunning Principles.**

Who was consulted?

When were they consulted did the consultation take place at the formative stage and was adequate time given for consultees to consider and respond?

Was sufficient information provided to consultees to allow them to make an informed decision on the proposal?

What were the key findings?

How have the consultation findings been taken into account?

## 10. Monitoring and Review

How will the implementation and the impact of the proposal be monitored, including implementation of any amendments?	For example, what monitoring will be used? How frequent?
What are the practical arrangements for monitoring?	For example, who will put this in place? When will it start?
How will the results of the monitoring be used to develop future proposals?	
When is the proposal due to be reviewed?	
Who is responsible for ensuring this happens?	

## 11. Recommendation and Reasoning

- Implement proposal with no amendments
- Implement proposal taking account of the mitigating actions outlined
- Reject the proposal due to disproportionate impact on equality, poverty and socio-economic disadvantage

Have you contacted relevant officers for advice and guidance?

Yes

No

## 12. Reason(s) for Recommendation

*(Provide below a summary of the Integrated Impact Assessment. This summary should be included in the "Summary of Integrated Impact Assessment" section of the Corporate Report Template. The Integrated Impact Assessment should be published alongside the Report proposal).*

Include here a conclusion to your IIA. What is it telling you? How has the data / evidence used helped you to make the decision for Section 11 above? Mention any significant impacts (positive, negative or neutral) if any negative ones identified, how have they been mitigated to lessen the impact? The summary you provide here will be copied into your report going forward for a decision through the committee process, therefore this section must be concise but informative.

## 13. Version Control

*(The IIA should be used in the early stages of the proposal development process. The IIA can be strengthened as time progresses to help shape the proposal. The Version Control section will act as an audit trail to evidence how the IIA has been developed over time)*

Version No.	Author	Brief description of the amendments/update	Revision Date

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### Integrated Impact Assessment Author

Name:	
Job Title:	
Date:	

### Head of Service Approval

Name:			
Job Title:			
Signature:		Date:	

Gadewir y dudalen hon yn wag yn fwiadol



## CYNGOR – 2 MAWRTH 2021

**PWNC: FFRAMWAITH LLES A LLUNIO LLEOEDD CAERFFILI**

**ADRODDIAD GAN: PRIF WEITHREDWR**

### 1. DIBEN YR ADRODDIAD

- 1.1 Gofynnir i'r Cyngor nodi cynnwys yr adroddiad hwn a gyflwynwyd i'r Cydbwyllgor Craffu ar 22 Chwefror a'r Cabinet ar 24 Chwefror. Yn ei gyfarfod, ystyriodd y Cabinet farn y Pwyllgor Craffu a chymeradwyo'r argymhellion ym mharagraff 3.1 o'r adroddiad hwn.
- 1.2 Diben yr adroddiad hwn yw rhoi'r wybodaeth ddiweddaraf i'r Cabinet am rai o'r buddsoddiadau cyfalaf sylweddol a wnaed dros y blynyddoedd diwethaf ar draws amcanion lles y Cyngor a chynnig cyfres o brosiectau a fydd yn sail i Fframwaith Lles a Llunio Lleoedd ar draws y fwrdeistref sirol.
- 1.2 Mae'r adroddiad hefyd yn nodi mecanwaith ymgysylltu â'r gymuned arfaethedig sy'n galluogi rhanddeiliaid allweddol i gael y cyfle i lunio a mireinio'r Fframwaith Lles a Llunio Lleoedd dros y blynyddoedd i ddod.

### 2. CRYNODEB

- 2.1 Mae'r Cyngor wedi bod yn datblygu Fframwaith Lles a Llunio Lleoedd ers gwanwyn 2020. Mae'r Fframwaith wedi'i adeiladu ar yr ystod eang o fuddsoddiadau cyfalaf a wnaed ar draws y fwrdeistref sirol yn ystod y blynyddoedd diwethaf ac fe'i datblygwyd i ystyried:
  - Rhaglenni buddsoddi aml-flynyddol hirsefydlog presennol
  - Cyfleoedd ariannu a buddsoddi sy'n dod i'r amlwg ac sy'n bodoli eisoes
  - Blaenoriaethau ac amcanion y Cynllun Corfforaethol
  - Angen a nodwyd yn flaenorol
  - Cyfleoedd prosiect cydweithredol
  - Cyfleoedd Masnachol sy'n dod i'r amlwg
  - Fframwaith Adfer Strategol y Cyngor
- 2.2 Mae'r Fframwaith Lles a Llunio Lleoedd drafft a nodir yn 5.8 yn cynnwys rhestr o fuddsoddiadau posibl ar draws Caerffili sy'n fwy na £231m, sy'n cyd-fynd yn benodol ag Amcanion Lles mabwysiedig y Cyngor.
- 2.3 Mae'r fframwaith buddsoddi hwn yn rhoi cyfle adeiladu, atgyweirio ac adnewyddu seilwaith ac asedau allweddol ar hyd a lled bwrdeistref sirol Caerffili, yn ogystal â

hyrwyddo ymhellach y nodau a'r cyfeiriad polisi a osodwyd yn flaenorol o fewn strategaethau megis cynllun Corfforaethol y Cyngor, y Strategaeth Chwaraeon a Hamdden Egniol, Strategaeth Adfywio'r Cyngor "Sylfaen ar gyfer Llwyddiant 2018-2023" yn ogystal â'r cynigion cyffrous a nodir yn Rhaglen Band B Ysgolion yr 21<sup>ain</sup> Ganrif.

- 2.4 Mae'r cynnig fframwaith hwn o'r pwysigrwydd mwyaf ar hyn o bryd, gan ei fod yn cynnig elfen bwysig o gynllun adfer Covid y Cyngor, sy'n ceisio cefnogi ein cymunedau wrth iddynt ddechrau dod allan o'r pandemig Covid.  
Mae buddsoddiadau hirdymor mewn seilwaith fel yr un a gynigir o fewn y Fframwaith hwn yn meddu ar y potensial i ailgydbwysu'r economi leol, gwella cynhyrchiant a chreu swyddi a chyfleoedd ar draws Caerffili, sy'n bwysig iawn wrth i ni gefnogi ein cymunedau i ailadeiladu dyfodol cynaliadwy a gwydn ar ôl Covid. Mae'r cyfle'n bodoli i gydweithio i greu Caerffili well a mwy llewyrchus i bawb, gan ymgorffori ymhellach ein model darparu cymunedol ac arweinyddiaeth ddinesig gyfunol "Tîm Caerffili".
- 2.5 Bydd angen datblygu'r prosiectau a'r syniadau o fewn y Fframwaith yn gynigion a gaiff eu llunio drwy ymgysylltu â'r gymuned a chraffu cyn gwneud unrhyw benderfyniad i weithredu.
- 2.6 Mewn llawer o achosion, bydd y buddsoddiad i gefnogi'r prosiectau hyn yn gyfuniad o gyfalaf mewnol a grant allanol, gyda'r olaf hefyd yn destun prosesau cymeradwyo allanol perthnasol.
- 2.7 Mae'r rhaglen ymgysylltu barhaus a ddisgrifir ym mhwynt 5.9 wedi'i chynllunio'n benodol i sicrhau bod y Fframwaith yn cael ei fireinio'n barhaus dros y blynyddoedd nesaf, gyda chyfleoedd i ychwanegu cynigion Lles a Llunio Lleoedd yn y dyfodol, a'u hystyried wrth iddynt ddod i'r amlwg.

### **3. ARGYMHELLION**

- 3.1 Gofynnir i'r Cyngor nodi'r adroddiad a'r argymhellion a nodir isod a gymeradwywyd gan y Cabinet ar 24 Chwefror 2021::
  - a) Ystyried unrhyw safbwyntiau ac argymhellion a wnaed yng nghyfarfod yr holl Bwyllgorau Craffu ar yr 22 Chwefror.
  - b) Nodi'r buddsoddiadau Lles a Llunio Lleoedd, sy'n dod i gyfanswm o dros £153m sydd wedi'u gwneud rhwng 2017 a 2020, fel y nodir ym mhwynt 5.6
  - c) Nodi'r buddsoddiadau Lles a Llunio Lleoedd sydd wedi'u cymeradwyo ar hyn o bryd, sy'n dod i gyfanswm o dros £129m, i'w cyflawni fel y nodir ym mhwynt 5.7
  - d) Cytuno y bydd y prosiectau a nodir ym mhwynt 5.8, sy'n dod i gyfanswm o fwy na £231m yn ffurfio'r Fframwaith Lles a Llunio Lleoedd cychwynnol ar gyfer y Cyngor o 2021 ymlaen, gan ffurfio map llwybr cynaliadwy a gwydn i'n cymunedau ddod allan yn gryfach o'r pandemig Covid
  - e) Cytuno y gellir datblygu'r prosiectau a nodir ym mhwynt 5.8 yn achosion busnes i'w hystyried
  - f) Cydnabod bod yn rhaid i bob cynnig fynd drwy'r prosesau ymgynghori, craffu, cymeradwyo cyllid a gwneud penderfyniadau perthnasol cyn eu gweithredu

- g) Cytuno ar y mecanweithiau arfaethedig ar gyfer ymgysylltu â'r gymuned a nodir ym mhwynt 5.9
- h) Nodi'r cymeradwyaethau cyllid sy'n dod i gyfanswm o £28.591m sydd eisoes wedi'u cadarnhau ar gyfer y Fframwaith Llunio Lleoedd fel y nodir yn Adran 10 o'r adroddiad.
- i) Cymeradwyo argymhelliad y dylid dyrannu'r cyllid o £1.640m o fewn cyllideb Cyfraniad Refeniw Cyllid Amrywiol i gyllideb Gwariant Cyfalaf 2020/21 hefyd i'r Fframwaith Llunio Lleoedd, a fyddai'n cynyddu cyfanswm y cyllid sydd ar gael i £30.231m.
- j) Cytuno y bydd cyfarfod o'r holl Gydbwyllgorau Craffu yn cael ei gynnal ddwywaith y flwyddyn i ystyried cynnydd y Fframwaith Lles a Llunio Lleoedd.
- k) Cytuno i dderbyn adroddiad ar wahân ar y Gronfa Grymuso Cymunedau a fydd yn manylu ar y mecanweithiau lle y gall Aelodau Etholedig, ochr yn ochr â'u cymunedau, ddatblygu syniadau prosiect i'w hystyried o fewn y Fframwaith.

#### **4. RHESYMAU DROS YR ARGYMHELLION**

- 4.1 I'r Cyngor nodi buddsoddiad Fframwaith Lles a Llunio Lleoedd posibl ar draws y fwrdeistref sirol ar gyfer y cyfnod 2021 ymlaen, ar yr amod bod yr achosion busnes angenrheidiol yn cael eu datblygu, ymgynghori arnynt a chytuno arnynt gan y corff gwneud penderfyniadau perthnasol.

#### **5. YR ADRODDIAD**

- 5.1 Mae Llunio Lleoedd yn ymwneud â chreu Cymunedau sy'n lleoedd gwych i fyw ynddynt nawr, yn ogystal â bod â'r potensial i ffynnu yn y dyfodol. Wrth i ni ddod allan o bandemig Covid, mae'n hanfodol ein bod yn darparu llwybr ymlaen i'n cymunedau sy'n cynnig iddynt ddyfodol cynaliadwy a gwydn. Yn y cyd-destun hwn, mae'n hanfodol ein bod yn deall mai anghenion a heriau ein cymunedau cyfansoddol, effaith y buddsoddiadau a'r ymyriadau a wnaed hyd yma a'r rhai sy'n ofynnol yn y blynyddoedd i ddod, ynghyd â dealltwriaeth fanwl o'r hyn sy'n gwneud cymuned yn unigryw yw sylfaen unrhyw ddull Llunio Lleoedd.
- 5.2 Dylai buddsoddiad mewn prosiectau Lles a Llunio Lleoedd cael eu cynllunio i gryfhau gwedd ein cymunedau'n uniongyrchol drwy wella agweddau allweddol ar fywyd ledled Caerffili. Mae'r adroddiad hwn yn nodi ystod o fuddsoddiadau o'r fath, yn y gorffennol diweddar a dros y blynyddoedd i ddod, y bwriedir iddynt wella ar y cyd bywydau'r rhai sy'n byw yn y Fwrdeistref Sirol.
- 5.3 Bydd y prosiectau Lles a Llunio Lleoedd sy'n sail i'r adroddiad hwn yn cynnwys cyfuniad o ddulliau ariannu. Bydd rhai prosiectau'n cael eu hariannu'n uniongyrchol gan gyfalaf y Cyngor, bydd rhai yn gyfuniad o gyfalaf y Cyngor a chyllid allanol, ochr yn ochr â rhai yn cael eu hariannu'n gyfan gwbl yn allanol. Ym mhob achos, bydd y Cyngor yn chwarae rhan ganolog yn y gwaith o ddatblygu'r syniad a chaffael y buddsoddiad.
- 5.4 Mae rhaglenni gwerth miliynau o bunnoedd a gynlluniwyd i wella ansawdd adeiladau ein hysgolion, dod â Thai Cyngor i fyny at Safon Ansawdd Tai Cymru, gwella

seilwaith priffyrdd y Fwrdeistref Sirol, gwella'r cyfleoedd i fyw bywyd iach a chreu cyfleoedd newydd a gwell i fusnesau ffynnu, oll yn rhan o'r rhaglen hon.

## 5.5 Amcanion Lles Caerffili

Yn 2018, mabwysiadodd y Cyngor Gynllun Corfforaethol a oedd yn cynnwys chwe amcan lles. Gosodwyd yr amcanion lles gan ddefnyddio gwybodaeth a data o'r Aseiad Lles a gynhaliwyd i lywio Cynllun Lles y Bwrdd Gwasanaethau Cyhoeddus. Roedd yr ymarfer hwn yn dangos yn uniongyrchol bryderon ein trigolion a'r ardaloedd yr hoffent eu gweld yn cael eu gwella.

Mae'r amcanion lles yn cwmpasu'r cyfnod 2018-2023 ac maent fel a ganlyn:

- **Amcan Lles 1** – Gwella cyfleoedd addysg i bawb
- **Amcan Lles 2** – Galluogi cyflogaeth
- **Amcan Lles 3** – Mynd i'r afael â'r cyflenwad, cyflwr a chynaliadwyedd o gartrefi ledled y fwrdeistref sirol a rhoi cyngor, cymorth neu gefnogaeth i helpu gwella iechyd a lles pobl
- **Amcan Lles 4** – Hyrwyddo system drafnidiaeth fodern, integredig a chynaliadwy sy'n cynyddu cyfleoedd, yn hybu ffyniant ac yn lleihau'r effeithiau andwyol ar yr amgylchedd
- **Amcan Lles 5** – Creu Bwrdeistref Sirol sy'n cefnogi Ffordd Iach o Fyw yn unol â'r Egwyddor Datblygu Cynaliadwy sydd o fewn Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015
- **Amcan Lles 6** – Cynorthwyo dinasyddion i barhau i fod yn annibynnol a gwella eu lles

## 5.6 Buddsoddiad Lles a Llunio Lleoedd 2017-2020

Yn ystod y cyfnod 2017-2020, roedd y Cyngor wedi gallu cynorthwyo buddsoddiad gwerth dros £153m ar draws ei gymunedau a'r chwe amcan lles. Mae rhai o'r cynlluniau mwyaf arwyddocaol, gyda buddsoddiadau sy'n fwy na £100 mil, wedi'u crynhoi yn ôl amcan lles yn y tabl isod.

### **Delwedd 1 – Detholiad o rai o'r buddsoddiadau cymeradwy mwyaf arwyddocaol 2020-2023**





**Tabl 1 – Buddsoddiad Hanesyddol Lles a Llunio Lleoedd 2017-2020**

<b>WB01</b>	<b>£</b>	<b>Buddsoddiadau Enghreifftiol</b>
	8.075m	Cyfnod Cynradd Idris Davies 3-18
	2.000m	Estyniad 9 Dosbarth a lifft yn Ysgol Gyfun Trecelyn
	2.000m	Rhaglen adnewyddu Band A Ysgol Gyfun Coed Duon
	1.800m	Ehangu darpariaeth Cyfrwng Cymraeg Ysgol y Castell
	1.340m	Gwaith adnewyddu llwyr Cam 1 Band A Cae'r Drindod
	0.865m	Cae 3G yn Ysgol Gyfun Coed Duon
<b>WB02</b>	<b>£</b>	<b>Buddsoddiadau Enghreifftiol</b>
	0.300m	Uwchraddio safle llawn Storfa Tir-y-berth
	0.392m	Gadael Tŷ Dyffryn (i alluogi Transcend i gychwyn)
<b>WB03</b>	<b>£</b>	<b>Buddsoddiadau Enghreifftiol</b>
	100.9m	Gwaith Safon Ansawdd Tai Cymru (SATC)
	6.250m	Cynllun EW1 Parc Lansbury
	4.200m	Buddsoddiad POBL yn Stryd y Felin, Rhisga
	3.900m	Gwaith Amgylcheddol SATC
	2.500m	Cynllun ARBED Parc Lansbury
	2.015m	Caffaeliad Eiddo
	1.920m	Gwaith Gwella Eiddo Anhraddodiadol
	1.100m	Gwaith Ynni Pontlotyn
	1.100m	Arbed Ynni (I Park)
	1.000m	Gwaith Ynni Gilfach
	0.692m	Paratoi Safle Dinesig Pontllan-fraith ar gyfer Tai
	0.300m	Llety i'r Digartref ym Maes y Dderwen
	0.200m	Llety i'r Digartref yn Nhŷ Idris Davies
	0.126m	Addasiadau Eiddo
<b>WB04</b>	<b>£</b>	<b>Buddsoddiadau Enghreifftiol</b>
	7.938m	Cylchfan Pwll-y-pant
	0.450m	Darparu seilwaith yn Nhŷ Du
	0.407m	Teithio Llesol – Ystrad Mynach i Nelson
<b>WB05</b>	<b>£</b>	<b>Buddsoddiadau Enghreifftiol</b>
	0.810m	Ardal chwarae Antur Cwmcarn/porthdai newydd
	0.485m	Gwella Amgylcheddol Lle'r Gerddinen
	0.182m	Gwaith uwchraddio i Ganolfan Hamdden Trecelyn
<b>WB06</b>	<b>£</b>	<b>Buddsoddiadau Enghreifftiol</b>
	0.154m	Uwchraddio Ystafell Iechyd Canolfan Hamdden Caerffili
	0.120m	Estyniad Hafod Deg Rhymni

Mae llawer o'r buddsoddiadau cyfalaf hyn hefyd yn dod â manteision ehangach gyda hwy na dim ond creu'r ased newydd ei hun. Gan gymryd datblygu'r cyfnod cynradd newydd yn Idris Davies 3-18 fel enghraifft, nodwyd y manteision canlynol hefyd y tu hwnt i'r buddsoddiad cyfalaf o £8m yn adeilad yr ysgol:

- Roedd 98% o'r gweithlu adeiladu yn dod o Gymru
- Roedd 76% o wariant y prosiect yng Nghymru
- Roedd 82% o'r is-gontractwyr adeiladu yn dod o Gymru
- Roedd 100% yn fusnesau bach a chanolig

- Crëwyd 233 wythnos o gyflogaeth (cyfanswm o 13 o bobl) yn ystod y gwaith adeiladu
- Darparwyd 132 wythnos o hyfforddiant

Gan ystyried y math hwn o fanteision economaidd-gymdeithasol ehangach, y mae llawer ohonynt o fewn rhodd y Cyngor i'w cyflawni, dim ond fel llinell sylfaen ar gyfer datblygu manteision cymunedol neu gymdeithasol ehangach y dylid ystyried lefel y buddsoddiad a amlinellir ym mhwyntiau 5.7 a 5.8 isod.

#### 5.7 Buddsoddiad Lles a Lluio Lleoedd 2020-2023 (sydd â chymeradwyaeth)

Yn ystod y cyfnod 2020-2023, bydd swm sylweddol o fuddsoddiad pellach yn cael ei wneud ar draws Caerffili. Hyd yn hyn, derbyniwyd cymeradwyaethau prosiect gwerth cyfanswm o dros £129m ar draws y chwe amcan lles. Ceir crynodeb o'r prosiectau mwyaf arwyddocaol o'r prosiectau hyn yn y tabl isod.

#### **Delwedd 2 – Detholiad o rai o'r buddsoddiadau cymeradwy mwyaf arwyddocaol 2020-2023**



**Tabl 2 = Prosiectau Cymeradwy Lles a Lluio Lleoedd 2020-2023**

<b>WBO1</b>	<b>£</b>	<b>Buddsoddiadau Enghreifftiol</b>
	6.400m	Ehangu'r Ddarpariaeth Cyfrwng Cymraeg
	6.000m	Rhaglen EdTech (Hyb)
	5.000m	Gwaith Grant Cyfalaf Cynnal a Chadw Ysgolion Llywodraeth Cymru
	5.000m	Grant Gofal Plant (LIC)
	1.400m	Gwaith Grant Cyfalaf Cynnal a Chadw CBSC (bob blwyddyn)
	1.340m	Adnewyddu Band A yn ysgol Cae'r Drindod
	0.755m	Trac Rhedeg Oakdale
	0.751m	Cynyddu Capasiti yn Ysgol Penalltau
	0.500m	Estyniad yn Ysgol Gynradd Ystrad Mynach
	0.442m	Estyniad UCD Glan-y-nant
	0.306m	Caeau 3G newydd yn Ysgol Lewis Pengam, Ysgol Gyfun Cwm Rhymni a Sant Cenydd
<b>WBO2</b>	<b>£</b>	<b>Buddsoddiadau Enghreifftiol</b>
	13.00m	Caffael, dymchwel ac ailddatblygu Stryd Pentrebane Caerffili gyda Linc Cymru

	10.00m (y mae £0.4m ohono'n ymwneud â Specsavers)	Dymchwel Adeilad Specsavers er mwyn hwyluso datblygiad tymor hwy o Westy yn Lôn y Parc Caerffili
	7.000m	Datblygiad Tai Oakdale gan gynnwys cyfleuster rhandir lleol newydd
	3.900m	Unedau Cychwyn Tŷ Du
	2.900m	15 x busnes newydd yn Ystâd Ddiwydiannol y Lawnt
	1.360m	Menter Adfywio wedi'i Thargedu mewn Gwella Eiddo
	0.200m	Man Aros Coetsis newydd ger Castell Caerffili
<b>WB03</b>	<b>£</b>	<b>Buddsoddiadau Enghreifftiol</b>
	40.00m	Gwaith Safon Ansawdd Tai Cymru (SATC)
	10.00m	Datblygiad Gerddi'r Siartwyr
	4.000m	Gwaith Amgylcheddol SATC
	3.000m	Ailfodelu dau gynllun tai gwarchod
	1.800m	Gwaith Ynni Parc Lansbury
	1.000m	Gwelliannau Eiddo Anhraddodiadol (Bedwas)
	1.000m	Ailddatblygiad Ysgol a Maes Bedwellte
	0.500m	Tŷ Bedwellte - Adeilad Newydd (Adran 106)
<b>WB04</b>	<b>£</b>	<b>Buddsoddiadau Enghreifftiol</b>
	0.489m	Teithio Llesol yng Nghaerffili
	0.150m	Gwella Pont Droed Trecenydd
<b>WB05</b>	<b>£</b>	<b>Buddsoddiadau Enghreifftiol</b>
	0.550m	Gwelliannau i Ganolfan Hamdden Trecelyn
	0.465m	Dymchwel Baddonau Longbridge a gwella'r ystafelloedd newid
<b>WB06</b>	<b>£</b>	<b>Buddsoddiadau Enghreifftiol</b>
	6.387m	Gwaith Dymchwel/Adlinio'r Ffordd yn Hafodyrynys
	1.500m	Cwblhau ac Agor mynwent newydd basn Caerffili yn Nantgarw
	1.000m	Gwelliannau i Ffordd Goedwig Cwmcarn
	0.800m	Estyniad Safle Amwynderau Dinesig Penallta a'r Siop Ail-ddefnyddio
	0.705m	Gwasanaethau Maethu Therapiwtig MyST (Fy Nhîm Cymorth)
	0.115m	Adnewyddu Caffi Cwmcarn

#### 5.8 Buddsoddiad Arfaethedig Lles a Llunio Lleoedd 2020 - ymlaen

Yn ystod y cyfnod 2020-2023 a thu hwnt, mae'r Cyngor yn dymuno datblygu a gweithredu Fframwaith Lles a Llunio Lleoedd sy'n adeiladu ar y buddsoddiad a wnaed hyd yma ac sy'n ceisio helpu cymunedau Caerffili i ddod yn lleoedd gwych i fyw ynddynt nawr, yn ogystal â chael y potensial i ffynnu yn y dyfodol, wrth iddynt ddod allan o'r pandemig Covid.

Mae'r Fframwaith Lles a Llunio Lleoedd drafft a grynhoir isod yn cynnwys ystod eang o brosiectau a allai, pe baent yn dderbyniol i'r corff gwneud penderfyniadau

perthnasol, gyflawni buddsoddiadau pellach sylweddol ac amrywiaeth o gyfleusterau gwell ar draws cymunedau Caerffili.

Datblygwyd y Fframwaith drafft drwy ymgynghori â Phenaethiaid Gwasanaeth, y Tîm Rheoli Corfforaethol a'r Cabinet ac mae hefyd wedi'i lunio drwy'r mewnwelediad a gynhyrchwyd gan Holiadur Trafodaeth Caerffili.

Dylid nodi mai dim ond cynigion yw'r prosiectau hyn ar hyn o bryd. Bydd datblygiad a dilyniant pob prosiect yn destun ymgynghori ac ymgysylltu perthnasol; lle bo angen, datblygu a chraffu ar achosion busnes cadarn, a'r buddsoddiad ariannol angenrheidiol sydd ar waith ac ar ôl cael cymeradwyaeth. Efallai y bydd adegau hefyd lle bydd angen caniatâd cynllunio cyn i brosiect ddatblygu.

Bydd y Fframwaith yn ei gyfanrwydd yn rhan o raglen ymgysylltu barhaus gyda chymunedau Caerffili a fydd yn rhoi'r potensial i randdeiliaid ychwanegu prosiectau pellach, yn ogystal â mireinio neu ddileu prosiectau sydd eisoes yn bodoli o fewn y Fframwaith.

Pe bai'r prosiectau arfaethedig isod yn cael eu datblygu yn y pen draw, bydd buddsoddiad o fwy na £231m ar gael i'r fwrdeistref sirol a fydd yn cefnogi ystod eang o welliannau ar draws y chwe amcan lles.

**Tabl 3 – Fframwaith Lles a Lluio Lleoedd drafft 2021 - ymlaen**

<b>WBO1</b>	<b>£</b>	<b>Buddsoddiadau Arfaethedig</b>
	35.00m	Cwm Rhymni Uchaf  Datblygiad posibl o gyfleusterau defnydd cymysg, gan gynnwys cyfuniad o ddefnydd addysg / hamdden / tai a chyflogaeth
	20.00m	Buddsoddi mewn Ysgolion Uwchradd  Mae buddsoddiad mewn Ysgolion Uwchradd eto i'w benderfynu ac yn destun adolygiad parhaus.
	12.70m	Ehangu Cae'r Drindod gan gynnwys Canolfan Blant  Ehangu Ysgol bresennol Cae'r Drindod i gynnal 80 o leoedd ychwanegol a darparu cyfleusterau o'r radd flaenaf i'n disgyblion mwyaf agored i niwed, a fydd yn gallu diwallu anghenion dysgu, cymdeithasol a meddygol, yn ogystal â chreu cyfleusterau ar gyfer gweithio integredig ar draws Addysg, Gwasanaethau Cymdeithasol ac Iechyd, a darparu cyfleoedd ar gyfer gofal plant, mannau awyr agored a defnydd cymunedol.
	9.50m	Datblygiad Cwm Gwyddon ar hen safle Ysgol Uwch Cwmcarn  Bydd y prosiect yn darparu gofal plant addas i'r diben, Sylfaen Adnoddau Arbennig ag 16 lle a bydd yn cynyddu darpariaeth a chapasiti addysgol yr ysgol o 220 i ysgol gynradd 420 lle gyda meithrinfa a mwy.

8.900m	Adeilad Ysgol Newydd ym Mhlas-y-felin  Creu Ysgol Gynradd Plas-y-felin newydd o'r radd flaenaf ar dir y safle presennol i gynnwys defnydd cymunedol o'r cyfleuster
5.500m	Adeiladu Ysgolion Newydd (Ysgol Gynradd Gilfach ac Ysgol Gynradd y Parc)  Cyfuno Ysgol Gynradd Gilfach Fargod ac Ysgol Gynradd y Parc ar safle ysgol newydd, gan weithio tuag at ysgol sero carbon net.
5.500m	Canolfan Dysgwyr Agored i Niwed ym Mhontllan-fraith (safle hen Ysgol Ramadeg Pontllan-fraith)  Creu canolfan ragoriaeth ar gyfer dysgwyr sy'n agored i niwed o bob rhan o Gaerffili, a fydd â chyfleoedd dysgu, darpariaeth chwaraeon dan do ac awyr agored o ansawdd uchel yn ogystal â mynediad at gymorth o'r radd flaenaf. Bydd y Ganolfan yn lleihau'r angen i roi cymorth i ddysgwyr ar gontract allanol i ddarparwyr preifat a bydd yn galluogi'r gymuned i ddefnyddio'r cyfleusterau y tu allan i oriau ysgol.
4.200m	Ysgol gynradd Cyfrwng Cymraeg newydd ar gyfer Bedwas, Trethomas a Machen  Creu ysgol gynradd Cyfrwng Cymraeg newydd i ddarparu ar gyfer y dalgylch o bentrefi Bedwas, Trethomas a Machen.
4.200m	Ysgol Gynradd Newydd Rhymni Uchaf  Adeilad newydd yn lle Ysgol Gynradd Rhymni Uchaf presennol, safle i'w benderfynu.
4.000m	Ysgol Gynradd Newydd yn Llancaeath / Llanfabon  Cyfuno Ysgol Iau Llancaeath ac Ysgol Fabanod Llanfabon er mwyn creu Ysgol Gynradd newydd i gynnwys defnydd cymunedol o'r cyfleuster
2.000m	Ymestyn Ysgol Gynradd Sant Iago  Ehangu addysg gynradd yn amodol ar alw.
0.500m	Buddsoddi yn safle presennol Idris Davies 3-18 i ddarparu ar gyfer ad-drefnu ysgolion cynradd posibl.
0.400m	Adleoli Ysgol Gynradd Gymraeg Gilfach Fargod i safle presennol Ysgol Gynradd y Parc. Bydd hyn yn gofyn am elfen o adnewyddu.
0.260m	Cae 3G yn Ysgol Idris Davies  Sefydlu cae 3G sy'n cefnogi rygbi a phêl-droed o fewn safle presennol yr ysgol.
0.200m	Adleoli Ysgol y Lawnt i safle newydd posibl.

	0.065m	Cyfleuster addysg ym Mharc Virginia  Addasu adeilad Clwb Golff Parc Virginia sydd bellach wedi'i gaffael i ddarparu canolfan ar gyfer y Gwasanaeth Ieuenctid ac ased cymunedol
<b>WBO2</b>	<b>£</b>	<b>Buddsoddiadau Arfaethedig</b>
	1.500m	Ehangu cyfleoedd cyflogaeth yn Oakdale  Gweithio gyda LIC i ehangu'r cyfleoedd cyflogaeth yn Oakdale.
	I'w gadarnhau	Cynllun Treuliad Anerobig Adnewyddadwy Bryn/Tredomen  Archwilio'r cyfle i wneud cysylltiad gwifren uniongyrchol rhwng Tredomen a'r gweithfeydd Treuliad Anerobig i dderbyn trydan oddi yno ar gyfradd fwy deniadol nag yn uniongyrchol o'r grid.
	0.150m	Ehangu'r Cynnig Ystafell De Parc Gwledig Presennol  Ceisio treialu cynnig ystafell de Parc Gwledig estynedig i gynnwys safleoedd Parciau Gwledig eraill
	I'w gadarnhau	Cynigion Diwydiannol / Cyflogaeth  Datblygu cynigion ar gyfer gwella a chynyddu'r cynnig mewn safleoedd ar draws y fwrdeistref sirol, fel Capital Valley
<b>WB03</b>	<b>£</b>	<b>Buddsoddiadau Arfaethedig</b>
	35.00m	Rhaglen buddsoddi tai Adeiladau Newydd ar draws y fwrdeistref sirol ar ôl i raglen SATC ddod i ben.
	3.500m	Cyfleoedd Adeiladu Newydd - Y Cilgant, Trecenydd a Rhodfa Llanfabon, Bedwas (16 uned yn gyfan gwbl)
	1.500m	Cwblhau gwaith Arbed ym Mharc Lansbury
<b>WB04</b>	<b>£</b>	<b>Buddsoddiadau Arfaethedig</b>
	17.00m	Strategaeth Datgarboneiddio  Cymeradwyo prosiectau strategaeth a chynnydd fel Fferm Ynni Haul Cwm Ifor (£17m).
	4.000m	Safle Parcio a Theithio Ystrad Mynach - 113 o lefydd  Cynnig i ymestyn y Parcio a Theithio a'r cyfleuster beicio presennol i hyrwyddo newid moddol mwy a chefnogi'r cynigion datblygu o'r CDLI sy'n dod i'r amlwg
	2.500m	Buddsoddiad Priffyrdd Ledled y fwrdeistref Sirol  Cynnal a chadw ac uwchraddio'r seilwaith priffyrdd a gwelliannau mewn cyflwr ffyrdd ledled Caerffili

1.600m	Rhaglen Amnewid Cerbydau  Disodli ac uwchraddio cerbydau rheng flaen y Cyngor gan gynnwys, lle bynnag y bo modd, symud i gerbydau sydd wedi dod i ddiwedd eu hoes er mwyn sicrhau y gellir cynnal gwasanaethau allweddol. Mae'r rhaglen newydd hefyd yn cysylltu â Strategaeth Datgarboneiddio'r Cyngor.
0.950m	A469 Tredegar Newydd / Pontlotyn  Gwaith ymchwilio a dylunio parhaus ynghyd â rhywfaint o waith cynnal a chadw gyda buddsoddiad yn cael ei wario erbyn diwedd mis Mawrth 2021. Bydd cynllunio tymor hwy ar gyfer y llwybr yn cael ei ystyried yn dilyn y gwaith ymchwilio.
0.590m	Cyflwyno lonydd beicio ar draws y fwrdeistref sirol.  Ceisio cynyddu nifer y lonydd beicio i gefnogi'r Strategaeth Chwaraeon a Hamdden Egniol, yr agenda Teithio Llesol a newid yn yr hinsawdd
0.511m	Teithio Llesol Pellach – Ystrad Mynach i Benallta  Darparu llwybr Teithio Llesol rhwng Ystrad Mynach a Chwm Calon (Penallta) a fydd yn cynnwys croesi rheilffordd.
0.400m	Lleddfu Traffig Canol y Dref  Cyflwyno mesurau Lleddfu Traffig Canol y Dref gyda rhai prosiectau wedi dechrau fel rhan o ddyfarniad grant Covid LIC
0.300m	Cyfnewidfa Drafnidiaeth Caerffili  Datblygu llwybrau/rhwydwaith teithio llesol lleol er mwyn cefnogi'r agenda llunio lleoedd tref Caerffili, gan ganolbwyntio ar ddatblygu opsiynau gwella rhwng y gyfnewidfa, y parc busnes a Pharc Lansbury.
0.300m	Gwelliannau i'r Maes Parcio  Cyflwynwch beiriannau Talu Tapiwch ac Ewch mewn meysydd parcio cyhoeddus tra'n cael gwared ar godi tâl am feysydd parcio ym Mharciau Gwledig Caerffili. Mae dileu codi tâl mewn Parciau Gwledig yn cysylltu â Strategaeth Chwaraeon a Hamdden Egniol y Cyngor.
Disgwyl Grant Dyfarniad	Teithio Llesol  Teithio Llesol Posibl yn ardal Coed Duon Fwyaf. Amrywiaeth o gynlluniau i'w datblygu.
I'w gadarnhau	Parcio a Theithio Llanbradach  Ceisio cyllid gan Lywodraeth Cymru i Gyflwyno Cynllun Parcio a Theithio ar gyfer Llanbradach
0.040m	Cynllun Cylchfannau Glân  Adeiladu ar gynllun nawdd presennol y cylchfan.

	I'w gadarnhau	Gwella Amddiffynfeydd Rhag Llifogydd Dylunio a gweithredu cyfres o gynlluniau amddiffyn rhag llifogydd ar draws y Fwrdeistref Sirol.
<b>WB05</b>	<b>£</b>	<b>Buddsoddiadau Arfaethedig</b>
	36.00m	Basn Caerffili Datblygiad posibl safle tir llwyd allweddol yng nghanol tref Caerffili ar gyfer cyfleusterau defnydd cymysg, gan gynnwys cyfuniad o ddefnydd addysg / hamdden / tai a chyflogaeth
	1.200m	Canolfan Ymwelwyr Penallta
	1.000m	Gwaith Gwella'r Gamlas yn Rhisga Ymgymryd â Gwaith Gwella'r Gamlas yn Rhisga
	0.500m	Gwaith Gwella Porth y Fwrdeistref Sirol ar gyfer 2020/21.
	0.350m	Newid hinsawdd - Gwaith i Dŷ Penallta Rhesi to ffotofoltaig ar adeiladau Campws Tredomen a phwyntiau newid Cerbydau Trydanol ychwanegol ar y campws
	0.328m	Cronfa Cadernid Cymunedol Creu cronfa lle gall aelodau etholedig, grwpiau cymunedol a sefydliadau wneud cais am gyllid i gyflawni gwelliannau o fewn yr ardal
	0.400m	Creu Sylfeini Hyb Chwaraeon Cymunedol yng Nghanolfan Hamdden Sue Noake Gosod Hwb Hoci Llain Glaswellt Ffug o'r radd flaenaf yn lle'r Llain Glaswellt Ffug yn Sue Noake yn ogystal â chreu Cae Rygbi newydd i uwch-chwaraewyr a gwella'r Cae Rygbi presennol yn y Ganolfan.
	0.200m	Rhaglen Prif Barciau Caerffili Creu Rhaglen Prif Barciau sy'n darparu nifer o deithiau cerdded deniadol a mannau awyr cyhoeddus agored lle gall preswylwyr wneud ymarfer corff a chael awyr iach. Y rhaglen i gynnwys Parc Morgan Jones, Taith Gerdded Sirhywi, Parc Waunfawr, Parc Ystrad Mynach, Parc Bargod, Camlas Sir Fynwy ac Aberhonddu yn ogystal â Ffordd Goedwig Cwmcarn a Pharc Cwm Darran
	0.150m	Lôn y Parc, Caerffili Archwilio'r posibilrwydd o agor fel marchnad naid gyda meinciau / gerddi neu agor y tir i Barc Dafydd Williams ar gyfer twristiaid/trigolion.



	0.080m	Statws y Faner Werdd  Ceisio statws y Faner Werdd ar gyfer Camlas Rhisga - Cangen Crymlyn a Pharc Gwledig Penallta. Bydd hyn yn gofyn am rai gwelliannau i'r seilwaith, mwy o waith cynnal a chadw, biniau a meinciau ychwanegol yn ogystal â phlannu coed a pheintio'r rheiliau a rhwystrau sy'n bodoli eisoes.
	0.020m	Rhaglen Glanhau Trefi  Trefi allweddol i gael eu glanhau'n ddwfn a'u chwynnu cyn misoedd yr haf
	I'w gadarnhau	Lleoliadau 'Park Run'  Hyrwyddo'n weithredol lleoliadau 'Park Run' ledled Caerffili
<b>WB06</b>	<b>£</b>	<b>Buddsoddiadau Arfaethedig</b>
	4.160m	Datblygu cyfleuster Canolfan Seibiant pwrpasol newydd ym Mhontllan-fraith gyda'r potensial i ddarparu gwasanaethau seibiant o un lleoliad sy'n gwasanaethu'r fwrdeistref sirol gyfan.
	4.620m	Cyfleuster lechyd Integredig - Tŷ Darran (Canolfan lechyd/elfen o Dai) i gynnwys cyfraniad ariannol ychwanegol gan Fwrdd lechyd Prifysgol Aneurin Bevan.

#### 5.9 Rhaglen Ymgysylltu Llundio Lleoedd Parhaus

Bydd y Rhaglen Llundio Lleoedd yn adeiladu ar yr egwyddorion o fewn Fframwaith Ymgynghori ac Ymgysylltu'r cyngor a'r prosiectau a'r syniadau drafft a nodir ym mhwynt 5.8.

Cymeradwywyd egwyddorion y Fframwaith Ymgynghori ac Ymgysylltu gan y Cabinet ym mis Chwefror 2020 ac mae'n cynnwys:

- Grymuso ein trigolion i gael mwy o ddylanwad dros y materion sy'n effeithio arnynt.
- Cynyddu a chryfhau rôl cymunedau yn y ffordd rydym yn byw, gweithio ac ymweld â bwrdeistref sirol Caerffili.
- Ein helpu i ddeall anghenion ein cymunedau, a fydd yn eu tro, yn helpu i sicrhau bod y gwasanaethau a ddarparwn yn diwallu'r anghenion hynny, a bod yr adnoddau sydd ar gael yn cael eu defnyddio'n effeithiol ac yn unol â blaenoriaethau y cytunwyd arnynt.
- Cefnogi cymunedau i weithredu, drwy eu helpu i nodi anghenion, a'u cefnogi i ddatblygu atebion a arweinir gan y gymuned.

Yn ddiweddar, mae'r cyngor wedi cynnal arolwg preswylwyr cynhwysfawr o'r enw 'Trafodaeth Caerffili'. Gofynnodd Trafodaeth Caerffili am farn ar ystod eang o feysydd gan gynnwys boddhad â gwasanaethau'r cyngor, ein hymateb ar y cyd i bandemig COVID-19 a safbwyntiau ar feysydd fel addysg, tai, yr economi leol a newid yn yr hinsawdd. Mae canfyddiadau'r ymarfer ymgynghori hwnnw yn cyfrannu'n ddefnyddiol iawn at y Fframwaith Lles a Llundio Lleoedd sy'n dod i'r amlwg, sydd wedi'i lunio ym mhwynt 5.8.

## Caerffili – 'Lle i Bawb'

Bydd y Rhaglen Lluio Lleoedd – 'Lle i Bawb' yn adeiladu ar yr ymgysylltu â rhanddeiliaid a gynhaliwyd hyd yma a bydd yn canolbwyntio ar ddatblygu perthynas gryfach a pharhaus rhwng ein trigolion a'n gwasanaethau cyhoeddus – er mwyn helpu i feithrin gwell dealltwriaeth o anghenion a dyheadau'r gymuned ar gyfer y dyfodol.

Bydd y rhaglen yn ceisio datblygu gweledigaeth a rennir ar gyfer y math o le y mae ein trigolion am fyw ynddo a'r rôl gyfunol sydd gan bawb i'w chwarae wrth gyflawni hyn.

Bydd y canlynol yn elfennau allweddol o'r rhaglen:

- Hyfforddiant a datblygiad parhaus i gynghorwyr a staff allweddol y cyngor ynghylch cynnwys y gymuned a chyd-gynhyrchu gwasanaethau.
- Gwneud y defnydd gorau posibl o rwydwaith presennol y cyngor o staff sy'n cael deialog rheolaidd, parhaus y gellir ymddiried ynddo gyda phreswylwyr.
- Mapio asedau cymunedol ar lefel wardiau unigol er mwyn adeiladu ar rwydwaith ymgynghori/ymgysylltu presennol y cyngor – gan ganolbwyntio'n benodol ar grwpiau anodd eu cyrraedd.
- Prosiectau parhaus a arweinir gan y gymuned a'r cyngor wedi'u bathu fel 'Tîm Caerffili ar Waith' sy'n ceisio annog deialog barhaus, rhoi adborth a meithrin gallu cymunedol ymhellach.
- Y cyfle i ddefnyddio'r gwaith mapio rhanddeiliaid gwell er mwyn casglu mewnwelediadau rheolaidd ar wasanaethau allweddol – gan gynnwys addysg, adfywio a materion ansawdd bywyd.
- Arolygon preswylwyr 'gwirio barn' rheolaidd er mwyn sicrhau bod y Cyngor yn cyflawni ei amcanion allweddol ac yn amlygu cyfleoedd i fireinio'i ddulliau gweithredu.
- Rhaglen gylchol o ymgysylltu â'r gymuned dan arweiniad cynghorwyr a swyddogion, ar lefel ward cyngor unigol. Bydd y trafodaethau'n canolbwyntio i ddechrau ar nifer o ardaloedd a byddant yn cael eu cynnal ar draws nifer o lwyfannau. Bydd y rhain yn cynnwys:
  - balchder cymunedol
  - hunaniaeth
  - anghenion cymunedol
  - adnabod bylchau
  - beth sy'n bwysig i'n cymunedau wrth fyw bywydau llawn a ffyniannus

Fel rhan o'r rhaglen gylchol hon, gellir ystyried prosiectau sy'n bodoli eisoes a'u mireinio o bosibl tra hefyd yn darparu'r llwyfan ar gyfer ychwanegu syniadau prosiect ychwanegol i'r Fframwaith.

Ni fwriedir i'r dull parhaus hwn o ymgysylltu â'r gymuned ddisodli prosesau ymgynghori unigol, ffurfiol sy'n benodol i brosiectau neu gynlluniau penodol; yn hytrach, y bwriad yw hwyluso deialog gadarn, parhaus, hirdymor gyda'n cymunedau

Ile caiff cydberthnasau eu gwerthfawrogi a'u bod yn ymddiried ynddynt, a bydd yn cefnogi'r prosesau ymgynghori ac ymgysylltu mwy ffurfiol hynny yn ôl y gofyn.

#### 5.10 Casgliad

Dros y paragraffau uchod, mae buddsoddiad o werth mwy na £485m wedi'i amlinellu. Mae rhywfaint o hyn wedi'i wneud dros flynyddoedd blaenorol, ond gellir defnyddio cyfran sylweddol i lunio dyfodol Caerffili dros y blynyddoedd nesaf.

Mae'r cynigion Lles a Llunio Lleoedd a nodir ym mhwynt 5.8 yn darparu buddsoddiad sylweddol i ddyfodol y fwrdeistref sirol o safbwynt economaidd, cymdeithasol ac amgylcheddol ac mae'r rhaglen ymgysylltu a nodir o bwyt 5.9 ymlaen yn nodi'r mecanwaith y gall rhanddeiliaid allweddol ei ddefnyddio er mwyn llunio'r rhaglen yn uniongyrchol gyda'r Cyngor wrth iddi gael ei datblygu. Mae hyn yn darparu llwybr ymlaen hanfodol i'n cymunedau er mwyn adeiladu dyfodol cadarn a chynaliadwy wrth iddynt ddod allan o'r pandemig Covid.

Os bydd y Cabinet yn cytuno ar y Fframwaith Lles a Llunio Lleoedd a nodir ym mhwynt 5.8 bydd yn cytuno i fuddsoddi'n sylweddol yn ei gymunedau, ar adeg allweddol yn adferiad ein cymunedau o effeithiau'r pandemig COVID-19.

Ni ddylid tanbriso'r manteision posibl y gall y Fframwaith eu darparu wrth ddatblygu, gwella ac adnewyddu seilwaith ac asedau o bob rhan o Gaerffili. Gall buddsoddiad parhaus o'r gwerth a'r maint hwn helpu i gryfhau'r economi leol, cynyddu cadernid cymunedol a dod â swyddi a chyfleoedd.

### 6. **RHAGDYBIAETHAU:**

- 6.1 Tybir y bydd y dirwedd economaidd bresennol ac yn y dyfodol yn ddigon hyfyw i'r prosiectau a gynigir yn adran 5.8 gael eu datblygu.
- 6.2 Pe bai prosiectau penodol yn anymarferol yn y pen draw, tybir y byddai'n bosibl dargyfeirio'r cyllid i gefnogi prosiectau Llunio Lleoedd eraill.
- 6.3 Mae cyflawni'r Fframwaith Lles a Llunio Lleoedd ar gyflymder a graddfa yn hollbwysig a bydd ei lwyddiant yn gyfyngedig heb y capasiti uwch reolwyr a rheoli prosiectau ychwanegol y cyfeirir ato yn adran 11.

### 7. **CYSYLLTIADAU Â PHOLISIŶIAU PERTHNASOL Y CYNGOR**

- 7.1 Amcanion Lles Caerffili 2018-2023. Bydd y cynnig hwn yn cynorthwyo'r Cyngor wrth ddiwallu pob un o'i chwe amcan lles:
  - **Amcan Lles 1** – Gwella cyfleoedd addysg i bawb.
  - **Amcan Lles 2** – Galluogi cyflogaeth.
  - **Amcan Lles 3** – Mynd i'r afael ag argaeledd, cyflwr a chynaliadwyedd tai ar draws y fwrdeistref sirol a darparu cyngor, cymorth neu gefnogaeth i helpu gwella iechyd a lles pobl.
  - **Amcan Lles 4** – Hyrwyddo system gludiant fodern, integredig a chynaliadwy sy'n cynyddu cyfleoedd, yn hyrwyddo ffyniant, ac yn lleihau'r effeithiau niweidiol ar yr amgylchedd.

- **Amcan Lles 5** – Creu bwrdeistref sirol sy'n cefnogi dull byw iachus yn unol â'r Egwyddor Datblygu Cynaliadwy yn rhan o Ddeddf Lles Cenedlaethau'r Dyfodol (Cymru) 2015.
- **Amcan Lles 6** – Cefnogi dinasyddion i aros yn annibynnol a gwella eu lles.

7.2 Mae'r Fframwaith Lles a Llunio Lleoedd hefyd yn cyd-fynd yn benodol â'r canlynol gan y Cyngor:

- TîmCaerffili - Yn Well Gyda'n Gilydd
- Strategaeth Ddrafft Chwaraeon a Hamdden Egniol 2019–2029
- Rhaglen Ysgolion yr 21<sup>ain</sup> Ganrif - Band B - 2019-2026
- Strategaeth Uchelgeisiau a Rennir 2019-2022
- Deddf Gwasanaethau Cymdeithasol a Lles (Cymru) 2014
- Sylfaen ar gyfer Llwyddiant 2018-2023
- Cynllun Trafnidiaeth Lleol Cymoedd De-ddwyrain Cymru 2015
- Fframwaith Adfer Strategol COVID-19 2020
- Strategaeth Cyfathrebu ac Ymgysylltu 2019-2022

## 8. Lles Cenedlaethau'r Dyfodol

Mae Deddf Lles Cenedlaethau'r Dyfodol (Cymru) 2015 ynglŷn â gwella lles cymdeithasol, economaidd, amgylcheddol a diwylliannol Cymru. Mae'n gofyn i gyrff cyhoeddus feddwl yn fwy am yr hir-dymor, gweithio gyda phobl a chymunedau, ac edrych i atal problemau, a chymryd ymagwedd sy'n fwy unedig. Bydd hyn yn ein helpu ni i greu Cymru rydyn ni i gyd eisiau byw ynnddi, nawr ac yn y dyfodol. Mae'r Ddeddf yn gosod saith nod lles:

- Cymru ffyniannus.
- Cymru gwydn.
- Cymru iachach.
- Cymru fwy cyfartal.
- Cymru o gymunedau cydlynol
- Cymru o ddiwylliant bywiog a'r iaith Gymraeg yn ffynnu.
- Cymru sy'n gyfrifol yn fyd-eang.

8.2 Mae'r Ddeddf yn nodi'r egwyddor datblygu cynaliadwy y dylai pob corff cyhoeddus yng Nghymru asesu ei phenderfyniadau yn ei herbyn. Nod y ddeddfwriaeth yw sicrhau lles cenedlaethau'r dyfodol trwy wneud y mwyaf o'r cyfraniad y mae gyrff cyhoeddus yn ei wneud tuag at y nodau lles. Wrth ddefnyddio'r egwyddor datblygu cynaliadwy, mae'n ddyletswydd ar y Cyngor i ystyried y boblogaeth gyfan y mae'n ei gwasanaethu ac yn ystyried effaith ei weithredoedd ar genedlaethau'r dyfodol. Asesir yr egwyddor, a elwir hefyd yn bum ffordd o weithio, isod:

- **Tymor Hir** – Mae'r Fframwaith Llunio Lleoedd yn fuddsoddiad aml-flwyddyn mewn ystod eang o gyfleusterau newydd sydd â'r potensial i fod o fudd i'r gymuned gyfan ynghyd â chyfrannu at bob un o chwe amcan lles y Cyngor.
- **Atal** – Mae gan ddarparu cyfleusterau a rhaglenni newydd, o'r radd flaenaf mewn sawl achos, y potensial i gefnogi lluo o waith ataliol ar draws y Fwrdeistref.
- **Integreiddio** - Dyluniwyd y Fframwaith Lles a Llunio Lleoedd er mwyn integreiddio'n uniongyrchol ag Amcanion Lles y Cyngor ei hun a'r rhai y cytunwyd arnynt gan y Bwrdd Gwasanaethau Cyhoeddus.

- **Cydweithredu** - Bydd angen integreiddio llawer o raglenni'r Fframwaith Lles a Llunio Lle ar draws Cyfarwyddiaethau'r Cyngor yn ogystal â phartneriaid allweddol o'r sector cyhoeddus, preifat a'r trydydd sector.
- **Ymglymiad** - Cynigir bod y Fframwaith Lles a Llunio Lleoedd yn cael ei danategu gan raglen ymgysylltu barhaus o'r enw 'Caerffili - lle i bawb' a fydd yn rhoi cyfle i randdeiliaid allweddol gymryd rhan uniongyrchol yn nyfodol y Fframwaith. Bydd ymarfer ymgynghori ac ymgysylltu yn sail i bob prosiect yn y Fframwaith drafft hefyd.

## 9. GOBLYGIADAU CYDRADDOLDEB

- 9.1 Bydd y Goblygiadau Cydraddoldeb yn amrywio'n sylweddol ar draws pob prosiect yn y Fframwaith Lles a Llunio Lleoedd drafft. Gyda hyn mewn golwg, bydd angen mynd i'r afael â goblygiadau cydraddoldeb pob un o'r prosiectau arfaethedig fel rhan o'r mecanweithiau datblygu a chyflawni prosiectau.

## 10. GOBLYGIADAU ARIANNOL

- 10.1 Mae'r Fframwaith Lles a Llunio Lleoedd yn rhaglen uchelgeisiol a fydd angen buddsoddiad ar raddfa fawr. Bydd ariannu'r prosiectau yn cynnwys cyfuniad o ddulliau gyda rhai yn cael eu hariannu'n uniongyrchol trwy adnoddau'r Cyngor, rhai trwy gyllid allanol ochr yn ochr â gofyniad cyllid cyfatebol ar gyfer y Cyngor a rhai wedi'u hariannu'n llwyr yn allanol.
- 10.2 Wrth i rai prosiectau gael eu datblygu'n achosion busnes i'w hystyried, bydd angen ystyried y goblygiadau ariannol manwl yn unol â Chyfansoddiad a Rheolau Sefydlog Ariannol y Cyngor. Lle bynnag y bo modd, un o'r ysgogwyr allweddol yn natblygiad achosion busnes fydd sicrhau cyllid gan grantiau a/neu bartneriaid allanol.
- 10.3 Yn ei gyfarfod ar 29 Ionawr 2020, cymeradwyodd Cabinet argymhelliad i glustnodi £24.543 miliwn o gronfeydd wrth gefn y gellir eu defnyddio ar gyfer y Fframwaith Llunio Lleoedd. Ar ben hynny, yn ei gyfarfod ar 20 Chwefror 2020, cymeradwyodd y Cyngor cyllid pellach ar gyfer y Fframwaith Llunio Lleoedd sy'n dod i gyfanswm o £4.048 miliwn o arbedion 2020/21 ymlaen llaw a balans dros ben ar y Gronfa Gyffredinol. Daw hyn â chyfanswm y cyllid cymeradwy hyd yma i £28.591m.
- 10.4 Gofynnir i'r Cabinet gymeradwyo argymhelliad pellach y dylid dyrannu cyllid o £1.640 miliwn a gedwir yng Nghyfraniad Refeniw Cyllid Amrywiol at Wariant Cyfalaf 2020/21 (RCCO) i'r Fframwaith Llunio Lleoedd, a fyddai'n cynyddu cyfanswm y cyllid sydd ar gael i £30.231 miliwn.

## 11. GOBLYGIADAU PERSONÉL

- 11.1 Er mwyn cyflwyno rhaglen fuddsoddi o'r maint a'r raddfa hon, mae cyflwyno'r Fframwaith Lles a Llunio Lleoedd wedi'i nodi fel blaenoriaeth graidd i dîm Arweinyddiaeth y Cyngor. I ategu'r ffocws hwn, cyflwynwyd cais twf fel rhan o gyllideb 2021/22 a fydd yn cael ei ystyried gan y Cyngor ym mis Chwefror 2021 i benodi adnoddau ychwanegol.
- 11.2 Mae'r cais twf yn ceisio sicrhau cyflogaeth barhaol i'r adnoddau trawsnewid tymor penodol yn ogystal â chreu Pennaeth Trawsnewid parhaol newydd a Phennaeth

Ffyniant parhaol newydd.

- 11.3 Bydd y Fframwaith hefyd yn cael ei ategu trwy gaffael pedwar adnodd rheoli prosiect tymor penodol a chreu swyddfa rheoli prosiect i gefnogi cyflwyno'r rhaglen drawsnewid eang hon o fuddsoddiadau.
- 11.4 Bydd yr adnodd ychwanegol hwn, ynghyd â ffocws presennol y tîm arweinyddiaeth gorfforaethol, yn galluogi rhaglen drawsnewid ehangach "Tîm Caerffili" y Cyngor i gael ei hymgorffori a'i symud ymlaen ar y cyflymder angenrheidiol. Mae'r Fframwaith Lles a Llunio Lleoedd yn elfen ganolog o'r rhaglen gyffredinol hon o fuddsoddi a newid. Os na fydd y cais am adnoddau ychwanegol yn cael ei gefnogi gan y Cyngor fel rhan o gyllideb 2021/22, ni fydd y fframwaith Llunio Lleoedd yn gallu cyflawni ar y cyflymder a'r raddfa a ddymunir a bydd angen "israddio'r rhaglen" i alinio ag unrhyw un adnoddau presennol sydd ar gael.

## 12. YMGYNGHORIADAU

- 12.1 Dosbarthwyd yr adroddiad drafft fel y manylir isod. Mae'r holl sylwadau a dderbyniwyd wedi'u hadlewyrchu yn y fersiwn hon o'r adroddiad.

## 13. PŴER STATUDOL

- 13.1 Amryw o ddeddfwriaeth Llywodraeth Leol gan gynnwys Deddfau Llywodraeth Leol 1972, 2000 a 2003, a Mesur Llywodraeth Leol (Cymru) 2011.

Awdur: Christina Harrhy, Prif Weithredwr

Ymgynghoreion: Y Cyng. Philippa Marsden, Arweinydd  
Y Cyng. Sean Morgan, Dirprwy Arweinydd ac Aelod Cabinet dros yr Economi a Menter  
Y Cyng. Eluned Stenner, Aelod Cabinet dros Wasanaeth Perfformiad a Gwasanaethau i Gwsmeriaid  
Y Cyng. Ross Whiting, Aelod Cabinet dros Ddysgu ac Chyflawniad  
Y Cyng. John Ridgewell, Aelod Cabinet dros yr Amgylchedd ac Isadeiledd  
Y Cyng. Colin Gordon, Aelod Cabinet dros Wasanaethau Corfforaethol  
Y Cyng. Nigel George, Aelod Cabinet dros Wastraff a Diogelu'r cyhoedd  
Y Cyng. Lisa Phipps, Aelod Cabinet y Cyngor dros Gartrefi ac Eiddo  
Y Cyng. Shayne Cook, Aelod Cabinet dros ddysgu a Chyflawniad  
Dave Street, Cyfarwyddwr Corfforaethol Gwasanaethau Cymdeithasol a Thai  
Ed Edmunds, Cyfarwyddwr Corfforaethol Addysg a Gwasanaethau Corfforaethol  
Mark S Williams, Cyfarwyddwr Corfforaethol Dros Dro Cymunedau  
Steve Harris, Pennaeth Gwasanaethau Ariannol a'r Swyddog Adran 151  
Robert Tranter, Pennaeth Gwasanaethau Cyfreithiol a Swyddog Monitro  
Y Cyng. Colin Mann, Arweinydd Grŵp Plaid Cymru Group  
Y Cyng. Kevin Etheridge, Arweinydd y Grŵp Annibynnol