Cyd-bwyllgor Corfforedig De-Ddwyrain Cymru | South East Wales Corporate Joint Committee

SOUTH EAST WALES CORPORATE JOINT COMMITTEE

SUMMONS TO ATTEND A MEETING OF THE CORPORATE JOINT COMMITTEE	2 JUNE 2025
GWŶS I FYNYCHU CYFARFOD CYD-BWYLLGOR CORFFORAETHOL	2 MEHEFIN 2025

You are summoned to attend a multi-location meeting of the **SOUTH EAST WALES CORPORATE JOINT COMMITTEE** which will be held via Microsoft Teams and in Caerphilly Council Chamber on Monday 2 June 2025 at 10.00am to transact the business set out in the agenda attached.

Jayne La Grua
Strategic Director Legal & Governance 27 May 2025
Monitoring Officer

TO: The Members of the South East Wales Corporate Joint Committee

Cllr Mary Ann Brocklesby (Chair)
Cllr Anthony Hunt (Deputy Chair)
Cllr Huw Thomas (Deputy Chair)
Cllr Dimitri Batrouni
Cllr Lis Burnett
Cllr Brent Carter
Cllr Andrew Morgan
Cllr Sean Morgan
Cllr John Spanswick
Mr Julian Stedman
Cllr Stephen Thomas

This document is available in Welsh / Mae'r ddogfen hon ar gael yn Gymraeg

WEBCASTING

This meeting will be filmed for live and/or subsequent broadcast on the Corporate Joint Committee's website. The whole of the meeting will be filmed, except where there are confidential or exempt items, and the footage will be on the website for 6 months. A copy of it will also be retained in accordance with the Corporate Joint Committee's data retention policy.

If you make a representation to the meeting, you will be deemed to have consented to being filmed.

If you have any queries regarding the filming of this meeting, please contact Cardiff Capital Region:

Email: democraticservices@cardiffcapitalregion.gov.uk

SIMULTANEOUS TRANSLATION

You are welcome to use Welsh at the meeting. A minimum period of 3 working days is required should you wish to do so, and a simultaneous translation will be provided.

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Cyd-bwyllgor Corfforedig De-Ddwyrain Cymru | South East Wales Corporate Joint Committee

South East Wales Corporate Joint Committee

10:00am on Monday 2 June 2025
Microsoft Teams

Agenda

PART 1

1. **Apologies for Absence**
   To receive apologies for absence.

2. **Election of Chairperson of the Committee for 2025 – 2026**
   The Constitution provides that the Committee will elect the Chairperson of the Corporate Joint Committee at its Annual Meeting.

3. **Election of Deputy Chairperson of the Committee for 2025 – 2026**
   The Constitution provides that the Committee will elect the Deputy Chairperson of the Corporate Joint Committee at its Annual Meeting.

4. **Declarations of Interests**
   To receive declarations of interest (such declarations to be made in accordance with the Members Code of Conduct).

5. **Minutes of Meeting on 31 March 2025**
   To approve as a correct record the minutes of the Corporate Joint Committee meeting held on 31 March 2025.

6. **Appointment of Monitoring Officer and Appointments Sub-Committee Update**
   Report of the Chief Executive

7. **Confirmation of Members and Substitute Members of the CJC and Allocation of Portfolios for 2025-26**
   Report of the Monitoring Officer

8. **Appointments to Sub-Committees and Advisory Boards for 2025-26**
   Report of the Monitoring Officer

This document is available in Welsh / Mae'r ddogfen hon ar gael yn Gymraeg

9. **Programme of Meetings for 2025-26**
Report of the Monitoring Officer

10. **Strategic Equality Plan - Annual Report**
Report of the Strategic Director Policy, Impact & Partnerships

11. **MIPIM 2025**
Report of the Strategic Director Policy, Impact & Partnerships

Items for 'Noting'

12. **Annual Letter of the Chair of the Standards Sub-Committee**

13. **Annual Letter of the Chair of Governance & Audit Sub-Committee**

PART 2

Exclusion of Press and Public
To resolve that the public and press be asked to leave the meeting during discussion of the remaining items of business because exempt information as defined in Part 4 of Schedule 12A of the Local Government Act 1972 is likely to be made known.

14. **Aberthaw Project Delivery Model**
Report of the Monitoring Officer

15. **CSC Foundry Ltd Annual Business Plan 2025-2026**
Report of the Chief Executive

16. **Investment Zone Update**
Report of the Chief Executive

17. **Investment and Intervention Report**
Report of the Chief Executive

This document is available in Welsh / Mae'r ddogfen hon ar gael yn Gymraeg

Cyd-bwyllgor Corfforedig De-Ddwyrain Cymru | South East Wales Corporate Joint Committee

South East Wales Corporate Joint Committee

10.00am on Monday 31 March 2025
via Microsoft Teams

Minutes

Members	Constituent Authority
Councillor Mary Ann Brocklesby (Chair)	Leader, Monmouthshire County Council
Councillor Dimitri Batrouni	Leader, Newport City Council
Councillor Lis Burnett	Leader, Vale of Glamorgan Council
Councillor Brent Carter	Leader, Merthyr Tydfil County Borough Council
Councillor Anthony Hunt (Deputy Chair)	Leader, Torfaen County Borough Council
Councillor Sean Morgan	Leader, Caerphilly County Borough Council
Councillor John Spanswick	Leader, Bridgend County Borough Council
Mr Julian Stedman	Chair of Planning Committee, Bannau Brycheiniog National Park Authority (for items 1 – ?)
Councillor Huw Thomas (Deputy Chair)	Leader, Cardiff Council
Councillor Stephen Thomas	Leader, Blaenau Gwent County Borough Council
Cardiff Capital Region (CCR) Officers	
Kellie Beirne	Chief Executive
Jayne La Grua	Strategic Director of Legal and Governance and Monitoring Officer
Colan Mehaffey	Strategic Director of Policy, Impact and Partnerships
Liam Hull	Strategic Director of Resources and S151 Officer
Hrjinder Singh	Head of Finance, Risk and Assurance and Deputy S151 Officer
Mike Brough	Head of Infrastructure
Clare Cameron	Regional Transport Manager

1. Apologies for Absence

1.1 An apology for Absence was received from Cllr Andrew Morgan, Leader, Rhondda Cynon Taf (RCT) County Borough Council.

2. Declarations of Interests

2.1 Cllr Spanswick declared a personal interest that he had met Health and Safety Executive and Marubeni representatives in relation to the Hybont project.

3. Minutes

3.1 It was **RESOLVED** that the South East Wales Corporate Joint Committee (SEW CJC) **APPROVED** the minutes of the meeting of the CJC held on 10 March 2025 as a true and accurate record.

4. Annual Business Plan 2024-25 Quarter 3 Performance Report

4.1 The Committee received a report providing the Quarter 3 reporting position against the 2024/25 CCR Business Plan, including the CCR City Deal and the transition to the CJC. Approval was sought to formally submit the report, including supporting information, to both UK and Welsh Governments.

4.2 Kellie Beirne, presenting the report, referred to the Q3 portfolio highlights, including the financial performance. The spend had been £13.6m against a forecast of £16.5m. This variance was due to the Innovation Investment Capital fund which experienced a £2.5m underspend regarding a potential investment which was unable to complete owing to due diligence. Ms Beirne confirmed CCR was due to catch up and meet the planned spend of circa £55m over the entirety of 2024-25 once the due diligence was complete.

4.3 Ms Beirne took CJC Members through the investments that had contributed the spend, as set out in the report. She drew Members' attention to the success of the Cluster Development Programme, the communications highlights and the CCR Energy Ltd Business Plan. Members were advised that they had previously approved the CCR Energy Ltd Business Plan in October 2023 which had been in operation until the end of March 2025. Due to work being undertaken with the CCR Energy Board, approval was sought from the CJC for a 3 month extension to the existing business plan. It was proposed to bring the revised business plan to the next meeting of the CJC which was provisionally scheduled for 2 June.

4.4 Ms Beirne also mentioned the red risks set out in the Risk Register relating to Aberthaw Power Station procurement and resourcing/capacity gaps at CCR and the proposed mitigations. There continued to be positive news regarding recycled funds from investments which were set to near £20m by the end of the financial year.

4.5 Ms Beirne, in response to a question from Cllr Hunt, stated that it was hoped that there could be a conversation regarding how the recycled funds could best be used or invested at a CJC Members' Away Day which was currently being scheduled. Mr Hull, in response to a question from Cllr Hunt on resources and capacity at

CCR, advised that when the budget had been set circa £1.3m of interest had been utilised on balances as an underwrite. The current capacity issues were an ongoing challenge due to a number of vacancies and there was the intention of filling as many of these in the coming months as possible.

4.6 In response to a question from Cllr Batrouni regarding whether there was a need to prioritise due to capacity challenges or whether CCR should seek to expand to take on additional opportunities, Ms Beirne replied that there was a process of prioritising, including contractual obligations, company law requirements and statutory requirements such as the 14 committees. It was proposed that a plan with potential options, including in relation to capacity and recycled funds, would be brought to the CJC Members' Away Day.

4.7 It was **RESOLVED** that the SEW CJC:

1) Approved the Quarter 3 2024-25 performance report (Appendix 1) and authorised the CJC Chief Executive to formally submit the report, including supporting information, to both UK and Welsh Governments, and other stakeholders as required; and,
2) Approved a 3-month extension of the CCR Energy Ltd Business Plan 2023/25.

5. Month 9 Budget Update

5.1 The Committee received a report setting out the CJC Revenue Budget position and the projected Out-turn as at the 31 December 2024 (Month 09). Liam Hull, presenting the report, explained that the financial year 2024/25 represented the first year where the budgets for CJC Statutory Duties and the CCR City Deal (CCRCD) were brought together as part of the same budget report. The Statutory Duties budget was projected to underspend by £27k which was mainly as a result of an underspend on the Regional Transport Plan (RTP) due to a reprofiling exercise of the RTP Employee and Non-Employee budgets.

5.2 Mr Hull stated that the CCRCD budget was projected to overspend by approximately £143k. He referred to there being a greater spend than expected in areas such as Legal & Governance due to the additional resource requirements needed to ensure the CJC was able to meet all of the duties that come with being a public body. This was partially offset by underspend in other staffing areas. He also mentioned a number of smaller variances across supplies and services, including consultancy costs and policy work commissioned to assist with the transition. Due to it being the first year of arrangements, there had been an underestimation of the requirements and costs of the Service Level Agreements (SLAs) with RCT. There was also an increased spend on the external audit fee.

5.3 Mr Hull advised that the overall position on the Month 9 CCRCD budget was an improvement on the Month 8 position. Work was being undertaken to reduce the deficit further by ensuring that the capitalisation of staffing costs was maximised. This was due to be finalised shortly. The year end position would be reported at the next CJC meeting.

5.4 In response to Cllr Spanswick expressing some concerns regarding the overspend in the CCRCD budget, notably in terms of Supplies and Services, Mr Hull stated

that it was linked to some underestimation of the requirements of the first year of transition. This had been addressed in the 2025/26 budget.

5.5 It was **RESOLVED** that the SEW CJC:

1) Noted the Revenue Budget position and the projected Out-turn as at the 31 December 2024 (Month 09) as set out in the report; and,
2) Noted that regular budget updates will be provided to the Sub-Committee throughout the year.

6. Quarter 3 Treasury Management Report

6.1 Liam Hull introduced the report, advising that it set out the CJC's performance against its Treasury Management Strategy at the end of December 2024 across a range of indicators outlined in the 2021 Treasury Management Code and the CIPFA Prudential Code 2021. He emphasised that the key difference between the CJC and that of the Members' local authorities was that the CJC had not undertaken any borrowing and many of the indicators were therefore not applicable.

6.2 Mr Hull advised that the key performance indicator for the CJC was interest yield. There was a low risk appetite in this area. Investments yielded £850k in interest during the quarter with cumulative interest for the year of circa £2.3m. That was at an average yield of 4.69%.

6.3 Mr Hull added that there were no instances of non-compliance either with the principles set out in the Treasury Management Strategy or in the Treasury Management Code during Q3.

6.4 It was **RESOLVED** that the SEW CJC:

1) Noted the 2024/25 Quarter 3 Treasury Management Report (Appendix 1) and Prudential Indicators (Appendix 2); and,
2) Noted that regular updates will be provided throughout the year.

7. 2025/26 Treasury Management Strategy

7.1 The Committee received a report seeking approval of the CJC's Treasury Management Strategy Statement (TMSS), along with a range of supplementary statements which required approval, necessary for effective control of the CJC's borrowings and investments for 2025/26 and compliance with applicable regulations and relevant accounting codes. Liam Hull, presenting the report, explained that the TMSS had been developed in line with CIPFA's Treasury Management and Public Services Code of Practice. Guidance had been received from the CJC's Treasury Management Advisers, Arlingclose.

7.2 Mr Hull reiterated that no borrowing had been undertaken and there was no intention to do so in the next 12 months. Having a low risk appetite, surplus funds were invested with the UK Debt Management Office. He brought to Members' attention the key changes that responsibility for Treasury Management activities was now an in-house managed service and no longer involved a SLA with RCT and also that the CJC's Counter Party Investment Limits were increased from £5M

to £10M, providing that the bank's credit rating is no lower than -A. The Counter Party Investment Limits were in line with advice from the CJC's Treasury Management Advisors, the range within the 10 Constituent Councils and provided the CJC with more operational flexibility where required.

7.3 Councillor Hunt thanked the Finance Team for their hard work in meeting the requirements of the transition and commented that he believed it would set the CJC in good stead for the future.

7.4 It was **RESOLVED** that the SEW CJC:

1) Approved the CJC's 2025/26 Treasury Management Strategy Statement, which incorporates its Capital Strategy, attached at Appendix 1 of the report;
2) Approved the CJC's 2025/26 Treasury Management Policy Statement, attached at Appendix 2 of the report; and,
3) Approved the CJC's 2025/26 Minimum Revenue Provision Policy Statement, as attached at Appendix 3 of the report.

8. Economic Well-being Statement and Objectives

8.1 Colan Mehaffey presented the report which sought comments and approval in respect of the proposed Economic Well-being Statement and Objectives. He provided the background that CCR has a statutory duty to provide the Statement and Objectives. The intention, however, was to do more than meet the statutory duty. CCR's strategic ambitions outlined in the Regional Economic and Industrial Plan, the work of Local Authority Partners, and the wider policy and legislative agenda at Welsh Government and UK Government, all fed into this work. The Statement and Objectives defined and built on the type of inclusive, sustainable economic growth CCR was committed to pursuing.

8.2 Mr Mehaffey referred to the work which had been undertaken to date in this area, including a Working Group, led by Kevin Gardiner (Regional Growth Board Chair) and also involving Professor Gill Bristow (Head of the School of Geography and Planning, Cardiff University), which had been formed in early 2024. Professor Rob Huggins (Cardiff University) and Professor Piers Thompson (Nottingham Trent University) had been commissioned by the Working Group to develop a report analysing the Well-being of the Region across a range of indicators and this had been previously shared with the CJC.

8.3 Mr Mehaffey stated that the Statement focused on the three key areas of Stronger, Fairer and Greener and these were reflected in a proposed high level Action Plan. In terms of implementation, Mr Mehaffey highlighted that CCR was in the process of developing an Economic Well-being Data Dashboard. The Regional Growth Board was assisting in developing the requirements for it. This tool would be openly accessible and utilised by decision makers across CCR and the local authority network.

8.4 It was confirmed that public engagement on the proposed Economic Well-being Statement, Objectives, and Action Plan would commence in April 2025.

8.5 Members made a number of points in relation to the report, including the following:

- The Chair thanked the officer team and the wider stakeholder team who had given their time to help CCR develop the Statement, Objectives and Action Plan. She welcomed the collaborative approach which would assist the whole region, taking into account that there were economic disparities which needed addressing. She also welcomed that diversity and inclusion goals had been embedded in the Statement, Objectives and the Action Plan as well as environmental goals.
- Cllr Batrouni queried whether GVA was an appropriate sole measure to assess improving equitable prosperity. He expressed the view that GVA could grow and a large percentage of the population could be left behind. Were there better measures such as disposable income of the poorest 10%? He also asked how regional impact could be assessed against national trends. Mr Mehaffey replied that one of the reasons Professor Huggins and Thompson had been commissioned was to help develop the economic indicators. This work had helped to bring forward the Responsible Investment Policy and the ESG Scorecard. Kellie Beirne added that the Professors were looking at a new index of economic wellbeing which would incorporate a range of purposeful measures.
  In relation to regional impact, Mr Mehaffey informed Members that work was being taken forward with local authority partners to look at the scalable analysis of impact in national trends. Data would be sought against comparable areas with similar socio-demographic profiles.
- Cllr Hunt welcomed the expertise utilised to date, including the Working Group and the Regional Growth Board. He recommended that 'critical friends' continued to remain on board and assessed the strategy going forwards. It was important that CCR 'did not hit targets and miss the point'. Sustainable growth was needed which touched all parts of the region and also other areas such as rewarding Fair Work. Mr Mehaffey in response referred to reaching this point as a collaborative endeavour across public, private and third sector. It was the intention to continue utilising this wider knowledge.
- Cllr Spanswick quoted paragraph 32 of the report which set out that the socio-economic duty requires public bodies to have due regard to the desirability of exercising decisions in a way that is designed to reduce the inequalities of outcome which result from socio-economic disadvantage. He asked how it could be demonstrated this would happen and suggested that a deeper discussion on this matter could take place at the Members' Away Day. Ms Beirne stated that CCR had sought to embed this in areas such as the Responsible Investment Policy and ESG Scorecard which showed how the wider objectives were being applied and how they applied to CCR's investments. Mr Mehaffey also mentioned the Strategic Equality Plan as another example of CCR policies which were interlinked to address inequality. There would be a reporting mechanism which would enable Members to assess this.
- Cllr Sean Morgan commented that financially it was difficult to assess economic wellbeing due to the impact of inflation, he asked whether there was an opportunity to measure wellbeing in a different way. He asked that this was discussed at the Members' Away Day.

8.6 The Committee approved the proposed Economic Well-being Statement and Objectives and agreed that this was a topic which should be added to the agenda for the Members' Away Day, including growth and how it should be measured. Kellie Beirne stated that this was potentially an opportunity for experts to attend,

including Professors Huggins and Thompson to discuss their research on the economic indicators/measures.

8.7 It was **RESOLVED** that the SEW CJC:

1) Approved the proposed Economic Well-being Statement and Objectives; and,
2) Acknowledged the attached Action Plan as a key forward looking document outlining CCR's strategic priorities.

9. Strategic Development Plan Delivery Agreement

9.1 The Committee received a report providing an update on the outcomes of the draft Delivery Agreement (DA) consultation for the Strategic Development Plan (SDP) and sought approval from the CJC in principle of the DA, pending confirmation on financial support from the Welsh Government. Colan Mehaffey, presenting the report, mentioned the statutory duty to prepare a SDP and the complex work involving a number of moving pieces including that the CJC's SDP would be adopted later than the Regional Transport Plan whilst the local development plans needed to be kept up to date.

9.2 Mr Mehaffey spoke about progress to date, including that the Strategic Development Working Group had endorsed the DA (the plan for the SDP) post consultation, although it was noted that there was an outstanding need to understand how the delivery of the SDP would be supported by Welsh Government. In relation to the SDP itself, Mr Mehaffey highlighted that it would link to the National Plan: Future Wales and Local Development Plans (LDPs) and would create a strategic framework to guide the preparation of future LDP Lites which would be the new proposed form of LDPs.

9.3 Mr Mehaffey emphasised that the SDP was not just about undertaking a statutory duty. It also needed to be aligned with economic goals and the vision for a more strategic integration of land use and transport planning. It was intended to address the key challenges in the region, including uneven economic growth, unlocking multiplier benefits and supporting polycentric city-region development. The SDP would also seek to tackle regional disparities, addressing economic and social inequalities.

9.4 In respect of the role of the DA, Mr Mehaffey stated that a critical aspect was the Community Involvement Scheme which set out how and when stakeholders in the community were able to become involved in the plan-making process. This also ensured transparency and inclusivity from the outset. It also included a comprehensive timetable for preparing the SDP, setting out clear timelines and milestones for various stages of the process.

9.5 Mr Mehaffey took Members through the formal consultation process with Specific Consultation Bodies, as set out in the report. This had been commenced on 26 July 2024. A detailed Consultation Report had been provided at Appendix A, outlining the key issues raised during the consultation and how they were addressed. There was broad Support for Regional Planning and the Draft Delivery Agreement. A couple of concerns highlighted related to the feasibility of the proposed timescales (the SDP Manual had set a five-year target; however, the DA had proposed a 6 year timeframe and Welsh Government had confirmed its agreement with the revised timescale) and calls for enhanced community

engagement at key stages of SDP preparation (in response to feedback, the DA had been revised to extend the consultation periods to 10 weeks at both the Preferred Strategy and Deposit stages). Mr Mehaffey also mentioned stakeholders requested clarity on funding for the SDP and he referred to funding being identified within the Medium-Term Financial Plan.

9.6 Mr Mehaffey also highlighted the engagement with Town and Community Councils and more than 750 General Consultation Bodies. The Strategic Development Sub-Committee had overseen the governance process. He also advised CJC Members that he had held positive discussions with the Welsh Government on 27 March about taking the planning process forward, requiring approximately £4.5m over a 6 year period to develop the SDP.

9.7 In relation to a question from Cllr Batrouni regarding how polycentric growth was achieved so that it was not restricted to one area of the region, Mr Mehaffey and Richard Matthams, Strategic Planning and Transportation Planning at Bridgend CBC, clarified that the way in which the Plan would be prepared would be assisted by the Development Plan Manual. Polycentric growth would be considered as aspects such as the vision and the objectives were developed. This work was scheduled into the timetable.

9.8 Cllr Burnett spoke of seeking at the outset to enable engagement between the Strategic Development Sub-Committee and the Regional Transport Sub-Committee in order that they were aware of each other's work and that this work was co-ordinated. This included joint workshops having taken place. She recommended that the SDP / plan process was added to the agenda of the Members' Away Day. A successful SDP was crucial for the region.

9.9 Mr Stedman commented that officers at the Bannau Brycheiniog National Park Authority had responded with a number of points on the draft DA, the Authority was now fully integrated as a local planning authority in its own right and was looking forward to contributing to the process moving forward.

9.10 It was **RESOLVED** that the CJC:

1) Noted the outcomes of the draft Delivery Agreement consultation;
2) Approved the Delivery Agreement in principle, pending confirmation on financial support from the Welsh Government; and,
3) Delegated authority to the Strategic Director of Policy, Impact and Partnerships to make minor editorial changes and amend the timetable as required.

10. Annual Review of the South-East Wales Corporate Joint Committee's Constitution

10.1 In presenting the report, Jayne La Grua confirmed that this was the first annual review since the CJC's new Constitution was adopted on 18 March 2024. She took Members through the significant additions and amendments which were proposed, as set out under Paragraph 3 of the report. The updates would include the articles of the Constitution which would have an impact on a number of the committees, including the CJC, Governance and Audit Sub-Committee, Standards Committee and the Shareholders Board. Some changes were also proposed to the responsibilities and delegations of Chief Officers. Updates also included

access to information procedure rules, contract procedure rules and employment procedure rules.

10.2 Ms La Grua explained in relation to the contract procedure rules that the key changes should have ideally been considered by the Governance and Audit Sub-Committee prior to the CJC. However, due to the sequencing of the meeting with the Sub-Committee not meeting until 11 April, the requirement for the CJC to adopt RCT's contract procedure rules and RCT needing to seek internal approval for these rules, it was requested that the CJC adopt them in order that it was up to date with the legislation. Officers would bring the matter back to the CJC in the event the Sub-Committee highlighted any issue that Members would like the CJC to review.

10.3 Ms La Grua referred to the Independent Remuneration Panel for Wales (IRPW) having published its annual report in February 2025 which included its determinations on remuneration allowances for the 2025-26 municipal year. There were no changes to allowances from the 2024/25 municipal year. The allowances only applied to lay or independent members as members of the constituent councils were not separately remunerated for the time they devoted to CJC committees. Ms La Grua also brought to the attention of the CJC Members that responsibility for Members' Remuneration had transferred from the IRPW to the Democracy and Boundary Commission Cymru on 1 April 2025. Recommendation 5 in paragraph 10.5 below was updated to take this into account.

10.4 The CJC approved the recommendations as set out in the report. The Chair thanked Ms La Grua and legal officers for all their hard work in updating the Constitution and producing the report. She acknowledged the importance of the report following the shift of the organisation to becoming a CJC. It would remain absolutely crucial to the way in which the CJC operated as a statutory body.

10.5 It was **RESOLVED** that the CJC:

1) Approved the proposed changes to the CJC's Constitution to take immediate effect;
2) Requested that the Strategic Director of Legal and Governance published the amended Constitution on the CJC's website;
3) Noted the determinations of the Independent Remuneration Panel for Wales (IRPW) in its Annual Report for 2025-2026;
4) Approved the draft Members' Scheme of Remuneration for 2025-26; and,
5) Delegated authority to the Strategic Director of Legal and Governance to make any necessary amendments to the 2025-2026 Members' Scheme of Remuneration from time to time during the municipal year in order to reflect any in-year determinations issued by the Democracy and Boundary Commission Cymru.

11. Annual Report of Complaints and Requests for Information

11.1 Jayne La Grua, presenting the report, confirmed the information set out in the Annual Report of Complaints and Requests for Information report. The information was noted by Members as set out in 11.2 below.

11.2 It was **RESOLVED** that the CJC noted:

1) No Corporate Complaints or Ombudsman Complaints had been received by the CJC during 2024/25;
2) No Complaints under the Members' Code of Conduct had been received by / reported to the CJC during 2024/25;
3) No confidential 'Whistleblowing' Reports had been received by the CJC during 2024/25;
4) No Welsh Language Complaints had been received by the CJC during 2024/25;
5) No data protection breaches had been reported by / to the CJC during 2024/25;
6) the CJC had received two data subject access requests during 2024/25; and,
7) the CJC had received 14 requests for information under the Freedom of Information Act and/or Environmental Information Regulations during 2024/25.

12. Annual Report of Joint Overview and Scrutiny Committee

12.1 The CJC was provided with a letter from the Chair of the CJC's Joint Overview and Scrutiny Committee (JOSC), Councillor Andrew Whitcombe, relating to the scrutiny work and activities that the Committee had undertaken. Members also received a report of the Regional Transport Scrutiny Working Group in the JOSC's Annual Report. Jayne La Grua, presenting the report, advised that JOSC had met formally on four occasions in the first year since being established and had considered a spectrum of the work of the CJC covering each of the three statutory core functions, the RTP, the SDP and Economic Development.

12.2 Ms La Grua stated that the Regional Transport Scrutiny Working Group had met 5 times in scrutinising Regional Transport Planning and had produced a very comprehensive report at Appendix 1 with 11 recommendations.

12.3 The Chair thanked JOSC and the Regional Transport Scrutiny Working Group and observed that the Regional Transport Sub-Committee had taken on board the recommendations of the Working Group which was a good example of how scrutiny should work.

12.4 It was **RESOLVED** that the CJC received the letter from the Chair of the CJC's Joint Overview and Scrutiny Committee and the report of the Regional Transport Scrutiny Working Group attached at Appendix 1.

13. Extension of Venture Graduates Initiative

13.1 Members of the CJC were provided with a report proposing a three-month extension of the Venture Graduates initiative from April to June 2025 using £30,000 of unallocated WIF match funding assigned to the Cluster Development & Growth Programme. Kellie Beirne, presenting the report, advised that the 3 month period would enable CCR to examine the options for the initiative. This took into account that there would not be any further Shared Prosperity Fund allocations received for it. She commented that it had been a productive and value for money scheme which had operated over a number of years. The projected achievements, as set out in the report, included a total of 286 graduate jobs created, 175 graduates upskilled through training and professional development and £8.4M of private sector investment secured as a direct result of the programme.

13.2 Ms Beirne referred to the evidence in the report on the scale of Graduate 'Brain Drain' and why it was important to work with SMEs and retain talent in the region.

The Chair concurred that the Initiative was a very important scheme which required an extension. Skills needed to be developed within the region and the talent retained.

13.3 It was **RESOLVED** that the CJC:

1) Approved a three-month extension of the CCR Venture Graduate Programme from April - June 2025; and,
2) Allocated £30,000 of unallocated Wider Investment Fund funding assigned to the Cluster Development & Growth Programme to fund the extension.

Exclusion of Press and Public

The SEW CJC **RESOLVED** that the public and press be asked to leave the meeting during discussion of the remaining items of business because exempt information as defined in Part 4 of Schedule 12A to the Local Government Act 1972 is likely to be made known.

NOTE: In accordance to the Standing Orders in relation to the delivery of the Cardiff Capital Region City Deal, Bannau Brycheiniog National Park Authority was not represented during the Exempt Session.

EXEMPT SESSION

14. Transport Grants Modernisation

14.1 Colan Mehaffey presented the report.

14.2 It was **RESOLVED** that the CJC approved the recommendations in the report.

15. Metro Central Full Business Case

15.1 Kellie Beirne presented the report.

15.2 It was **RESOLVED** that the CJC approved the recommendations in the report.

Meeting end: 12.04pm

DRAFT

South East Wales Corporate Joint Committee

Cyd-bwyllgor corfforaethol De-Dwyrain Cymru

Report for:	ACTION
Contains Confidential or Exempt Information	NO

For Consideration By	Corporate Joint Committee
Report Title	Appointment of Interim Monitoring Officer and Appointments Sub-Committee Update
Report of	Kellie Beirne, Chief Executive Officer
Contact Details	Kellie.beirne@cardiffcapitalregion.gov.uk
Date to be Considered	2 June 2025
Implementation Date	Immediate effect
Affected Council Areas	All
Keywords / Index	Appointments; Chief Officers; Statutory Officer; Senior Executive Team; CCR Energy Ltd

Report Summary

1. This report is in three parts:

   1.1 Part 1 sets out the recommendations of the Appointments Sub-Committee in respect of the appointment of an Interim Strategic Director of Legal and Governance and Monitoring Officer;

   1.2 Part 2 sets out the endorsement of the Appointments Sub-Committee to the Chief Executive's recommendation to secure a fixed-term internal secondment into the role of Director of Regional Growth; and

   1.3 Part 3 sets out the additional interim duties payment to be awarded to CCR Energy's Head of Operations, in order to maintain safe site operations and priority activity.

Recommendations

2. The South East Wales Corporate Joint Committee is asked to:

   2.1 approve the appointment of Mark Watkins as Interim Strategic Director of Legal & Governance and Monitoring Officer;

   2.2 Approve the internal advertisement of a 12-month secondment opportunity for the post of Director of Regional Growth;

2.3 Note the Chief Executive's action to approve an honorarium payment to CCR Energy's Head of Operations, to reflect additional duties that the postholder is undertaking to provide interim management capacity and support covering the period December – ongoing.

Reasons for Recommendations

Part 1 – Appointment of Interim Director of Legal and Governance and Deputy Monitoring Officer

3. Part 2 of the Schedule to the SEW Corporate Joint Committee Regulations 2021 states that the CJC must make such arrangements for staffing as are necessary to the discharge of its functions. The meeting of SEW Corporate Joint Committee on 4 December 2024 agreed the Executive Team structure – as proposed by the Chief Executive. In May and July 2024, CJC approved the appointments of the team comprising Deputy Chief Executive/Strategic Director of Regional Growth and Investment, Strategic Director of Resources (statutory s.151 Officer), Strategic Director of Policy, Impact and Partnerships and Strategic Director of Legal and Governance (statutory Monitoring Officer).

4. The permanent post of Strategic Director of Legal and Governance was subsequently not taken up by the candidate and interim arrangements put in place by the then CCR Regional Cabinet in October 2023 have instead been retained. Over the period of July 2024 to date, several unsuccessful attempts have been made to recruit to the permanent post, which remains vacant.

5. As a new and fledgling public body, deficits currently exist around development of a recognised employer brand and an identifiable and effective recruitment platform. Whilst specialist external support has been commissioned via agency, Venn Group, to support this in respect of permanent recruitment to the statutory Monitoring Officer position, in the interim, a locum appointment has been made and it is proposed that Mark Watkins is appointed as Interim Strategic Director of Legal and Governance and statutory Monitoring Officer. It should be further noted that a second locum appointment has been made to the post of Head of Legal and Jill Byron will take up the role as Deputy Monitoring Officer.

6. Work is underway in collaboration with Venn Group to support building of a bespoke recruitment platform to recruit to the permanent positions of both Strategic Director of Legal and Governance (statutory Monitoring Officer) and Head of Legal (Deputy Monitoring Officer) and the Appointments Sub-Committee will be kept appraised of this.

Part 2 – Fixed-term internal secondment to post of Director of Regional Growth

7. Following the departure of the Deputy Chief Executive/Strategic Director of Regional Growth and Investment, in March 2025, the post remains vacant. The role is a non-statutory one and provides a critical role in heading up and leading the City Deal programme and the new SEW Investment Zone.

8. Given the wider capacity pressures, it is proposed that, rather than undergo a full market recruitment exercise at this time, a 12-month internal secondment opportunity is created for the Director of Regional Growth aspect only, i.e. forgoing the Deputy Chief Executive duties, and set at salary level commensurate with the other Director posts in the structure. It is suggested that an internal advert is placed immediately across CCR and its ten constituent councils with the outcomes of this process to be reported into the next meeting of the CJC in July 2025.

Part 3 – Additional Duties CCR Energy Head of Operations

9. Since the end of December, capacity gaps exist in relation to senior management at CCR Energy Ltd. In the interim period, the current Head of Operations has picked up these important additional duties, which include enhanced Health and Safety responsibilities, team leadership and management duties, board liaison duties and compliance with Company Law, commissioning of advice and specialist support, and general management of a site on which high-risk demolition is occurring and there are a number of environmental obligations. The role has also included aspects of investor relations and inward investment and requires an ongoing 'holding position' on a more narrowly defined set of objectives – to be reflected in the forthcoming interim business plan – until the current set of issues related to post-litigation review are concluded.

10. CCRE's current Head of Operations remains a permanent employee of CCR, seconded to the position at Aberthaw. Since the current CCRE Business Plan ended on 31 March 2025, it is appropriate that the Chief Executive's proposal to agree salary augmentation consistent with the above additional duties is noted by CJC, in addition to being supported by the CCRE Board Chair. Given the level of additional responsibility and parity with CCR salary and grading structure, it is proposed that this is set again at CCR Director level (c£97k). This will be kept under review in conjunction with the Options Report to inform the future operating model for the company, as detailed elsewhere on the meeting agenda.

Corporate Policies and Priorities

11. The processes set out in this report have been conducted with regard to Corporate HR and Finance policies and procedures and in line with the Terms of Reference of the Appointments Sub-Committee and Scheme of Delegation to Officers.

Comments of the Strategic Director of Resources and s.151 Officer

12. The CJC's 2025/26 approved budget includes the necessary resources to meet the costs associated with the appointment of the Monitoring Officer (interim) and the Director of Regional Growth (interim). Any one-off costs arising from handover arrangements and the use of specialist agency recruitment support will be met from underspends against the wider CJC employee budget in 2025/26.

13. The total monthly cost of the proposed honorarium for the Head of Operations is £2,142 (inclusive of on-costs) and amounts to circa £7,500 when backdated to the 20 December 2024. In 2024/25 the Head of Operations costs were shared on a 80% / 20% basis between the CCR Energy Ltd and the CJC. CCR Energy's Management Accounts outlined an underspend of circa £974k at Month 11, providing sufficient headroom to accommodate its share of the proposed honorarium costs in financial year 2024/25. The CJC will meet its 20% share of the 2024/25 costs from within existing resources.

14. It is understood that the arrangements will only continue for a short period into 2025/26. However, it is suggested that CCR Energy may wish to utilise an element of its final 2024/25 underspend to create a specific Earmarked Reserve, the purpose of which will be to meet the 2025/26 costs associated with the honorarium arrangements.

15. The ongoing financial implications resulting from these arrangements will be fully set out in the 2025/26 Budget Monitoring Reports presented to the CJC, as well as the Options Report (to inform the future operating model for CCR Energy Ltd) referred to above.

Comments of the Strategic Director of Legal and Governance and Monitoring Officer

Appointment of Monitoring Officer (Interim)

16. Section 5 of the Local Government and Housing Act 1989 (as amended by Regulation 7 of the Corporate Joint Committees (General) (No. 2) (Wales) Regulations 2021) places a duty on the CJC to appoint a Monitoring Officer.

17. The Monitoring Officer is a statutory Chief Officer post and, pursuant to the CJC's Employment Procedure Rules and Scheme of Delegation, their appointment is a matter reserved to the CJC following the recommendation of the Appointments Sub-Committee.

18. The designation of a Deputy Monitoring Officer is a personal appointment of the Monitoring Officer.

Director of Regional Growth (Interim)

19. The post of Director of Regional Growth is an existing vacant post within the new staffing structure which has been job evaluated as a Chief Officer grade post. Pursuant to the CJC's Employment Procedure Rules, both the method of appointment (in this case an internal secondment rather than a publicly advertised post) and any actual appointment requires the approval of the CJC following a recommendation from the Appointments Sub-Committee. At this stage, the Chief Executive simply requests approval to move forwards with internal advertisement.

Head of Operations, CCR Energy Ltd

20. Finally, Members are asked to note that the Head of Operations at CCR Energy Ltd is, and has been since December 2024, undertaking additional duties in the absence of other key members of CCRE staff. These include some, but not all, of the responsibilities of a higher graded post. CCRE's Head of Operations is seconded to CCRE by CCR.

21. The Chief Executive, in consultation with the Chair of the Board of Directors of CCRE, proposes to augment the salary of the individual concerned during the period in which she is discharging additional duties over and above those set out in her existing job description.

22. The payment of an honorarium is suitable when a person undertakes some additional responsibilities of a higher graded post. The approval of an honorarium is within the delegated authority of the Chief Executive in consultation with HR. However, as a proportion of the payment will need to be made by CCRE, the Chair of the CCRE Board of Directors has also been consulted.

Staffing Implications

23. The staffing implications associated with this report are self-evident.

Equality, Human Rights and Community Cohesion

24. There are no implications directly associated with this report, save to say, the process is undertaken in line with objectives of CCR's HR policies and procedures.

Sustainability and Climate Considerations

25. There are no implications directly associated with this report.

Risk Management

26. The appointment of an able and committed Senior Executive Team is required to:

- ensure the requisite senior leadership capacity is in place to lead, develop and deliver on the CJC agenda;
- ensure capacity is in place in respect of statutory officer positions: Chief Executive Officer, s151 Officer and Monitoring Officer;
- safeguard the reputational interests of CCR by promoting high standards and ensuring openness, probity and accountability.

Consultation

27. The Senior Executive Team structure for CCR was approved at the meeting of the SEWCJC on 4 December 2023. The Chair of the Board of CCRE has been consulted in relation to this report.

Welsh Language Implications

28. Due regard has been had to Welsh Language implications.

Well-being of Future Generations

29. In developing the Recommendations of this report, regard has been had to the well-being duty arising under the to the Well-Being of Future Generations (Wales) Act 2015 ('the Act').

Kellie Beirne
Chief Executive
Kellie.beirne@cardiffcapitalregion.gov.uk
2 June 2025

Appendices
None

Background Papers
None

Cyd-bwyllgor Corfforedig De-Ddwyrain Cymru | South East Wales Corporate Joint Committee

Report for:	ACTION
Contains Confidential or Exempt Information	NO

For Consideration By	South East Wales Corporate Joint Committee
Report Title	Confirmation of Members and Substitute Members of the South East Wales Corporate Joint Committee and Allocation of Portfolios for 2025/26
Report of	Jayne La Grua, Strategic Directors of Legal & Governance and Monitoring Officer
Contact Details	Jayne.LaGrua@cardiffcapitalregion.gov.uk
Date to be Considered	2 June 2025
Implementation Date	With immediate effect
Affected Council Areas	All
Keywords / Index	Appointments, Members, Substitute Members, Portfolios

Report Summary

1. This report confirms the Membership of the South East Wales Corporate Joint Committee (CJC) for the 2025/26 municipal year, together with each Constituent Authority's nominated Substitute Member. It also seeks approval of each Council Member's portfolio of responsibility.

Recommendations

2. The Corporate Joint Committee is asked to:

   (1) Note the Committee's Membership for the 2025/26 municipal year;

   (2) Note each Authority's nominated Substitute Member;

   (3) Approve the Member Portfolios for the municipal year; and

(4) Nominate Members to Chair and Deputy Chair the Regional Transport Sub-Committee and the Strategic Development Sub-Committee, respectively.

Reasons for Recommendations

Members and Substitute Members

3. The Committee's Membership is prescribed by Part 3 of the South East Wales Corporate Joint Committee Regulations 2021. The Members of the CJC are:

(a) the 10 council members;

(b) the Brecon Beacons member; and

(c) any co-opted member.

4. In the case of each constituent council, the Leader of that Council is the Council Member of the CJC.

5. Where a Council Member is unable to act for any period, the constituent council of which they are a member may appoint a member of its executive as a Substitute Member of the CJC for that period.

6. In the case of the Brecon Beacons National Park Authority, the Authority must appoint one of the following officeholders as a Member of the CJC:

(a) the chairman of the Authority,

(b) the deputy chairman of the Authority, or

(c) the chairperson of a committee with responsibility for planning matters as may be established by the Authority.

7. Where the Brecon Beacons Member is unable to act for any period, the Authority may appoint another of the officeholders mentioned in paragraph 6 above as a Substitute Member of the CJC for that period.

8. The following persons are the Members and Substitute Members of the CJC for the 2025/26 municipal year:

Council / Authority	Member	Substitute
Blaenau Gwent CBC	Cllr Steve Thomas	Cllr John Morgan
Bridgend CBC	Cllr John Spanswick	Cllr Jane Gebbie
Caerphilly CBC	Cllr Sean Morgan	Cllr James Pritchard
Cardiff Council	Cllr Huw Thomas	Cllr Sarah Merry
Merthyr Tydfil CBC	Cllr Brent Carter	Cllr David Jones
Monmouthshire CC	Cllr Mary Ann Brocklesby	Cllr Paul Griffiths
Newport CC	Cllr Dimitri Batrouni	Cllr Deborah Davies

Rhondda Cynon Taf CBC	Cllr Andrew Morgan	Cllr Maureen Webber
Torfaen CBC	Cllr Anthony Hunt	Cllr Joanne Gauden
Vale of Glamorgan Council	Cllr Lis Burnett	Cllr Bronwen Brooks
Brecon Beacons NPA	Cllr Julian Stedman	Cllr Edwin Roderick

Portfolios

9. Part 3A of the CJC's Constitution makes provision for the allocation of portfolios (lead responsibilities) for particular functions. The following portfolios are proposed for the 2025/26 municipal year:

Portfolio	**Portfolio Holder**
Governance, Resources & Assurance	Cllr Mary Ann Brocklesby
Research, Innovation & Investment	Cllr Anthony Hunt
Industrial Policy, Internationalisation & Core Cities	Cllr Huw Thomas
Infrastructure and Major Projects Delivery	Cllr Andrew Morgan
Climate Response	Cllr Sean Morgan
Spatial and Transport Policy	Cllr Lis Burnett
Northern Valleys x 2	Cllr Stephen Thomas Cllr Brent Carter
Building Capability – Data and Skills	Cllr Dimitri Batrouni
Economic Inclusion	Cllr John Spanswick

10. The allocation of portfolio responsibility for the 2025/26 municipal year is set out in the **Appendix** to this report

Chairs and Deputy Chairs – Sub-Committees

11. The CJC's Constitution provides that the Chair and Deputy Chair (non-voting) of both the Regional Transport Sub-Committee and of the Strategic Development Sub-Committee will be members of the CJC nominated annually.

12. During the 2024/25 municipal year, these were:

Regional Transport Sub-Committee	
Chair	Cllr Andrew Morgan
Deputy Chair	Cllr Lis Burnett

Strategic Development Sub-Committee	
Chair	Cllr Lis Burnett
Deputy Chair	Cllr Andrew Morgan

Comments of the s.151 Officer

13. There are no direct financial implications arising from this report.

Comments of the Monitoring Officer

14. The recommendations of this report have regard to the statutory requirements as to membership of the South East Wales Corporate Joint Committee and to the CJC's Constitution.

Equality, Diversity and Inclusion

15. The Equality Act 2010 (Public Authorities subject to the Public Sector Equality Duty) (Wales) Order 2021 amended Part 2 of Schedule 19 to the Equality Act 2010 to provide that Corporate Joint Committees are subject to the Public Sector Equality duty set out in Section 149 of the Equality Act 2010.

16. The Equality Act 2010 (Authorities subject to a duty regarding Socio-economic Inequalities) (No. 2) (Wales) Regulations 2021 amended section 1 of the Equality Act 2010 in order to add Corporate Joint Committees to the list of relevant authorities subject to the Socio Economic Duty.

17. The Committee must, in the exercise of its functions, have due regard to the need to: (1) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act; (2) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not; and (3) foster good relations between persons who share a relevant protected characteristic and persons who do not.

18. The characteristics protected under the Act are:
    - age;
    - disability;
    - gender reassignment;
    - marriage and civil partnership;
    - pregnancy and maternity;
    - race;
    - religion or belief;
    - sex; and
    - sexual orientation.

19. Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:
    (a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;

(b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;

(c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

20. The socio-economic duty requires public bodies to, when making decisions of a strategic nature about how to exercise its functions, have due regard to the desirability of exercising them in a way that is designed to reduce the inequalities of outcome which result from socio-economic disadvantage.

21. The Public Sector Equality and Socio-Economic Duties have been considered and no negative implications have been identified which would prevent approval being sought to implement the recommendations of this report.

Well-being of Future Generations

22. The Corporate Joint Committees (Amendment of the Well-being of Future Generations (Wales) Act 2015) Regulations 2021 bring CJCs within the scope of Parts 2 and 3 of the Well-being of Future Generations (Wales) Act 2015.

23. The Well-being of Future Generations (Wales) Act 2015 places a duty on public bodies to carry out sustainable development, meaning the process of improving the social, economic, environmental and cultural well-being of Wales by taking action aimed at achieving the well-being goals of:

- 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

and by acting in a way which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.

24. In order to act in accordance with the sustainable development principle, when exercising its functions, the Committee must take account of the following things:

- the importance of balancing short term needs with the need to safeguard the ability to meet long term needs;
- the need to take an integrated approach to achieving the well-being goals;

- the importance of involving others with an interest in achieving the well-being goals and of ensuring those persons reflect the diversity of the population of the region;
- how acting in collaboration with others could assist to meet the region's well-being objectives;
- how deploying resources to prevent problems occurring or getting worse may contribute to meeting the region's well-being objectives.

25. In developing the Recommendations of this report, regard has been had to the well-being duty arising under the Well-Being of Future Generations (Wales) Act 2015 ('the Act').

Welsh Language Implications

26. The Welsh Language Standards (No.1) Regulations 2015 (Amendment) Regulations 2021 bring Corporate Joint Committees within the scope of the standards specified by the No.1 Regulations.

27. In accordance with the Welsh Language Standards (No.1) Regulations 2015, consideration has been given to the impact the recommendations made in this report may have on opportunities for people to use and promote the Welsh Language, whether the proposals treat the Welsh Language more or less favourably than the English Language, and opportunities for increasing the positive effects, or decreasing the negative effects, of the proposals on the Welsh Language. No negative impacts were identified which would prevent approval being sought to implement the recommendations of this report.

Background Papers

28. None.

Report Author: Jayne La Grua, Monitoring Officer

Meeting Date: 2 June 2025

Appendices: Appendix 1 – Portfolios

Appendix 1 – Portfolios 2025/26

Portfolio Holder(s)	Portfolio	Designations	Lead Officer(s)
Cllr Mary Ann Brocklesby (Monmouthshire) shall oversee matters relating to:	**Governance, Resources & Assurance** • Corporate Plans • Resources and Funding • Statutory Policy Compliance • Assurance and Risk • CCR Group Oversight • Performance and Reporting • Organisational Communication • Organisational Development • Investor Relations • International Relations • Partnerships with National Stakeholder Bodies • Intergovernmental Relations	**Chair of the Corporate Joint Committee**	Chief Executive Strategic Director of Legal & Governance Strategic Director of Resources Strategic Director of Policy, Impact & Performance
Cllr Anthony Hunt (Torfaen) shall oversee matters relating to:	**Research, Innovation & Investment** • Research & innovation • Higher & Further Education coalition	Deputy Chair of the Corporate Joint Committee Lead for HE/FE Civic agreements	Deputy Chief Executive Strategic Director of Legal & Governance

Portfolio Holder(s)	Portfolio	Designations	Lead Officer(s)
	• Global research challenges • Clusters and major funding programmes (such as, Strength in Places) • Inclusive Innovation • UK Research & Innovation (UKRI) and funding council engagement • Innovation Investment Capital • Challenge Fund/InFuSe • Investment opportunities	Single Member Decisions: Challenge Fund Investment Zone governance Observer status at Regional Growth Board	
Cllr Huw Thomas (Cardiff) shall oversee matters relating to:	**Industrial Policy, Internationalisation & Core Cities** • Regional Economic Policy (including Economic and Industrial Plan) • CORE Cities representation • Regional promotion, (including international events and summits) • National and international commissions	Deputy Chair of the Corporate Joint Committee CORE Cities representative Investment Zone governance Observer status at Regional Growth Board	Chief Executive Deputy Chief Executive Strategic Director of Policy, Impact & Partnerships

Portfolio Holder(s)	Portfolio	Designations	Lead Officer(s)
	(such as, UK2070) • Investment Zone • Investment Framework • Business engagement • FDI		
Cllr Andrew Morgan (Rhondda Cynon Taf) shall oversee matters relating to:	**Infrastructure and Major Projects Delivery** • Housing Viability Gap Fund • Cardiff Central Station • TfW liaison • Strategic Premises Fund • Transport Delivery • Regional Road User Charging	Chair of the Regional Transport Sub-Committee Deputy Chair of the Strategic Development Sub-Committee Single Member Decisions: Strategic Premises Fund	Chief Executive Deputy Chief Executive Strategic Director of Resources
Cllr Sean Morgan (Caerphilly) shall oversee matters relating to:	**Climate Response** • Energy Strategy & Implementation Plan • Regional and Local Area Energy Plans • Green Deal • Race 4 Zero • ECO and ECO-Flex • Energy Investment Funds • Water management		Deputy Chief Executive Strategic Director of Resources

Portfolio Holder(s)	Portfolio	Designations	Lead Officer(s)
Cllr Lis Burnett (Vale of Glamorgan) shall oversee matters relating to:	**Spatial and Transport Policy** • Strategic Development Plan • Regional Transport Plan • Alignment of transport, planning and economic wellbeing • Statutory and stakeholder engagement • Rural affairs	Chair of the Strategic Development Sub-Committee Deputy Chair of the Regional Transport Sub-Committee	Strategic Director of Policy, Impact & Partnerships Strategic Director of Legal & Governance
Cllr Stephen Thomas (Blaenau Gwent) **Cllr Brent Carter** (Merthyr Tydfil) shall oversee matters relating to:	**Northern Valleys** • Northern Valleys Initiative • Valleys Regional Park • Tech Valleys • Partnerships and engagement • NV Competitiveness Deep Dive Delivery • Town Centres • NV infrastructure and access to services	NVI Governance via Investment Board Observer status at Regional Growth Board	Deputy Chief Executive
Cllr Dimitri Batrouni (Newport) shall oversee matters relating to:	**Building Capability – Data and Skills** • Regional Skills Partnership • Venture	Regional Skills Partnership	Chief Executive Strategic Director of Policy, Impact & Partnerships

Portfolio Holder(s)	Portfolio	Designations	Lead Officer(s)
	• Assured Academies • School's liaison • Regional Data Ambition & Intelligence • Relationships with UKCI and Productivity Institute		
Cllr John Spanswick (Bridgend) shall oversee matters relating to:	**Economic Inclusion** • Shared Prosperity Fund and levelling-up • Public Value and Corporate Social Responsibility • Corporate policies: child poverty, wellbeing statement, public sector equality duty & biodiversity • Welsh Language • Responsible Investing Policy • Tourism		Strategic Director of Legal & Governance Strategic Director of Policy, Impact & Partnerships

Cyd-bwyllgor Corfforedig De-Ddwyrain Cymru | South East Wales Corporate Joint Committee

Report for:	ACTION
Contains Confidential or Exempt Information	NO

For Consideration By	South East Wales Corporate Joint Committee
Report Title	Appointments to Sub-Committees and Advisory Boards for 2025-26
Report of	Jayne La Grua, Monitoring Officer
Contact Details	Jayne.LaGrua@cardiffcapitalregion.gov.uk
Date to be Considered	2 June 2025
Implementation Date	With immediate effect
Affected Council Areas	All
Keywords / Index	appointments; sub-committees; advisory boards

Report Summary

1. This report asks the Corporate Joint Committee to receive nominations and make appointments to the CJC's sub-committees and advisory boards, and to authorise the Monitoring Officer to make appointments to any remaining vacancies.

Recommendations

2. The Corporate Joint Committee is asked to:

2.1 Receive nominations and make appointments to each of the sub-committees and advisory boards established for the 2025-26 municipal year; and

2.2 Authorise the Monitoring Officer to make appointments to any vacancies and report any such appointments to the next meeting of the CJC for information.

Reasons for Recommendations

Appointments Sub-Committee

3. Regulation 15 of the South East Wales Corporate Joint Committee Regulations 2021 ('the Establishment Regulations'), and paragraph 15 of the Schedule to those Regulations, permits the CJC to establish sub-committees that may support the CJC in exercising its functions.

4. The Appointments Sub-Committee is an ad hoc sub-committee with its membership drawn from the CJC as and when it is required to convene.

Governance and Audit Sub-Committee

5. The Governance and Audit Sub-Committee comprises of 15 Members, including 1 non-executive member from each of the CJC's 10 Constituent Councils and 5 members who are not elected members of a county council or county borough council in Wales.

6. Pursuant to Regulation 11 of the Corporate Joint Committees (General) (No.2) (Wales) Regulations 2022, the Chair of the Governance and Audit Sub-Committee must be a Lay Member.

7. Five (5) Lay Members of the Governance and Audit Sub-Committee were appointed in June 2024 for a four-year period. One Lay Member has since resigned, and the vacancy was advertised and successfully recruited to in March 2025.

Regional Transport Sub-Committee

8. The Regional Transport Sub-Committee comprises of 12 Members, including the Executive Member with responsibility for Transport (or equivalent) from each of the 10 Constituent Councils and 2 Members of the CJC who will act as the Sub-Committee's Chair and Deputy Chair (non-voting).

Standards Sub-Committee

9. Pursuant to section 53 of the Local Government Act 2000, the CJC must establish a Standards Sub-Committee and, at its meeting on 18 March 2024, the CJC adopted standing orders for the establishment of a Standards Sub-Committee (Part 2, Article 7).

10. During the 2024/25 municipal year, the Standards and Ethics Committee of Cardiff Council discharged the functions of the CJC's Standards Sub-Committee on the CJC's behalf pursuant to a Service Level Agreement, in

accordance with Regulation 13 of the Corporate Joint Committees (General) (No.2) (Wales) Regulations 2021. However, this agreement was limited to a period of 12 months only. Accordingly, the CJC, at its meeting on 31 March 2025, agreed to bring this function in-house for the 2025/26 municipal year, and 2G. Article 7 – Standards Committee was amended accordingly.

11. The Standards Sub-Committee will be comprised of at least 5 members, of whom at least 3 shall be Independent (Lay) Members and 2 shall be Members of the CJC's constituent councils, who are not members of the CJC or any of its other sub-committees.

12. The vacancies for Independent Members have been advertised and successfully recruited to, subject to this Committee's and Welsh Government's approval.

Strategic Development Sub-Committee

13. The Strategic Development Sub-Committee comprises of 13 Members, including the Executive Member with responsibility for Planning (or equivalent) from each of the 10 Constituent Councils, a member appointed by the Brecon Beacons National Park Authority, and 2 Members of the CJC who will act as the Sub-Committee's Chair and Deputy Chair (non-voting).

Joint Overview and Scrutiny Committee

14. During the 2024/25 municipal year, Rhondda Cynon Taf County Borough Council acted as the Host Authority for the Joint Overview and Scrutiny Committee, pursuant to a Service Level Agreement with the CJC. At its meeting on 18 March 2024, the CJC adopted standing orders recognising those arrangements (Part 2, Article 5). The Service Level Agreement with Rhondda Cynon Taf CBC has been extended by a further 12 months for the municipal year of 2025/26.

15. The Joint Overview and Scrutiny Committee comprises of 10 non-executive Members, nominated by each of the CJC's 10 Constituent Councils, together with 10 reserve members.

Advisory Boards and Groups

16. The Corporate Joint Committee has established the following advisory boards:
    - Investment Board
    - Regional Growth Board
    - Shareholders' Board
    - Chief Executives' Group

17. The composition and terms of reference of each of the above-mentioned advisory boards and groups are set out in Part 3B of the CJC's Constitution adopted at its meeting on 18 March 2024.

Investment Board

18. The Investment Board comprises of 10 members, including 5 lay members of the Regional Business Community and 5 Public Sector Chief Executives.

Regional Growth Board

19. The Regional Growth Board comprises of up to 14 members, including no less than 4 and no more than 12 non-councillor members from the regional business, academic and third sector communities, 1 Constituent Council Executive Member who is also a member of (and nominated by) the Regional Transport Sub-Committee, and 1 Constituent Council Executive Member who is also a member of (and nominated by) the Strategic Development Sub-Committee.

20. The Board is also attended by the following CJC Members, who may speak but are not entitled to vote on any matter:
- CJC Member for Research, Innovation and Investment
- CJC Member for Industrial Policy, Internationalisation & Core Cities
- CJC Member(s) for Northern Valleys

Shareholder Board

21. The Shareholder Board is comprised of:
- CJC Member for Governance, Resources & Assurance (Chair)
- CJC Member for Research, Innovation & Investment
- CJC Member for Industrial Policy, Internationalisation & Core Cities.

Chief Executives' Group

22. The Chief Executives' Group is comprised of the Chief Executive Officers of each of the 10 Constituent Councils, together with the Chief Executive of the CJC.

Vacancies

23. The CJC is asked to authorise the Monitoring Officer to make appointments to any remaining vacancies and to report any such appointments to the next meeting of the CJC for information.

Comments of the s.151 Officer

24. The cost of establishing and running the CJC's Sub-Committees and Advisory Boards outlined in this report have been costed and included in the CJC's approved 2025/26 Revenue Budget.

25. Regular budget monitoring reports will be provided to the CJC during the year to report details of 'actual' and 'projected costs' against the approved budgets, along with any resulting variances and remedial action, where appropriate.

Comments of the Monitoring Officer

26. The legal requirements in relation to the establishment of sub-committees are set out in the body of the report.

27. Agreeing and/or amending the terms of reference of sub-committees, deciding on their composition, and making appointments to them is, except as expressly and lawfully delegated, a matter reserved to the Corporate Joint Committee pursuant to Part 3A of the CJC's Constitution.

Equality, Diversity and Inclusion

28. There are no specific equalities implications arising from this report.

Well-being of Future Generations

29. In developing the Recommendations of this report, regard has been had to the well-being duty arising under the Well-Being of Future Generations (Wales) Act 2015 ('the Act').

Welsh Language Implications

30. No negative impacts were identified which would prevent approval being sought to implement the recommendations of this report. The Constitution is published on the CJC's website in both Welsh and English.

Background Papers

There are no background papers to this report.

Report Author: Jayne La Grua, Monitoring Officer

Meeting Date: 2 June 2025

Appendices: Appendix 1 – Appointments to Sub-Committees

Appendix 1 – Appointments to Sub-Committees

* Note: this is a 'live' document which will be updated as nominations are received.

GOVERNANCE & AUDIT SUB-COMMITTEE	
Lay Member (Chair)	Alan Davies
Lay Member (Deputy Chair)	Andrew Blackmore
Lay Member	Sue Eriksen
Lay Member	Colin Prosser
Lay Member	Cheryl Hucker
Blaenau Gwent CBC	TBC
Bridgend CBC	TBC
Caerphilly CBC	Cllr Ceri Wright
Cardiff Council	Cllr Kate Carr
Merthyr Tydfil CBC	Cllr David Isaac
Monmouthshire CC	Cllr John Crook
Newport CC	TBC
Rhondda Cynon Taf CBC	Cllr Wendy Lewis
Torfaen CBC	TBC
Vale of Glamorgan	Cllr Pamela Drake

REGIONAL TRANSPORT SUB-COMMITTEE	
Chair (non-voting)	Cllr Andrew Morgan
Deputy Chair (non-voting)	Cllr Lis Burnett
Blaenau Gwent CBC	TBC
Bridgend CBC	TBC
Caerphilly CBC	Cllr Nigel George
Cardiff Council	Cllr Dan De'Ath
Merthyr Tydfil CBC	Cllr Jamie Scriven
Monmouthshire CC	Cllr Catrin Maby
Newport CC	TBC
Rhondda Cynon Taf CBC	Cllr Ann Crimmings
Torfaen CBC	TBC
Vale of Glamorgan	Cllr Bronwen Brooks

STANDARDS SUB-COMMITTEE	
Independent Member	Dawn Jones
Independent Member	Peter Brunt
Independent Member	Richard Hendicott
Independent Member	Roy Lynch
Blaenau Gwent CBC	Cllr George Humphreys
Bridgend CBC	TBC
Merthyr Tydfil CBC	TBC

STRATEGIC DEVELOPMENT SUB-COMMITTEE	
Chair (non-voting)	Cllr Lis Burnett
Deputy Chair (non-voting)	Cllr Andrew Morgan
Brecon Beacons NPA	TBC
Blaenau Gwent CBC	TBC
Bridgend CBC	TBC
Caerphilly CBC	Cllr Philippa Leonard
Cardiff Council	Cllr Dan De-Ath
Merthyr Tydfil CBC	Cllr David Jones
Monmouthshire CC	Cllr Paul Griffiths
Newport CC	TBC
Rhondda Cynon Taf CBC	Cllr Mark Norris
Torfaen CBC	TBC
Vale of Glamorgan	Cllr Ruba Sivagnanam

INVESTMENT BOARD	
Lay Member (Chair)	Frank Holmes
Lay Member	Dr Carol Bell
Lay Member	Andrew Probert
Lay Member	David Stevens
Lay Member	Chris Sutton
Cardiff Council, CEO	Paul Orders
Merthyr Tydfil CBC, CEO	Ellis Cooper
Monmouthshire CC, CEO	Paul Matthews
Newport CC, CEO	Beverly Owen

Rhondda Cynon Taf CBC, CEO	Paul Mee

REGIONAL GROWTH BOARD	
Lay Member, Chair	Kevin Gardiner
Lay Member	Prof. Wendy Larner
Lay Member	Dr Louise Bright
Lay Member	Mark John
Lay Member	Nick Bennett
Lay Member	Prof. Robert Huggins
Blaenau Gwent CBC	Cllr Stephen Thomas
Cardiff Council	Cllr Huw Thomas
Merthyr Tydfil CBC	Cllr Brent Carter
Monmouthshire CC	Cllr Paul Griffiths
Newport CC	Cllr Rhian Howells
Torfaen CBC	Cllr Anthony Hunt

SHAREHOLDER BOARD	
Chair	Cllr Mary Ann Brocklesby
Deputy Chair	Cllr Anthony Hunt
Deputy Chair	Cllr Huw Thomas

REGIONAL CHIEF EXECUTIVES' GROUP	
Corporate Joint Committee	Kellie Beirne
Blaenau Gwent CBC Torfaen CBC	Stephen Vickers
Bridgend CBC	Mark Shephard
Caerphilly CBC	Ed Edmunds
Cardiff Council	Paul Orders
Merthyr Tydfil CBC	Ellis Cooper
Monmouthshire CC	Paul Matthews
Newport CC	Beverly Own
Rhondda Cynon Taf CBC	Paul Mee
Vale of Glamorgan	Rob Thomas

Cyd-bwyllgor Corfforedig De-Ddwyrain Cymru | South East Wales Corporate Joint Committee

Report for:	ACTION
Contains Confidential or Exempt Information	NO

For Consideration By	South East Wales Corporate Joint Committee
Report Title	Programme of CJC Meetings for 2025-26
Report of	Jayne La Grua, Monitoring Officer
Contact Details	Jayne.LaGrua@cardiffcapitalregion.gov.uk
Date to be Considered	2 June 2025
Implementation Date	With immediate effect
Affected Council Areas	All
Keywords / Index	meetings; calendar; committees

Report Summary

1. This report asks the South East Wales Corporate Joint Committee to approve the programme of ordinary meetings for the 2025/26 municipal year.

Recommendations

2. The Corporate Joint Committee is asked to:

   (1) approve the programme of ordinary meetings of the CJC for the 2025-26 municipal year set out in paragraph 4; and

   (2) approve the provisional programme of ordinary meetings of sub-committees for the 2025-26 municipal year set out in paragraph 5.

Reasons for Recommendations and Options Considered

3. The CJC's Constitution (Part 4A: CJC Procedure Rules) provides that, at its Annual Meeting, the CJC will approve (i) the programme of ordinary meetings of the CJC for the year and (ii) the provisional programme of ordinary meetings of sub-committees for the year.

Programme of Ordinary Meetings of the CJC for 2025/26

4. The following programme of ordinary meetings of the Corporate Joint Committee is proposed for the 2025/26 municipal year:

Corporate Joint Committee		
Date	**Time**	**Venue**
14 July 2025	9.30am – 11.30am	Multi-locational / Teams
13 October 2025	9.30am – 11.30am	Multi-locational / Teams
24 November 2025	9.30am – 11.30am	Multi-locational / Teams
26 January 2026 (budget)	9.30am – 11.30am	Multi-locational / Teams
16 March 2026	9.30am – 11.30am	Multi-locational / Teams

Provisional Programme of Ordinary Meetings of Sub-Committees for 2025/26

5. The following provisional programme of ordinary meetings of sub-committees of the CJC is proposed for the 2025/26 municipal year:

Governance & Audit Sub-Committee		
Date	**Time**	**Venue**
27 June 2025	9am – 11am	Multi-locational / Teams
26 September 2025	9am – 11am	Multi-locational / Teams
12 December 2025 (tbc)	9am – 11am	Multi-locational / Teams
6 March 2026 (tbc)	9am – 11am	Multi-locational / Teams

Regional Transport Sub-Committee		
Date	**Time**	**Venue**
26 June 2025	10am – Midday	Multi-locational / Teams
24 July 2025	9am – 11am	Multi-locational / Teams
25 September 2025	10am – Midday	Multi-locational / Teams
6 November 2025	9am – 11am	Multi-locational / Teams

15 January 2026	9am – 11am	Multi-locational / Teams
26 February 2026	9am – 11am	Multi-locational / Teams

Strategic Development Sub-Committee		
Date	**Time**	**Venue**
17 June 2025	2pm – 4pm	Multi-locational / Teams
23 July 2025	11am – 1pm	Multi-locational / Teams
17 September 2025	2pm – 4pm	Multi-locational / Teams
5 November 2025	11am – 1pm	Multi-locational / Teams
21 January 2026	9am – 11am	Multi-locational / Teams
4 March 2026	9am – 11am	Multi-locational / Teams

6. The provisional dates, times and duration of ordinary sub-committee meetings may be subject to change, having regard to their work programme.

7. The dates for the Standards Sub-Committee will be agreed at their first meeting of 2025/26.

Advisory Boards

8. The CJC's advisory boards and groups are scheduled to meet at the following dates and times:

Investment Board		
Date	**Time**	**Venue**
24 June 2025	10am – Midday	Multi-locational / Teams
2 September 2025	10am – Midday	Multi-locational / Teams
23 September 2025	10am – Midday	Multi-locational / Teams
4 November 2025	10am – Midday	Multi-locational / Teams
2 December 2025	10am – Midday	Multi-locational / Teams
13 January 2026	10am – Midday	Multi-locational / Teams
24 February 2026	10am – Midday	Multi-locational / Teams

Regional Growth Board		
Date	**Time**	**Venue**
16 July 2025	10am – Midday	Multi-locational / Teams
8 October 2025	10am – Midday	Multi-locational / Teams
19 November 2025	10am – Midday	Multi-locational / Teams
28 January 2026	10am – Midday	Multi-locational / Teams
18 March 2026	10am – Midday	Multi-locational / Teams

Shareholders' Board		
Date	**Time**	**Venue**
2 July 2025	2pm – 3.30pm	Multi-locational / Teams
1 October 2025	2pm – 3.30pm	Multi-locational / Teams
12 November 2025	2pm – 3.30pm	Multi-locational / Teams
21 January 2026	2pm – 3.30pm	Multi-locational / Teams
4 March 2026	2pm – 3.30pm	Multi-locational / Teams

Chief Executives' Group		
Date	**Time**	**Venue**
1 July 2025	4pm – 5.30pm	Multi-locational / Teams
30 September 2025	4pm – 5.30pm	Multi-locational / Teams
11 November 2025	4pm – 5.30pm	Multi-locational / Teams
20 January 2026	4pm – 5.30pm	Multi-locational / Teams
3 March 2026	4pm – 5.30pm	Multi-locational / Teams

Comments of the s.151 Officer

9. The regulations require that the CJC must agree its budget requirement at a meeting before the 31 January immediately preceding the beginning of a funding period. The proposed recommendations set out in this report meet this requirement.

Comments of the Monitoring Officer

10. There is a statutory requirement for the Corporate Joint Committee to hold an annual general meeting in each financial year (paragraph 3 of the Schedule to the South East Wales Corporate Joint Committee Regulations 2021) and for the Governance and Audit Sub-Committee and the Standards Sub-Committee to meet at least once in every calendar year (Regulation 13 of the Corporate Joint Committees (General) (No.2) (Wales) Regulations 2022). The CJC and its sub-committees may hold such other meetings as the CJC determines.

11. The recommendations of this report have regard to the Statutory and non-statutory guidance on democracy within principal councils: members' support, training and development, made under Section 6 of the Local Government (Wales) Measure 2011.

Staffing Implications

12. There are no specific staffing implications associated with this report.

Equality, Diversity and Inclusion

13. The Equality Act 2010 (Public Authorities subject to the Public Sector Equality Duty) (Wales) Order 2021 amended Part 2 of Schedule 19 to the Equality Act 2010 to provide that Corporate Joint Committees are subject to the Public Sector Equality duty set out in Section 149 of the Equality Act 2010.

14. The Equality Act 2010 (Authorities subject to a duty regarding Socio-economic Inequalities) (No. 2) (Wales) Regulations 2021 amended section 1 of the Equality Act 2010 in order to add Corporate Joint Committees to the list of relevant authorities subject to the Socio Economic Duty.

15. The Committee must, in the exercise of its functions, have due regard to the need to: (1) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act; (2) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not; and (3) foster good relations between persons who share a relevant protected characteristic and persons who do not.

16. The characteristics protected under the Act are:
    - age;
    - disability;
    - gender reassignment;
    - marriage and civil partnership;
    - pregnancy and maternity;
    - race;
    - religion or belief;
    - sex; and

- sexual orientation.

17. Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:
    (a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
    (b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
    (c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

18. The socio-economic duty requires public bodies to, when making decisions of a strategic nature about how to exercise its functions, have due regard to the desirability of exercising them in a way that is designed to reduce the inequalities of outcome which result from socio-economic disadvantage.

19. The dates, timing and duration of meetings will be reviewed following the appointment of members with a view to ensuring that any specific equalities implications are addressed.

Well-being of Future Generations

20. The Corporate Joint Committees (Amendment of the Well-being of Future Generations (Wales) Act 2015) Regulations 2021 bring CJCs within the scope of Parts 2 and 3 of the Well-being of Future Generations (Wales) Act 2015.

21. The Well-being of Future Generations (Wales) Act 2015 places a duty on public bodies to carry out sustainable development, meaning the process of improving the social, economic, environmental and cultural well-being of Wales by taking action aimed at achieving the well-being goals of:

    - 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

    and by acting in a way which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.

22. In order to act in accordance with the sustainable development principle, when exercising its functions, the Committee must take account of the following things:

- the importance of balancing short term needs with the need to safeguard the ability to meet long term needs;
- the need to take an integrated approach to achieving the well-being goals;
- the importance of involving others with an interest in achieving the well-being goals and of ensuring those persons reflect the diversity of the population of the region;
- how acting in collaboration with others could assist to meet the region's well-being objectives;
- how deploying resources to prevent problems occurring or getting worse may contribute to meeting the region's well-being objectives.

23. In developing the Recommendations of this report, regard has been had to the well-being duty arising under the Well-Being of Future Generations (Wales) Act 2015 ('the Act').

Welsh Language Implications

24. The Welsh Language Standards (No.1) Regulations 2015 (Amendment) Regulations 2021 bring Corporate Joint Committees within the scope of the standards specified by the No.1 Regulations.

25. In accordance with the Welsh Language Standards (No.1) Regulations 2015, consideration has been given to the impact the recommendations made in this report may have on opportunities for people to use and promote the Welsh Language, whether the proposals treat the Welsh Language more or less favourably than the English Language, and opportunities for increasing the positive effects, or decreasing the negative effects, of the proposals on the Welsh Language.

26. No negative impacts were identified which would prevent approval being sought to implement the recommendations of this report.

Background Papers

None.

Appendices

Appendix 1 – Calendar of Meetings 2025/26.

Report Author: Jayne La Grua, Monitoring Officer

Meeting Date: 2 June 2025

June 2025

Monday	Tuesday	Wednesday	Thursday	Friday
2 CJC Annual Meeting 9.30am	3	4	5	6
9	10	11	12	13
16	17 Strategic Development Sub-Committee 2pm	18	19	20
23	24 Investment Board 10am	25	26 Regional Transport Sub-Committee 10am	27 Governance & Audit Sub-Committee 9am
30				

July 2025

Monday	Tuesday	Wednesday	Thursday	Friday
	1 Chief Executives Group 4pm	2 Shareholders Board 2pm	3	4
7	8	9	10	11
14 CJC Meeting 9.30am	15	16 Regional Growth Board 10am	17	18
21	22	23 Strategic Development Sub-Committee 11am	24 Regional Transport Sub-Committee 9am	25
28	29	30	31	

August 2025

Monday	Tuesday	Wednesday	Thursday	Friday
				1 *School Holiday*
4 *School Holiday*	5 *School Holiday*	6 *School Holiday*	7 *School Holiday*	8 *School Holiday*
11 *School Holiday*	12 *School Holiday*	13 *School Holiday*	14 *School Holiday*	15 *School Holiday*
18 *School Holiday*	19 *School Holiday*	20 *School Holiday*	21 *School Holiday*	22 *School Holiday*
25 *Bank Holiday*	26 *School Holiday*	27 *School Holiday*	28 *School Holiday*	29 *School Holiday*

September 2025

Monday	Tuesday	Wednesday	Thursday	Friday
1	2 Investment Board 10am	3	4	5
8	9	10	11	12
15	16	17 Strategic Development Sub-Committee 2pm	18	19
22	23 Investment Board 10am	24	25 Regional Transport Sub-Committee 10am	26 Governance & Audit Sub-Committee 9am
29	30 Chief Executives Group 4pm			

October 2025

Monday	Tuesday	Wednesday	Thursday	Friday
		1 Shareholders Board 2pm	2	3
6	7	8 Regional Growth Board 10am	9	10
13 CJC Meeting 9.30am	14	15	16	17
20	21	22	23	24
27	28	29	30	31

November 2025

Monday	Tuesday	Wednesday	Thursday	Friday
3	4 Investment Board 10am	5 Strategic Development Sub-Committee 11am	6 Regional Transport Sub-Committee 9am	7
10	11 Chief Executives Group 4pm	12 Shareholders Board 2pm	13	14
17	18	19 Regional Growth Board 10am	20	21
24 CJC Meeting 9.30am	25	26	27	28

December 2025

Monday	Tuesday	Wednesday	Thursday	Friday
1	2 Investment Board 10am	3	4	5
8	9	10	11	12 Governance & Audit Sub-Committee 9am
15	16	17	18	19
22	23	24	25 *Bank Holiday*	26 *Bank Holiday*
29	30	31		

January 2026

Monday	Tuesday	Wednesday	Thursday	Friday
			1 *Bank Holiday*	2
5	6	7	8	9
12	13 Investment Board 10am	14	15 Regional Transport Sub-Committee 9am	16
19	20 Chief Executives Group 4pm	21 Strategic Development Sub-Committee 9am Shareholders Board 2pm	22	23
26 CJC Meeting 9.30am	27	28 Regional Growth Board 10am	29	30

February 2026

Monday	Tuesday	Wednesday	Thursday	Friday
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24 Investment Board 10am	25	26 Regional Transport Sub-Committee 9am	27

March 2026

Monday	Tuesday	Wednesday	Thursday	Friday
2	3 Chief Executives Group 4pm	4 Strategic Development Sub-Committee 9am Shareholders Board 2pm	5	6 Governance & Audit Sub-Committee 9am
9	10	11	12	13
16 CJC Meeting 9.30am	17	18 Regional Growth Board 10am	19	20
23	24	25	26	27
30	31			

Cyd-bwyllgor Corfforedig De-Ddwyrain Cymru | South East Wales Corporate Joint Committee

Report for:	ACTION
Contains Confidential or Exempt Information	NO

For Consideration By	South East Wales Corporate Joint Committee
Report Title	Strategic Equality Plan Annual Report and Gender Pay Gap Report
Report of	Colan Mehaffey, Strategic Director of Policy, Impact and Partnerships
Contact Details	Colan.mehaffey@cardiffcapitalregion.gov.uk
Date to be Considered	2 June 2025
Implementation Date	Immediate
Affected Council Areas	All
Keywords / Index	Strategic Equality Plan, Gender Pay Gap Report

Reason for this Report

1. To seek comment and approval of the inaugural Strategic Equality Plan Annual Report for Cardiff Capital Region.

Recommendations

2. It is recommended that the SEW CJC:

   (1) Approve the Strategic Equality Plan Annual Report and Gender Pay Gap Action Plan.

Background

3. CCR's transition to a Corporate Joint Committee (CJC) and establishment as a standalone Public Body necessitated the development of new policy positions, in line with enhanced statutory requirements and powers.

4. CCR published its first Strategic Equality Plan last year, to cover 2024-2028.

5. The Annual Report and accompanying Gender Pay Gap Report and Action Plan were finalised in March 2025, in line with CCR's annual reporting requirements.

6. The Annual Report provides context to CCR's transition from a City Deal programme to CJC, and highlights the progress made from April 2024 to end of March 2025.

Work to Date

Regional Objectives

7. Across each regional and organisational objective, and given this is a 4-year plan, good progress has been made within the first year. The report is appended (Appendix 1).

8. The two actions marked as complete reflect the work undertaken to refresh and mature CCR's Impact Investment Framework, building on outputs, outcomes and impacts measures to enhance CCR's monitoring capabilities, enabling us to provide additional levels of insight.

9. Further, recent updates to the Responsible Investment Policy and the introduction of the ESG Scorecard ensure more meaningful implementation across investments going forward, drawing out additional value from investments made but also demonstrating CCR's wider impact.

10. All other actions are either currently "ongoing" or "in progress" and are on track to be delivered within the 4-year life span of the Equality Plan, for example developing meaningful public engagement will commence across the region this summer, with engagement planned for both the Equality Plan and the wider Economic Well-being piece. This will be developed further over the coming years, allied to CCR's longer-term commitment to work with citizens in the development of policy, strategy but also interventions.

11. In addition, given the Economic Well-being statement, objectives and overarching Action Plan were approved by the CJC in March, work will be undertaken to develop the complimentary Economic Well-being Data Dashboard, working with key partners on Regional Growth Board to ensure this is fit for purpose.

12. Following CCR becoming a corporate entity, it worked towards and received its Real Living Wage accreditation during the Summer of 2024. This was the necessary first step on the journey to scoping the feasibility of becoming a Real Living Wage region. This action is marked as on ongoing, given the first commitment has been made by CCR as an organisation. This commitment has already been embedded within the ESG Scorecard, and work will continue over the next three years to scope the feasibility, benefits and impact of a regional charter.

Organisational Objectives

13. CCR has made good progress against its organisational objectives over the last year. Although this has been limited, given some of the capacity restraints of key supporting functions, for example HR.

14. Additional progress is expected over the lifetime of the Equality Plan, with the introduction of a Strategic Director for Resources last year, and the upcoming

appointment of a Head of People & Culture. These roles will be key in driving this agenda forward.

15. CCR has recently completed a restructure and continues to go through a period of significant change, with a ~40% vacancy rate, which is being addressed as a priority.

16. Progress has been focused on collating pay data to support the development of CCR's first Gender Pay Gap Report and accompanying Action Plan, with other objectives planned to progress over the next few years.

17. The Gender Pay Gap Report is appended (Appendix 2) and covers the period of 24-25. All data included is correct as at 31st March 2025.

18. As highlighted in Table 1 of the report, the findings present a mean hourly percentage gap of 24.07%, with male employees paid on average £8.12 more than females. The median hourly rate variance is 25.70%.

19. As highlighted in Table 2, this is due to the gender representation across the four quartiles of hourly pay. Male employees make up 67% of the upper quartile hourly pay, with female employees making up 33%. Conversely, male employees make up 23% of the lowest quartile hourly pay, in comparison to females constituting 77% of this quartile.

20. The outcomes of the recent restructure have reduced the overall mean to 21.8% (as at 1st April 2025), but with a significant number of vacancies remaining in the organisation, there is an opportunity to ensure this is reduced further as recruitment continues.

21. The accompanying Action Plan sets out the areas of priority for 2025-26 to help address the discrepancies and reduce CCR's overall Gender Pay Gap by increasing female employees' representation in the upper quartiles of the organisation. It sets out key actions within priority areas such as the development of organisational policy, development opportunities and recruitment practices.

22. The majority of these actions will be complete within the calendar year 2025, with others scheduled to be executed over multiple years, and this will make an overarching positive impact on CCR's Gender Pay Gap for the 2025-26 report.

Implementation and Next Steps

23. As highlighted within the Strategic Equality Plan Annual Report, key areas where action is required are highlighted within a specific column, laying out the priorities for 2025-26.

24. These actions will be taken forward across the Policy & Impact team, working with key stakeholders internally and externally to drive forward progress.

25. The Gender Pay Gap Action Plan will become a priority, ensuring measures are put in place to reduce the Gender Pay Gap, with dedicated resource in this area from the developing HR function within CCR.

Reasons for Recommendations

26. To ensure CCR are in compliance with the Equality Act (2010) and are fulfilling their obligations to report annually on progress made against it's established 4-year Strategic Equality Plan.

27. To highlight key progress and developments made in emerging and new areas of focus for CCR, for example the wider Economic Well-being framework and public engagement.

28. Ensure transparency in reporting on new statutory requirements and addressing organisational challenges, for example the Gender Pay Gap Report and Action Plan.

Financial Implications

29. The Gender Pay Gap Action Plan referred to in this report may give rise to financial implications, as the actions highlighted are quantified in resource terms. If so, these will be captured in advance and highlighted as part of the CJC's budget monitoring reports during 2025/26, along with details of any supplementary budget approvals that may be required.

Legal Implications

30. CCR's Strategic Equality Plan 2024-2028 seeks to ensure that CCR is compliant with the Public Sector Equality Duty under the Equality Act 2010.

31. Any employer with 250 or more employees on a specific date each year (the 'snapshot date') must report their gender pay gap data. The snapshot date is 31 March for most public authority employers.

32. Under section 11 of the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011, the CJC must pay due regard to the need to have equality objectives that address the causes of any differences between the pay of persons employed by the CJC who have a protected characteristic or share a protected characteristic. Under Section 12 the CJC must publish an action plan setting out any policy of the CJC that relates to the need to address the causes of any gender pay difference. Under Section 13 the CJC must keep under review their arrangements.

Well-being of Future Generations

33. The Corporate Joint Committees (Amendment of the Well-being of Future Generations (Wales) Act 2015) Regulations 2021 bring CJCs within the scope of Parts 2 and 3 of the Well-being of Future Generations (Wales) Act 2015.

34. The Well-being of Future Generations (Wales) Act 2015 places a duty on public bodies to carry out sustainable development, meaning the process of improving the social, economic, environmental and cultural well-being of Wales by taking action aimed at achieving the well-being goals of:

- 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

and by acting in a way which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.

35. In order to act in accordance with the sustainable development principle, when exercising its functions, the Committee must take account of the following things:
    - the importance of balancing short term needs with the need to safeguard the ability to meet long term needs;
    - the need to take an integrated approach to achieving the well-being goals;
    - the importance of involving others with an interest in achieving the well-being goals and of ensuring those persons reflect the diversity of the population of the region;
    - how acting in collaboration with others could assist to meet the region's well-being objectives;
    - how deploying resources to prevent problems occurring or getting worse may contribute to meeting the region's well-being objectives.

36. In developing the Recommendations of this report, regard has been had to the well-being duty arising under the Well-Being of Future Generations (Wales) Act 2015 ('the Act').

Equality, Diversity, and Inclusion

37. The Equality Act 2010 (Public Authorities subject to the Public Sector Equality Duty) (Wales) Order 2021 amended Part 2 of Schedule 19 to the Equality Act 2010 to provide that Corporate Joint Committees are subject to the Public Sector Equality duty set out in Section 149 of the Equality Act 2010.

38. The Equality Act 2010 (Authorities subject to a duty regarding Socio-economic Inequalities) (No. 2) (Wales) Regulations 2021 amended section 1 of the Equality Act 2010 in order to add Corporate Joint Committees to the list of relevant authorities subject to the Socio Economic Duty.

39. The Committee must, in the exercise of its functions, have due regard to the need to: (1) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act; (2) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not; and (3) foster good relations between persons who share a relevant protected characteristic and persons who do not.

40. The characteristics protected under the Act are:
    - age;
    - disability;
    - gender reassignment;

- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex; and
- sexual orientation.

41. Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:
    (a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
    (b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
    (c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

42. The socio-economic duty requires public bodies to, when making decisions of a strategic nature about how to exercise its functions, have due regard to the desirability of exercising them in a way that is designed to reduce the inequalities of outcome which result from socio-economic disadvantage. Officers are of the view that the decisions recommended in this report will have a positive equalities impact.

43. CCR is outwardly committed to advancing the economic development of the Region, through its investments and projects across key portfolio areas and its additional regional planning powers.

Welsh Language Implications

44. The Welsh Language Standards (No.1) Regulations 2015 (Amendment) Regulations 2021 bring Corporate Joint Committees within the scope of the standards specified by the No.1 Regulations.

45. In accordance with the Welsh Language Standards (No.1) Regulations 2015, consideration has been given to the impact the recommendations made in this report may have on opportunities for people to use and promote the Welsh Language, whether the proposals treat the Welsh Language more or less favourably than the English Language, and opportunities for increasing the positive effects, or decreasing the negative effects, of the proposals on the Welsh Language.

46. No negative impacts were identified which would prevent approval being sought to implement the recommendations of this report.

Risk Management

47. The operational risks associated with approving the Equality Plan Annual Report and Gender Pay Gap are minimal.

48. It is advised there may be reputational risks associated with CCR where issues such as Gender Pay are concerned. The Action Plan is the first step in terms of addressing the challenges highlighted, and reporting on progress against this will be key in ensuring transparency and positive change.

Kellie Beirne
Chief Executive, South East Wales Corporate Joint Committee

2 June 2025

Appendices
Appendix 1 – Strategic Equality Plan - Annual Report (2024-25)
Appendix 2 – Gender Pay Gap Report (2024-25) and Action Plan (2025-26)

Strategic Equality Plan
Annual Report 2025

Chief Executive's Foreword

The past year has been one of significant change and evolution. Our transition to the Corporate Joint Committee is technically complete but work to drive forward and deliver on our regional and organisational equality objectives continues.

It has been a year of establishing ourselves and maturing as an organisation. We are now a public body that is responsible for the delivery of statutory powers, spanning Economic Well-being, Regional Transport Planning and Strategic Development Planning, but must still demonstrate successful investment delivery through the deployment of our wider funding mechanisms whilst working with our key Local Authority partners.

This Annual Report demonstrates the good progress made to date on realising some of the specific actions we set out in our first Strategic Equality Plan, from becoming a Real Living Wage employer to enhancing our responsible investment principles. The Annual Report also highlights the additional work that needs to be continued to ensure we deliver against our actions to meet those overarching objectives by 2028.

Becoming a Corporate Joint Committee

As highlighted within our inaugural Strategic Equality Plan, CCR has undergone an operational and organisational transition throughout 2024, and this continues into the early stages of 2025. The biggest evolution has been the transition from City Deal programme to Corporate Joint Committee (CJC). Throughout the past year, there have been significant progress on developing our organisational capacity, for example the development of core functions, such as HR, but also properly defining our new strategic and wider policy context, in the form of our Economic Well-being Policy Framework. Economic Well-being is one of the statutory powers that CJCs are responsible for delivering in Wales, and as the name suggests, this forms the centre of our overarching Framework.

This Framework helps to illustrate the various policies and strategic plans that now sit under CCR, whilst differentiating between statutory duties and powers as a newly established public body, as well as the core principles we are building on from City Deal delivery. Underwriting the Policy Framework are CCR's new Economic Well-being Statement and Objectives, that help set direction and intent for CCR's activity going forward.

Our Strategic Equality Objectives

As set out in our Strategic Equality Plan 2024-28, there are four regional objectives and three organisational objectives for us to deliver against. Actions in the below progress report have been labelled as completed, in progress (this objective has a stated end date), ongoing (this objective has no set end date) or not started.

Regional Objectives

Objective 1 – Support employment and funding opportunities for protected groups to reflect the diversity of our region.

Objective 2 – Adopt a collaborate approach to sustainable and inclusive economic growth that addresses both in-region and region-on-region disparities.
Objective 3 – Develop an aligned approach to regional transport and spatial planning that enables social mobility and improves wellbeing.
Objective 4 – Engage with communities and utilise a data-driven approach that informs regional provision and activity.

Organisational Objectives
Objective 5 – Record pay information and take relevant actions that address the organisation's Gender Pay Gap.
Objective 6 – Promote employment opportunities for protected groups that reflect the diversity of our region.
Objective 7 – Create an inclusive work environment that supports staff from all backgrounds to reach their potential.

Regional Objective 1 - Support employment and funding opportunities for protected groups to reflect the diversity of our region			
Actions as per Equality Plan	**Status *(complete/in progress/ongoing/not started)***	**Progress Commentary**	**Actions for 2025-26**
1. Refresh CCR's Impact Investment Framework to reflect: a) New indicators to be included in the Investment Framework b) Monitoring and Evaluation tools to be built into Investment Reports including specific targets relating to outputs, outcome and impact measures.	Complete	New subcategory data has been included in CCR's monitoring menu, which includes a range of protected characteristics, but also other data sources such a home and work postcodes. These subcategory indicators have been incorporated into our central, automated reporting system to ensure they are embedded within business cases and subsequent monitoring reports.	This is marked as complete as the indicators, methods of reporting and frequency have been approved. However further work is required to ensure the consistent adoption and integration of these indicators across CCR activity. Working centrally with the Performance and Delivery team, and other teams responsible for bringing forward and developing projects and investments, the Policy team will help support the behavioural change required to ensure this is successfully reported.
2. Working with key stakeholders from relevant sectors, any new interventions and investments brought forward will be assessed based on their contribution to the above objective, ensuring consideration to this is developed throughout the business case approval process.	Ongoing	Business case development templates have been updated to ensure demonstrating alignment to the Strategic Equality Plan is a key requirement. This includes from Investment Requests (the initial phase) up to Full Business Case stage (the final phase). The Equality Plan has helped to empower internal Investment Leads to be on the forefront of setting expectations in terms	Internal workshops and knowledge sharing sessions to share process, best practice and share responsibility for delivery. This will help ensure consistency of implementation and adoption across the organisation. Policy team to continue to support, as capacity of the team develops, in business case development stages.

		of our equality aims with potential investees.	
3. Begin scoping the feasibility of becoming a Real Living Wage Region.	Ongoing	Further progress has been made with Cynnal Cymru to establish a way forward on evolving to becoming a Real Living Wage Region and the implications. CCR successfully gained its own Real Living Wage accreditation in 2024. CCR's Responsible Investment Policy has been refreshed and excludes investment in businesses or projects that will not commit to paying all employees the Real Living Wage, as a minimum. A newly developed ESG scorecard will be used to monitor investments against Real Living Wage commitments.	Cardiff Capital Region will scope the feasibility of becoming a Real Living Wage region by working with key regional stakeholders to form a Cardiff Capital Region Living Wage Steering Group in 2025-26.

Regional Objective 2 – Adopt a collaborative approach to sustainable and inclusive economic growth that address both in-region and region-on-region disparities			
Actions as per Equality Plan	***Status complete/in progress/ongoing/not started)***	**Progress Commentary**	**Actions for 2025-26**
1. CCR will update its Impact Investment Framework and Responsible Investment Policy a) Ensure key indicators are included within the Investment Framework to monitor progress towards this objective. b) Utilise existing wider regional, and UK-wide, measures annually.	Complete	Updates to Responsible Investment Policy have been made to incorporate positive screening approach across key areas including Fair Work, DEI and Green Growth. These will also be measured and monitored against periodic ESG scorecard evaluations. Building on the appendix of our Strategic Equality Plan, and in line with our Economic Well-being duty, wider regional measures have been identified to monitor and track.	Continue to embed approved Responsible Investment Policy across the organisation's activity.
2. Through our Northern Valleys Initiative, CCR will help address regional disparities by funding sustainable, inclusive growth, decreasing the current inequalities across the region.	In Progress	The Northern Valleys Initiative is a 5-year programme that is to deliver against key elements including infrastructure, digital connectivity, and tourism. The delivery team has now been built and finalised, with work on-going to make the first investment.	Continue to work closely with the NVI to understand wider impacts of investments, for example social value, wider community benefits as well as managing key deliverables against our Equality Plan and Responsible Investment Policy.
3. New Economic Well-being objectives will be designed in collaboration with key stakeholders across the region,	In Progress	Economic Well-being Statement and Objectives have been developed in partnership with our Regional Growth Board and key academic partners.	Obtain approval for the Economic Well-being Statement and Objectives.

including those with protected characteristics.			Commence further engagement with diverse groups across the region to gain insight and feedback about Economic Well-being, and how it pertains to their experience.
4. CCR will increase its data collection and analysis capabilities, working to build a baseline for the region to enable monitoring and evaluation of impact. CCR will establish new data points on Economic Well-being.	In Progress.	Initial report on Economic Well-being measures and the current "state of the region" completed. Work also completed to build on this, and look at key measures across Stronger, Fairer, and Greener principles.	Work with key partners to develop and launch regional Economic Well-being Data Dashboard to allow for inclusive access to wider measures, ensuring these measures are updated annually.
5. Looking to the longer-term, and given the growing remit of CJCs, work will be undertaken with key stakeholders to ensure wider equality indicators are developed and deployed across our wider activities, for example, the Investment Zone.	In Progress	As Investment Zone programme develops, Policy and Impact function will continue to work with the Investment Zone team to identify how tools like the Investment Zone are key to helping us reduce the regional inequalities. Other funding streams that may become available must also seek to address this.	Develop governance and policy positioning of Investment Zone with the team. Further develop the monitoring and evaluation methods for other programmes, that align with those already in existence but provide more insight and intelligence.

Regional Objective 3 – Develop an aligned approach to regional transport and spatial planning that enables social mobility and improves well-being			
Actions as per Equality Plan	**Status** ***(complete/in progress/ongoing/not started)***	**Progress Commentary**	**Actions for 2025-26**
1. Develop and produce an inclusive and evidence based Regional Transport Plan (RTP) and Strategic Development Plan (SDP) in line with the prescribed timelines and in partnership with key stakeholders.	In Progress	The RTP is in final draft and is undergoing a 12-week full public consultation. All consultation materials are available to meet the needs of all and are bilingual. The SDP Delivery Agreement (DA) has been drafted and has undergone consultation with general and specific consultation bodies. This is being submitted to SEWCJC for approval at the meeting of 31 March 2025-26.	The RTP & RTDP are to be submitted to Welsh Government by 31st July 2025 for Cabinet Secretary approval by September 2025. Pending approval of the SDP DA and the confirmation of funding, the process of developing the SDP will commence with the recruitment of a specialist team.
2. Adopt a sustainable and inclusive approach to transport through the RTP, aligned to the Wales Transport Strategy a) Ensure the RTP is aligned with our regional ambitions in the Regional Economic Industrial Plan and has equality considerations embedded. b) CCR to produce an engagement plan to ensure the RTP is developed in a collaborative manner across LAs, key stakeholders and citizens.	In Progress	The Integrated Well-being Appraisal (IWBA) considers all elements of sustainability and inclusivity as well as any requirements within a SEA. NRW has considered the IWBA and a further screening has been undertaken on the RTP, at their request. A full engagement Plan has been produced as part of the consultation process, and is continually updated as the process unfolds.	Await responses to RTP consultation and amend where appropriate before submission to WG for approval.

3. Lead the SDP, ensuring engaged and empowered local community involvement a) Publish a Preferred Strategy b) CCR and LAs to set a threshold for Strategic Candidate Sites and Locations during the Call for Sites	In Progress	It is worth noting that the SDP is in its infancy – WG and CCR have re-phased the programme of work to focus on the development of a DA in 24-25. A wide range of stakeholders were consulted in the development of the DA, with more than 1,000 general and specific consultation bodies, allied to Town & Community Councils. A full consultation report has been produced for the DA and there is a Community Involvement Scheme outlined in the DA.	Given re-phasing, CCR is seeking to confirm funding to appoint a team for the delivery of the SDP in 25-26, and will focus on the initial stages of the SDP, that being the case. This would be to Publish a Preferred Strategy and set a threshold for Strategic Candidate Sites. However, this will be dependent on resources being secured.
4. Contribute to the roll-out of enhanced digital infrastructure.	Ongoing	As identified within the RTP & Regional Transport Delivery Plan (RTDP), and given consideration in the SDP DA.	The RTP has a specific set of policies and activities related to digital infrastructure. In the case that it is formally adopted, these activities will be identified in the RTDP. The SDP is at an early stage and consideration will be given to these aspects as it emerges.
5. Ensure alignment between current infrastructure interventions.	Ongoing	The wider CCR Infrastructure programme is in delivery and has been designed per the Regional Economic & Industrial Plan. This considers the development of an RTP and SDP as critical in establishing clear plans for infrastructure development in the region.	Continue to develop the RTDP and SDP in line with other interventions planned and developed.

Regional Objective 4 – Engage with communities and utilise a data-driven approach that informs regional provision and activity			
Actions as per Equality Plan	**Status** *(complete/in progress/ongoing/not started)*	**Progress Commentary**	**Actions for 2025-26**
1. The formation of stakeholder engagement groups to discuss the high-level strategic direction of CCR, as it pertains to those with protected characteristics. a) The establishment of Public Forums and Citizen Assemblies to represent those across the region.	Not started	CCR has developed a public engagement plan and will tender this work for procurement in April 2025.	CCR will conduct public engagement on key statutory policies, including the Strategic Equality Plan and Economic Well-being Objectives.
2. Increased and directed communication initiatives across the region, to raise awareness of CCR and the opportunities it offers.	In progress	CCR has diversified the location of the Regionally Unleashed events, ensuring those living in rural areas and towns are more easily able to access CCR events. CCR sponsored the Science and Technology Area of the 2024 National Eisteddfod, held in Pontypridd. CCR representatives spoke to hundreds of local residents throughout the event, raising awareness of the organisation's work.	CCR will ensure its communication initiatives are targeted to those outside the business community, and ensure language is accessible to all.
3. Data to be used to inform decision-making across regional provision a) Building CCR's evidence base and monitoring and evaluation capabilities to	In progress	Initial report on Economic Well-being measures and the current "state of the region" completed.	Work with key partners to develop and launch regional Economic Well-being Data Dashboard to allow for inclusive access to wider measures, ensuring these measures are updated annually.

ensure robust reporting of social impact.		Work also completed to build on this, and look at key measures across Stronger, Fairer, and Greener principles.	
4. Embedding positive social impact as a consideration into all relevant decision-making.	In progress	CCR has developed an ESG scorecard, with social impact measured across five indicators. This will allow CCR to track the social impact of investments across their life period. CCR's refreshed Responsible Investment Policy and commitment to Fair Work ensures social impact is considered in all investment decision-making.	CCR will utilise the ESG scorecard on all future investments and retrofit to previous investments made. CCR will utilise its Economic Well-being Objectives to ensure social impact is a key consideration in all decision-making.
5. Ensure CCR documents are accessible with inclusive use of language.	In progress	Key Statutory policies and documents have been translated into the Welsh Language.	CCR will publish easy-read versions of key documents in 2025-26 and use plain-English where possible. Further work will be undertaken to ensure compliance with Welsh Language Standards. CCR will employ a full-time translator to achieve this.

Organisational Objective 5 – Record pay information and take relevant actions in relation to CCR's Gender Pay Gap			
Actions as per Equality Plan	**Status** *(complete/in progress/ongoing/not started)*	**Progress Commentary**	**Actions for 2025-26**
1. Publish and report our Gender Pay Gap analysis, in line with guidance, within each Equalities Annual report, beginning in 2024/25.	Ongoing	CCR has published its 2024-2025 Gender Pay Gap Analysis, and is appended to this report.	CCR will publish an annual Gender Pay Gap analysis to monitor progress.
2. Design and implement a CCR Action Plan towards addressing a Gender Pay Gap, as appropriate.	Ongoing	CCR has published its 2025-2026 Gender Pay Gap Action Plan.	CCR will publish a refreshed Gender Pay Gap Action Plan annually and report on any progress made.
3. Ensure workforce data is regularly collected and reviewed, to enable monitoring against equality objectives and to meet any duties placed upon us. a) Use workforce data to guide action and analyse existing barriers to inclusion and development. b) Publish employment information as required by the Equality Act.	Ongoing	Workforce data is collected by CCR's HR team during the onboarding process of all new employees.	Workforce data will be more regularly collected and reviewed once CCR's HR function is fully staffed and resourced.

Organisational Objective 6 – Promote employment opportunities for protected groups that reflect the diversity of our region			
Actions as per Equality Plan	**Status** *(complete/in progress/ongoing/not started)*	**Progress Commentary**	**Actions for 2025-26**
1. Review and revise recruitment policies, processes, and practices.	In progress.	CCR has developed an Equal Opportunities policy and established a name and gender-blind recruitment process.	The HR function will run a series of workshops regarding equal opportunities, recruitment practices, and onboarding.
2. Establish a clear, objective, structured and transparent recruitment process, with inclusive practices embedded, e.g. name and gender-blind recruitment, bias-free job adverts, and use of inclusive language.	In progress	CCR has established a name and gender-blind recruitment process.	CCR will develop bias-free job adverts and ensure the use of inclusive language.
3. Deliver unconscious bias training to all staff undertaking interviews, alongside any other statutory training requirements.	Not started	CCR has conducted a review of all training requirements as a public sector body.	CCR will deliver unconscious bias training as part of a wider training programme across the organisation.
4. Seek to actively promote vacancies to marginalised groups, through focusing outreach methods and advertising in forums that specifically target people and groups with protected characteristics.	Not started	CCR has improved the advertising of roles by utilising social media channels and the Rhondda Cynon Taf career website.	CCR will proactively promote vacancies across a range of forums. action this once the HR function is fully resourced.

5. Collect high-quality data to monitor inclusion outcomes. a) Analyse recruitment data to prioritise inclusion efforts. b) Publish recruitment information as required by the Equality Act.	In progress	CCR has a service level agreement with Rhondda Cynon Taf to collect all recruitment data.	CCR will develop internal capabilities to analyse recruitment data and monitor inclusion outcomes.
6. Set diversity targets for recruitment e.g. number of applicants with protected characteristics.	Not started	CCR has been collecting recruitment data, in line with the Public Sector Equality Duty.	CCR will continue to collect recruitment data to establish a baseline from which targets could be established.

Organisational Objective 7 – Create an inclusive work environment that supports staff from all backgrounds to reach their potential			
Actions as per Equality Plan	**Status** *(complete/in progress/ongoing/not started)*	**Progress Commentary**	**Actions for 2025-26**
1. Revise and create HR policies and processes that promote fairness, equity, and inclusivity for all employees	Ongoing	CCR has developed an Equality, Diversity, and Inclusion Policy, Equal Opportunities Policy, Gender Identity Policy, and Neurodiversity Policy.	CCR will develop training opportunities in line with all equality policies to ensure organisational implementation. CCR will ensure compliance with Welsh Language Standards within the HR function, its policies, and processes
2. Development and appraisal opportunities made mandatory, to promote the personal development of employees and break down barriers.	In progress	CCR has developed an appraisal process for all employees with clear development pathways. This process has been titled "Achieving Full Potential" and is overseen by the HR function.	Ensuring consistent compliance of the AFP process across all departments will be a key priority. The AFP process will be reintroduced to all teams, with managers trained on its implementation.
3. Ensure opportunities for advancement and development are communicated through an open and transparent process.	Ongoing	CCR has recently undergone a significant organisational restructure; this created employment opportunities for internal candidates to advance and develop.	CCR will continue to ensure opportunities are advertised openly within the organisation, with transparent process utilised for secondments and promotions.
4. Onboarding and induction process that is consistent for all new employees.	In progress	CCR has developed a staff handbook to be shared with all new employees, providing an overview of CCR and key workplace information.	Onboarding and induction processes will be established by HR for all managers.

5. Ensure opportunity for accessible Welsh language training is made available for all employees to develop their skills and confidence in using our language.	In progress	Welsh language training is now available to all employees.	Policies will be developed to support employees through advanced Welsh-language training, if required. This would include dedicated time for study.
6. Foster agency and inclusive co-creation, ensuring whole team participation in efforts towards inclusion and build a culture of belonging.	Ongoing	CCR has created a new Head of People and Culture role, with recruitment ongoing in March 2025.	The HR function will hold monthly surgeries on-site to allow for feedback from all employees.
7. Develop and implement an organisational people strategy, with consideration given to diversity and inclusion, to be approved by December 2024.	Not started	The organisational people strategy was placed on hold whilst CCR underwent an internal restructure.	A Head of People and Culture, to be appointed in April 2025, will develop this strategy in 2025-2026.
8. Work in partnership with external bodies, as and when needed, to ensure access to appropriate expertise, e.g. on matters of accessibility, outreach programmes, and targeted job advertising campaigns.	Not started	CCR has begun to develop partnerships and relationships with key stakeholders, including the Equality and Human Rights Commission.	CCR will build partnerships with organisations across the region to provide expertise where needed. CCR will conduct public engagement on the Strategic Equality Plan.
9. Integrate accessibility considerations into all aspects of activity and within the workplace a) Conduct review of accessibility of the workplace and work practices for protected characteristics. b) Appropriately leverage technology to make strides towards inclusivity, for	Not started	CCR currently undertakes DSE Assessments within the workplace. CCR has purchased additional monitors and keyboards, to ensure all desks are fully equipped.	CCR will formalise its approach to accessibility reviews and processes.

example ensuring virtual meetings are accessible for all.			
10. Build organisational trust from leadership level through open and collaborative communication. a) Deliver inclusive leadership programmes for mid and senior-level management.	In progress	Research and scoping of appropriate leadership programmes has been completed and presented to the Executive Team for review.	CCR will deliver inclusive leadership programmes for senior-level management.

CCR Gender Pay Gap 2024-2025

The table below display the differences in the average pay between men and women as at 31st March 2025.

Table 1: Corporate Gender Pay Gap

Corporate	Mean Hourly Rate	Median Hourly Rate
Male	£33.73	£33.31
Female	£25.61	£24.75
Pay Gap	24.07%	25.70%

The mean average involves adding up all of the hourly rates and dividing the result by how many numbers were in the list.

The median average involved listing all of the hourly rates in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

The quartile table below shows the proportions of male and female full-pay relevant employees in four quartile pay bands, which is done by dividing the workforce into four equal parts.

Table 2: Corporate Gender Quartiles

Quartiles	No of Male	%	No of Female	%	Total
Q1 Lower hourly pay	3	23%	10	77%	13
Q2 Lower middle hourly pay	3	25%	9	75%	12
Q3 Upper middle hourly pay	7	58%	5	42%	12
Q4 Upper hourly pay	8	67%	4	33%	12
TOTAL	21	43%	28	57%	49

Note: Total includes all permanent Cardiff Capital Region staff who were paid in March 2025.

Gender Pay Gap Action Plan 2025-2026

Context

As per the Public Sector Equality Duty legislation, Cardiff Capital Region (CCR) must publish an action plan designed to address the organisation's Gender Pay Gap.

2024/25 is CCR's first year as a public body and during the reporting period temporary staffing arrangements were in place across a number of areas, including locum and agency support that are not included in the figures above.

During 2024/25 CCR has taken steps to provide a more stable staffing structure and address it's gender pay gap by undertaking an organisational restructure, the internal aspect of which was implemented on 1st April 2025. Whilst this has already positively impacted our gender

pay gap by reducing it to a mean of 21.8% (11.4% including agency staff) as at 1st April 2024, it is clear that further action is needed during 2025/26 and beyond to make the required progress.

Data indicates that our Gender Pay Gap is largely attributable to over-representation of female staff in lower pay quartiles, and under-representation in higher quartiles.

A significant number of vacancies remain within the staffing structure and external recruitment therefore presents an excellent opportunity to further reduce or eliminate our gender pay gap during 2025/26.

Our Gender Pay Gap Action Plan aims to address these disparities and create a roadmap for increased representation of female employees in the upper quartiles of the organisation.

Action Plan

Area	Action	Timeline
Organisational Policy	Review existing policies and practices to identify if any are a contributory factor to identified inequality in pay.	September 2025
	Where necessary, implement policies that increase access to opportunities such as family-friendly policies, flexible working, part-time work, job sharing etc.	September 2025
	Increase awareness of existing family-friendly policies to internal staff.	May 2025
Development Opportunities	Make development and appraisal opportunities mandatory, to promote the personal development of employees.	October 2025
	Implement a new standardised performance management & development framework.	October 2025
	Dedicate annual funding to CCR's Training Budget.	Complete
	Support career progression routes by embedding a clear organisational structure.	June 2025
	Promote networking opportunities and increase access to networking for female staff, and others with protected characteristics.	September 2025
Recruitment Practices	Carry out a strategic review of recruitment practices to ensure an equality-based employee-value proposition	August 2025
	Review and revise recruitment and promotion policies, processes, and practices.	August 2025
	Review recruitment data to assess proportion of female applicants to lower quartile and upper quartile pay roles.	May 2025
	Increase awareness of family-friendly policies to prospective applicants and ensure reference to family-friendly policies is included in all job descriptions advertised.	May 2025
	Actively promote vacancies to marginalised groups, through focusing outreach methods and advertising	May 2025

	in forums that specifically target people and groups with protected characteristics.	
	Limit the use of locum / agency staff where possible	April 2025
	Use equality lens support on all job adverts and job descriptions	June 2025

South East Wales Corporate Joint Committee

Cyd-bwyllgor corfforaethol De-Dwyrain Cymru

Report for:	ACTION
Contains Confidential or Exempt Information	NO

For Consideration By	Corporate Joint Committee
Report Title	MIPIM 2025 - Report
Report of	Strategic Director of Policy, Impact & Partnerships
Contact Details	colan.mehaffey@cardiffcapitalregion.gov.uk
Date to be Considered	2 June 2025
Implementation Date	N/A
Affected Council Areas	ALL
Keywords / Index	Inward investment, MIPIM

1. Report Summary

1.1 The report updates the South East Wales Corporate Joint Committee (SEWCJC) on the Cardiff Capital Region (CCR) attendance at MIPIM 2025.

2. Recommendations

2.1 The Corporate Joint Committee is asked to:

(1) Note the performance made against objectives and key performance indicators at MIPIM;

(2) Note the forward view on attendance at future events.

3. Inward Investment Wider Context

3.1 Inward investment is a fundamental driver of economic growth for any forward-looking region. For the Cardiff Capital Region (CCR), it is central to unlocking our full potential and positioning ourselves as a competitive force on the global stage. Across the UK and internationally, regions have long recognised the transformative power of attracting internationally mobile capital, not just for the financial injection it brings, but for the innovation, global connectivity, and high-value employment it enables. Ireland stands out as a national success story: through a clear, consistent strategy and a compelling value proposition, it has

become a hub for global tech, pharmaceutical, and financial services firms, significantly enhancing its GDP and workforce capabilities.

3.2 At the UK regional level, Greater Manchester offers a strong example of what can be achieved through a well-resourced and strategically aligned inward investment function. For CCR to compete effectively, we must sharpen our offer, understand investor expectations, and deliver investable projects that inspire confidence. Participation in global investment forums such as MIPIM and UKREiiF is critical to this effort. These events are not optional, they are essential platforms for showcasing our ambition, building investor relationships, and maintaining visibility in a highly competitive landscape. Absence from these forums would place CCR at a clear disadvantage.

3.3 The CCR Regional Economic Growth Board (REGB) will be instrumental in shaping our Inward Investment effort. Acting as a bridge between the public and private sectors, the RGB will help shape a credible, business-led narrative that resonates with international investors. Their insight and leadership will ensure that CCR presents a unified, compelling case for investment, one that reflects the dynamism, ambition, and potential of our region.

4. MIPIM 2025 Overview

4.1 MIPIM is the international property and investment convention which is held every year in Cannes. Since its launch in 1990, and now in its 34th year, MIPIM has grown in size and stature, now attracting close to 25,000 visitors each year from over 126 countries world-wide bringing together global cities and city regions with investment needs and prospects, with the investment community.

4.2 CCR undertook their first year as MIPIM lead for the region. The key drivers for attending the event were:

- Place promotion of CCR for national and international investors;
- Alignment with our strategic goals, particularly around infrastructure and transport investment;
- Secure investment for regional projects and development schemes;
- Supporting business partners in attracting investment;
- Promotes CCR to national governments and to other UK and international regions, encouraging collaboration and engagement.

4.3 Allied to this, CCR worked with 22 private sector organisations as partners for the event, and these companies are a critical aspect of the regional offer. Private sector partners offer financial contributions that help deliver the event; demonstrate the strength of the region; and, use attendance with CCR as a means to drive further investment opportunities.

4.4 Building on the work of Cardiff Council Economic Development colleagues, it was an important and distinctive event for the CCR, bringing together UK City Regions, with which we have developed strong working relationships. Other UK regions in attendance include London, Manchester, Liverpool, Southampton, Newcastle and Belfast.

4.5 MIPIM has a focus on high value investments and stronger outcomes are realised over time and with relationship development - for example, Cardiff's Central Square investment discussions commenced at MIPIM. Active leads from 2024 attendance are in the areas of life sciences, leisure and hotel investment, green energy, visitor attractions and residential development. Likewise, CCR Energy have seen a significant increase in international interest post-MIPIM.

4.6 The approach undertaken to this year's event has been to focus on key themes that align to CCR's purpose and vision, and specifically to align with the Regional Economic and Industrial Plan, CCR's developing Regional Transport and Strategic Development Plans, plus CCR's ambition to deliver economic wellbeing to the region.

4.7 All of this combined has helped CCR to build its value proposition for 2025:

"Cardiff Capital Region is one of the UK's most attractive regions for sustainable growth"

4.8 This proposition was underpinned by three core themes for investment opportunity in the region:

- Sustainability
- Transport Infrastructure
- Digital Infrastructure

5. Objectives & Key Performance Indicators (KPIs)

5.1 For the first time, CCR set a series of objectives for its attendance at MIPIM:

- Raising awareness of the region and the opportunities available for investment
- Building relationships with potential investors
- Securing investment

5.2 Following on from this, CCR set a series of short, medium and longer term goals, with a view to giving solid outputs that can be measured and in this first year, giving CCR a benchmark against which future years can be measured.

Short Term Goals (during the event and within 6 months of MIPIM)

Goal:	Achievements:	Notes:
Secure 10 interviews/ mentions in relevant media outlets (property trade press, local business publications).	• A **total of 10 pieces of direct coverage** for CCR in the lead-up to, during, and immediately after MIPIM. • Secured **13 journalist meetings and one social media featur**e with target UK and international property and national trades. • An analysis of reach for this coverage estimates **an audience of 22 million**, about 19 times larger compared to the previous year.	This highlights the importance of strategic coverage on large media with international reach, including BFMTV – the equivalent of Sky News in France - which was secured from the interview with AFP.
Outreach and engagement with 200 investors	• **~150 targeted e-mails** sent using the MIPIM database. We focussed outreach on investors who have previously invested in UK infrastructure and have a UK presence. • **234 engagements** captured by the team in attendance. • Follow up emails were sent to **~75 potential investors** thanking them for their engagement at MIPIM and inviting them to engage with us at UKREiiiF.	This was a new approach to engaging with attendees in advance, building brand awareness, building relationships and building a database of potential investors that we can cultivate moving forward.
Generate 10+ qualified leads from potential investors	The outreach campaign (above) generated three calls with investors before MIPIM and three appointments at MIPIM.	The pre-MIPIM calls with potential investors allowed us to gain a deeper understanding of the needs and wants of an investor and to test our messaging and offer. This gave us valuable insight that allowed us to tailor content and engagement with a small number of investors.
Welcome 1,000 visitors to the CCR stand in MIPIM	Over **320 visitors to** the stand were officially recorded by the team.	This number shows where an attendee barcode was scanned to log them as having visited the stand. The true number will inevitably have been higher. But this gives CCR a good benchmark to measure against at future events.
Welcome 5 high profile visitors to the stand (such as UK Ministers, and high-profile investors)	CCR welcomed **6 several high-profile visitors** to the stand, including: Gregg Clarke, former Secretary of State for Business, Energy and Industrial Strategy and Pat Ritchie CBE – Chair of the Government Property Office	This KPI, and subsequent attendance at UKREIIF where a different approach meant exposure to 1 or 2 high profile visitors, but with greater meaning and alignment to objectives.

Goal:	Achievements:	Notes:
Conduct 4 meaningful meetings with potential investors at MIPIM. Host: • 3 pre-MIPIM partner events • 2 successful networking events at MIPIM with 50 attendees. • 1 x key investors event with 4 high target investors (CBRE hosted event) • 1 post MIPIM partner event	Achieved • 3 pre-MIPIM partner events • 2 successful networking events at MIPIM with 50 attendees • CBRE invite event, with 2 high profile investors in attendance. • Investor visit hosted by Gareth Berry (CCR) and Jon Day and Juliet Gamlin of Cardiff Council.	Given the cost and effort of these events, they need to be reviewed in light of a new events strategy.
Ensure maximum event exposure: • 4 speaking events on the CCR stand • 3 external speaking events for CCR representatives	• 6 speaking events on the CCR stand • 2 x external speaking events: o Kellie Beirne in the UK Hub o Cllr Huw Thomas, UK Cities Dinner	Presence and exposure while at events such as MIPIM is key and CCR must revisit the approach in this area.

Medium Term Goals (within 6 – 12 months of MIPIM 2025)
Please note only relevant areas are highlighted as others will be tracked from September 2025 onwards.

Goal:	Achievement:	Notes:
Relationship Building: Organise follow-up contact or meetings with at least 50% of the initial investor contacts.	75 emails have been issued and several follow-up engagements have already taken place. There have been a series of further meetings and visits in the period since MIPIM and these include the below: • Property acquisitions in west and central Cardiff • Specific inquiries related to Cardiff Parkway and the Investment Zone • Five investor meetings representing significant funds • Investment opportunity in Newport • Build-to-rent investor meetings	This goal is in progress but the CCR team wished to demonstrate the scale of opportunity that has already emerged in the immediate period following MIPIM. All of these engagements are being closely tracked and a further report will highlight thise which come to fruition.

6. Review of MIPIM 2025 and Inward Investment for CCR

6.1 CCR has conducted three review sessions to discuss positive and negative feedback. This included feedback from Welsh Government and other stakeholders.

6.2 Operational strain and organisation was pointed to as a significant challenge and the CCR team felt that MIPIM had taken significant resource that had disrupted normal business function and caused disruption to business-as-usual. Allied to this, it introduced significant strain on the team and resourcing became an issue.

6.3 While the event itself went well and CCR and the Cardiff Council team achieved core objectives and KPIs, there were many lessons to learn. For example, attendance at CCR events were low and one was cancelled as a result.

6.4 Likewise, there needs to be better engagement with other UK cities and regions, and a need for better political engagement with UK Ministers and officials.

6.5 CCR seeks to, ultimately, secure strategic partnerships and investment through events such as MIPIM and has set a target of securing investment for at least two major development projects to drive inward investment to the region and creating jobs through new investment projects.

6.6 There are some important considerations that will support the above target, including:

- Building momentum is an important factor in developing projects but also in investor confidence. The upcoming 3-year event strategy will look at how the attendance at these types of events can support that.
- Project Readiness: supporting organisations across the region to develop opportunities that are suitable for investment is a key component. A Place-Based Investment programme is needed for the region.
- Scale of opportunity: the region needs to be able to bring together a range of opportunities of different size and scale, and a Place-Based Investment Programme will aim to collate these opportunities in a way that they can be scaled up or down to suit potential investor needs.
- Developing long-term strategic relationships with organisations within the region to ensure that the opportunities for investment are as wide as possible is a critical success factor.

7 Forward View

7.1 CCR recognise the significant potential of the inward investment space for the Cardiff Capital Region (CCR), but also acknowledge that we need more time to fully define our role within it. This is a complex and evolving landscape, and to ensure we are positioned for long-term success, it is essential that we take a strategic and considered approach. Our priority is to develop a clear, evidence-based strategy that aligns with CCR's broader economic ambitions and leverages our unique regional strengths.

7.2 This strategy must be informed by robust market intelligence, stakeholder engagement, and a deep understanding of global investment trends. It should also define our value proposition, identify priority sectors, and outline the mechanisms through which we can attract, support, and retain investment. By taking the time now to get this right, we will be better equipped to maximise the opportunity for CCR, ensuring that inward

investment delivers sustainable economic growth, high-quality jobs, and long-term value for our communities.

7.3 CCR are committed to working collaboratively across public and private sectors to shape this strategy and will provide regular updates as our thinking evolves. The opportunity is significant, and with the right foundations, CCR can become a leading destination for inward investment.

7.4 All the above will be captured in the following artefacts, that will be produced by July 2025:

- A three-year Events & Sponsorship Plan (including a renewed Partnership Development Programme to drive third party revenue growth in support of these activities).
- An updated Marketing and Communications Plan to reflect the organisations priorities in this area and how the above Events & Sponsorship Plan fits into these.

8. Comments of the Director of Resources and Section 151 Officer

8.1 Details of the costs and funding arrangements for attendance at the 2025 MIPIM event was set out to the CJC, as part of the Events and Sponsorship report (Item 08) at its 26 July 2024 meeting. This outlined an indicative total cost of circa £280,000, with a number of costs still being finalised at that time.

8.2 As in previous years, the report set out that these costs would be managed through a combination of CJC's approved MIPIM base budget (£50,000) and co-sponsorship with Welsh Government and Cardiff Council, with the balance being met through private sector sponsorship funding. The report highlighted the risk that in the event that co-sponsorship and private sector funding did not fully meet the shortfall, then CCR's contribution would need to increase.

8.3 Details of actual costs are now being finalised as part of the 2024/25 accounts closure process and the final few residual queries are currently being worked through by officers. On this basis, the total spend amounted to circa £335,000 with a net additional cost to CCR of circa £91,000.

8.4 Further details of the costs and income streams secured are set out below:

- Public sector co-sponsorship amounted to £50,000, which was a combination of cash and in-kind support and was significantly lower than the amounts secured in previous years;
- 22 private sector partnerships secured, revenue from these private sector partners amounted to £135,900, which was an increase, when compared to the previous year's total;
- In addition, a further £24,600 worth of 'contra' contributions were secured from sponsors;
- In total, private sector partners investment and contributions covered 48% of the gross 2025 MIPIM costs.

8.5 Details of the final cost CCR will be set-out in the 2024/25 Final Out-turn report to the CJC at its July 2025 meeting. The report will set details of the additional costs to CCR, which will be managed as part of the CJC's overall financial position.

9. Comments of the Monitoring Officer

9.1 There are no direct legal implications at this time.

9.2 If any third-party sponsorship is sought this should be done in an open and transparent manner. If any goods or services are to be procured, then this should be done in accordance with the relevant rules and legislation (as set out in the CJC's Constitution). Matters such as potential conflict of interest would also need to be considered.

10. Equality, Diversity and Inclusion

10.1 The Corporate Joint Committee is subject to the Public Sector Equality Duty and the Socio Economic Duty as defined by the Equality Act 2010.

10.2 The Committee must, in the exercise of its functions, have due regard to the need to: (1) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act; (2) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not; and (3) foster good relations between persons who share a relevant protected characteristic and persons who do not.

10.3 The characteristics protected under the Act are:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex; and
- sexual orientation.

10.4 Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:

(a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;

(b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
(c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

11 Well-being of Future Generations

11.1 The Corporate Joint Committees (Amendment of the Well-being of Future Generations (Wales) Act 2015) Regulations 2021 bring CJCs within the scope of Parts 2 and 3 of the Well-being of Future Generations (Wales) Act 2015.

11.2 The Well-being of Future Generations (Wales) Act 2015 places a duty on public bodies to carry out sustainable development, meaning the process of improving the social, economic, environmental and cultural well-being of Wales by taking action aimed at achieving the well-being goals of:

- 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

and by acting in a way which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.

11.3 In order to act in accordance with the sustainable development principle, when exercising its functions, the Committee must take account of the following things:

- the importance of balancing short-term needs with the need to safeguard the ability to meet long term needs;
- the need to take an integrated approach to achieving the well-being goals;
- the importance of involving others with an interest in achieving the well-being goals and of ensuring those persons reflect the diversity of the population of the region;
- how acting in collaboration with others could assist to meet the region's well-being objectives;
- how deploying resources to prevent problems occurring or getting worse may contribute to meeting the region's well-being objectives.

11.4 In developing the Recommendations of this report, regard has been had to the well-being duty arising under the Well-Being of Future Generations (Wales) Act 2015 ('the Act').

12 Welsh Language Implications

12.1 The Welsh Language Standards (No.1) Regulations 2015 (Amendment) Regulations 2021 bring Corporate Joint Committees within the scope of the standards specified by the No.1 Regulations.

12.2 In accordance with the Welsh Language Standards (No.1) Regulations 2015, consideration has been given to the impact the recommendations made in this report may have on opportunities for people to use and promote the Welsh Language, whether the proposals treat the Welsh Language more or less favourably than the English Language, and opportunities for increasing the positive effects, or decreasing the negative effects, of the proposals on the Welsh Language.

12.3 No negative impacts were identified which would prevent approval being sought to implement the recommendations of this report.

13 Staffing/Workforce Implications

13.1 Resourcing requirements will need to be considered as part of the future strategy.

14 Consultation

14.1 CCR is consulting with stakeholders about developing the new strategy for events and inward investment that delivers the regional ambition and generates economically significant outputs and outcomes.

Colan Mehaffey
Strategic Director of Policy, Impact & Partnerships
2nd June 2025

30 April 2025

Re: South East Wales CJC Standards Sub-Committee Activity 2024/25

Dear Members,

As Chair of the SEW CJC Standards Sub-Committee, I am writing to provide you with a synopsis of the work and activities that the Committee has undertaken this year.

The CJC Standards Sub-Committee has held three meetings this year, addressing a range of topics. Our work has included:

- Standards Functions in relation to the SEWCJC
  At the commencement of the 2024/2025 municipal year, we received a report enabling the Committee to consider the arrangements that had been put in place to date to maintain high standards of conduct by members and co-opted members of the CJC. This also outlined the CJC's governance structure, including its membership, key functions, decision-making processes and the roles and responsibilities of its other sub-committees and advisory boards. We were also provided with information about the CJC's member training and development programme.

- Mid-Year Review
  Mid-year we received an update on compliance with the CJC's statutory duties in relation to standards of conduct, allowing us to review the operation of arrangements put in place to promote and maintain high standards of conduct by the CJC's members and co-opted members, including a review of the CJC's Registers of Interests and of Gifts and Hospitality, and the arrangements in place for declarations of interest to be made at meetings.

- End of Year Update and Arrangements for 2025/26
  At year end, the Committee received an update report on standards of conduct, noting that no complaints under the CJC's Code of Conduct for Members have

been received during the preceding 12 months and that an internal audit of the CJC's Register of Business Interests provided assurance of good practice in relation to the policies and procedures the CJC has put in place for recording declarations of interests, both in its Register of Interests and at meetings.

Finally, we have considered the arrangements put in place for the CJC to discharge its statutory duties in relation to standards of conduct going forwards, noting that the CJC intends to establish its own Standards Sub-Committee for 2025/26. We have reviewed the arrangements which have been put in place by the CJC, including staff training, the adoption of revised Standing Orders setting out the new Sub-Committee's Terms of Reference and Rules of Procedure, and the recruitment of Independent (Lay) Members.

Yours sincerely,

Jason Bartlett
Chair of the CJC Standards Sub-Committee 2024/25

April 2025

Annual Letter to the CJC of the Work of the Governance and Audit Sub-Committee

Dear Members,

As Chair of the Governance and Audit Sub-Committee, I am writing to provide you with a summary of the notable findings and activities of the Sub-Committee in its first year since being established.

At the first meeting in July 2024, I was elected as Chair and Sherrie Woolf was elected Deputy Chair for the 2024/25 municipal year. I would like to thank Sherrie for her contribution and knowledge of financial matters which she was able to share. Her final meeting was in January 2025 and she was replaced by a fellow lay member, Andrew Blackmore, for the remainder of the municipal year. Andrew is able to assist the Sub-Committee in scrutinising and reviewing the work, with a background in risk management being particularly helpful. The Governance and Audit Sub-Committee has recently appointed a new Lay Member, Ms Cheryl Hucker, who is due to attend her first meeting in April 2025.

The membership of our Sub-Committee, both in terms of the councillors and the lay members, has considerable experience of audit, governance and risk committees in local authorities. Many of our Members, also have a career background in these areas. This external view and experience is a valuable resource that we are encouraging officers to utilise whenever possible.

We are grateful to officers for working with us to help us understand organisational assumptions which in turn enables us to review and scrutinise the CJC's financial affairs. In addition to the Induction session held at the beginning of the 2024/25 municipal year which included governance, finance and audit, we have held two additional Sub-Committee briefing sessions. These were in September 2024 on how risks are managed and in December 2024 on investment requests and how business cases are developed at the CJC. In my capacity as Chair, I also attend, as an observer, Investment Board and Corporate Joint Committee. This has allowed me to gain a broader understanding of the full governance structure within CCR and organisational priorities, which gives comforting levels of assurance.

During the course of our four meetings held to date, we have worked with officers to improve the information that is available to us in fulfilling our functions. One example of this has been the requested inclusion of a Corporate Risk Register report at every meeting. We have also reviewed a number of reports prior to them being considered at the CJC meetings. These include Annual Business Plan quarter performance reports, Treasury management quarterly reports and the 2023/24 Joint Committee Revenue Budget Final Out-turn Report. We have also reviewed the work of Internal Audit and External Audit.

As a Sub-Committee, we have also approved a Work Programme for the full municipal year, which sits alongside the introduction of an Actions Log. These documents are monitored at each meeting and periodically throughout the year.

We will be looking to take our Development Programme further in the near future, with the aim of including chairs of other CCR Boards and internal and external audit. We will also be exploring opportunities for more cross-working, on an informal basis, with other Sub-Committees, Boards and Groups of CCR.

We look forward to a second year where not only will it be possible to scrutinise at an earlier stage but the meeting cycle will be adjusted to ensure our meeting schedule and work programme allows for all important matters to be considered by the Sub-Committee prior to the CJC.

I would also like to take this opportunity to thank the Lay Members and the Elected Members of the Governance & Audit Sub-Committee for their hard work and dedication throughout the year. All meetings have been well attended and all Members have been fully engaged and come together from their different backgrounds and perspectives to ensure that the Sub-Committee operated cohesively with constructive questioning and challenge throughout.

Yours Sincerely,
Alan Davies