



16 April/Ebrill 2026

Dear Sir/Madam, Annwyl Syr/Fadam

You are hereby summoned to attend a multi-location meeting of **PONTYPOOL COMMUNITY COUNCIL TO BE HELD AT 6.30 PM ON WEDNESDAY 22 APRIL 2026.**

The meeting will be held remotely, using Microsoft Teams and physically for those who wish to attend the Council Chamber. Councillors have been provided with a link to attend the meeting. If any member of the public wishes to attend the meeting remotely, please contact the Clerk of the Council (by e-mail or telephone) at least 24 hours before the meeting.

Members of the public have the right to ask questions at Council meetings and to speak in Welsh or English, provided that at least 3 working days' notice in writing of the question has been provided to the Clerk.

The agenda for the meeting is set out below and relevant papers are attached.

Gofynnir drwy hyn i chi fynychu rhith-gyfarfod **CYNGOR CYMUNED PONT-Y-PŴL AM 6.30 PM, DDYDD MERCHER 22 EBRILL 2026.**

Mae cyngorwyr wedi derbyn dolen i fynychu'r cyfarfod. Os yw unrhyw aelod o'r cyhoedd yn dymuno mynychu'r cyfarfod o bell, cysylltwch â Chlerc y Cyngor (trwy e-bost neu dros y ffôn) o leiaf 24 awr cyn y cyfarfod.

Mae gan aelodau o'r cyhoedd yr hawl i ofyn cwestiynau yng nghyfarfodydd y Cyngor, mae gan aelodau o'r cyhoedd hefyd yr hawl i siarad yn y Gymraeg neu'r Saesneg, cyn belled ag y rhoddir tri diwrnod o rybudd ysgrifenedig o'r cwestiwn i'r Clerc.

Mae agenda'r cyfarfod wedi'i nodi isod ac mae papurau perthnasol ynghlwm.

Yours faithfully/Yr eiddoch yn gywir

Cathryn Drew

**CLERK TO THE COUNCIL/CLERC I'R CYNGOR**

## A G E N D A

1. **Recording of meeting**  
To approve the recording of the meeting.
2. **Questions from the Public**  
To receive any questions from the public.
3. **Apologies**  
To receive apologies for absence.
4. **Declarations of Interest**  
Members are required to declare any interests they may have in any items on the Agenda.
5. **Actions Log from previous minutes**  
To note the actions arising from the minutes of the previous meeting (attached: page(s) 1)
6. **Full Council Meeting – 25 March 2026**  
To confirm the minutes of the Full Council meeting held on 25 March 2026 (attached: page(s) 2 – 7)
7. **Biodiversity Sub-Committee Meeting – 25 March 2026**  
To confirm the minutes of the Biodiversity Sub-Committee meeting held on 25 March 2026 (attached: page(s) 8 – 12)
8. **Finance, Governance & Policy Committee – 1 April 2026 - Minutes**  
To approve the minutes of the Finance, Governance & Policy Committee held on 1 April 2026 and adopt the recommendations of that committee (attached: page(s) 13 – 17)
9. **Planning Applications**  
To receive and consider planning applications on which the Community Council is being consulted (attached: page(s) 18)
10. **Planning Determinations**  
To receive information on planning applications which have already been determined for March 2026 (attached: page(s) 19 – 21)
11. **Planning Applications: Plenary Powers**  
To note observations on planning applications which have already been submitted between meetings (attached: page(s) 22)
12. **Local Voluntary Funding (LVF)**  
To approve list of Local Voluntary Funding (table as attached: page(s) 23 – 24) and copies of the applications are available on request.
13. **Requests for Financial Assistance**  
To receive request(s) from the following organisation(s):
  - (i) Llangollen International Musical Eisteddfod (attached: page(s) 25)

14. **Sponsorship of Torfaen Community and Volunteer Awards 2026**  
To receive and approve a sponsorship request for the Torfaen Community and Volunteer Awards 2026 being held on Friday 16 October 2026 (attached: page(s) 26 – 29)
15. **One Voice Wales National Conference and Awards Ceremony 2026**  
To agree on who will attend the One Voice Wales National Conference and Awards Ceremony 2026 (attached: page(s) 30 – 31)
16. **Employee Assistance Programme Report**  
To receive and approve the employee assistance programme report (attached: page(s) 32 – 44)
17. **Feedback from Members**  
To receive feedback from Members on events/meetings attended during April:

<b>Date Attended</b>	<b>Meeting/Event</b>	<b>Attendee</b>
15 April 2026	Larger Local Councils Committee Meeting	Cllr A Peploe
21 April 2026	One Voice Wales Gwent Valleys Area Committee Meeting	Cllr A Peploe

18. **Miscellaneous Correspondence**  
To note the miscellaneous correspondence forwarded to Members during April:

<b>Date Sent</b>	<b>Subject</b>	<b>Recipients</b>
3 April 2026	OVW Free Training Places for Councillors	All Members
10 April 2026	The Voice E-magazine	All Members

19. **Committee Structure Review**  
To inform Members of the proposed Committee Structure Review (refer Cllr N Warren).
20. **Annual Meeting – 13 May 2026**  
To note the deadline date for the return of Committee Preference Forms prior to the Annual Meeting (refer Clerk).

**Recording of Meeting**

Recording of meeting to be stopped.

21. **EXCLUSION OF PRESS AND PUBLIC**  
**By virtue of The Public Bodies (Admissions to Meetings) Act 1960, the press and public are excluded from discussions on the following items on the basis that disclosure thereof would be prejudicial to the public interest by reason of the confidential nature of the business to be transacted.**
22. **Full Council Meeting – 25 March 2026**  
To confirm the confidential minutes of the Full Council meeting held on 25 March 2026 (attached: page(s) 45 – 46)

**Full Council  
Wednesday 22 April 2026**

**Update on Minute Actions arising from Full Council 25 March 2026**

**FOR INFORMATION ONLY**

Minute No.	Minute Heading	Action	Officer	Date Completed	Notes
538	Community Engagement Plan	<p>That:</p> <ul style="list-style-type: none"> <li>• Torfaen Youth Service be contacted regarding public engagement.</li> <li>• The Strategic Plan be brought to the next meeting for approval.</li> </ul>	CD  CD		<p><b>In progress.</b></p> <p><b>Adjourned.</b></p>

**MINUTES OF A MULTI-LOCATION MEETING OF PONTYPOOL  
COMMUNITY COUNCIL HELD ON WEDNESDAY 25 MARCH 2026**

**In attendance:**

Councillor: A Peploe# (Chair)

Councillor(s): N Warren\*, L Clarkson#, A Gunter#, J Horlor\*, L Hunt\*,  
G James#, J James#, L Jones#, J Martin#, R Matthews#,  
R Overton#, C Price\*

Officer(s): C Drew#, Clerk  
K Smith#, Deputy Clerk (Minute Taker)

Also attending: C Ashman#, Place Planning Consultant (TCBC)

\* Attending remotely via Microsoft Teams

# Attending physically in the Council Chamber

Min. no.	Subject and Decision	Action
522.	<p><b><u>Recording of meeting</u></b></p> <p>Members agreed that the meeting be recorded for minute taking purposes.</p>	
523.	<p><b><u>Questions from the Public</u></b></p> <p>No questions received.</p>	
524.	<p><b><u>Apologies for absence</u></b></p> <p>Apologies received from Councillor(s) J Cox, N Jones and S Senior.</p>	
525.	<p><b><u>Declarations of Interest</u></b></p> <p>Councillor(s) L Clarkson, G James, J James, R Matthews and C Price declared personal and non-prejudicial interests in any agenda items relating to Torfaen County Borough Council (TCBC) as they were members of TCBC, as well as being members of Pontypool Community Council.</p> <p>Councillor R Overton declared a personal and non-prejudicial interest in agenda item no. 13 relating to an LVF application.</p>	

	<b><u>RESOLVED:</u></b> that the declarations of interest be recorded.	KS/CP
526.	<p><b><u>Development of a Shared Blueprint for Growth</u></b></p> <p>The Chair welcomed C Ashman, Place Planning Consultant (TCBC) to the meeting.</p> <p>Members received a presentation outlining the development of a shared Blaenau Gwent and Torfaen blueprint for future growth.</p> <p>As part of the development of the blueprint an up to date overview of each settlement across Torfaen in terms of local aspirations, opportunities in developing the economy and place will be outlined.</p> <p>The completed blueprint will be sent to the Council for comments next Spring.</p> <p>The Chair informed the meeting that copy of the presentation slides will be forwarded to them following the meeting.</p> <p><b><u>RESOLVED:</u></b> that:</p> <ul style="list-style-type: none"> <li>(i) the Chair thanked C Ashman for attending the meeting</li> <li>(ii) a copy of the presentation slides are forwarded to Members.</li> </ul>	KS
527.	<p><b><u>Full Council Meeting – 25 February 2026 – Minutes</u></b></p> <p>Members were asked to approve the minutes of the Full Council meeting held on 25 February 2026.</p> <p>Cllr A Gunter informed the meeting that they had submitted their apologies for the meeting.</p> <p><b><u>RESOLVED:</u></b> that the minutes of the Full Council meeting held on 25 February 2026 be confirmed as a true record.</p>	KS/CP
528.	<p><b><u>Biodiversity Sub-Meeting – 25 February 2026 - Minutes</u></b></p> <p>Members were asked to approve the minutes of the Biodiversity Sub-Meeting held on 25 February 2026.</p> <p><b><u>RESOLVED:</u></b> that the minutes of the Biodiversity Sub-Meeting held on 25 February 2026 be confirmed as a true record.</p>	KS/CP

529.	<p><b><u>Finance, Governance &amp; Policy Committee – 4 March 2026 – Minutes</u></b></p> <p>Members were asked to approve the Finance, Governance &amp; Policy Committee minutes held on the 4 March 2026 and approve the recommendations of that committee.</p> <p><b><u>RESOLVED:</u></b> that the minutes of the Finance, Governance and Policy Committee held on 4 March 2026 be confirmed as a true record and recommendations adopted.</p>	KS/CP
530.	<p><b><u>Planning Applications</u></b></p> <p>Members received and considered the list of planning applications on which it was being consulted by Torfaen County Borough Council (TCBC).</p> <p><b><u>RESOLVED:</u></b> that the comments/observations stated be submitted to Torfaen County Borough Council.</p>	CP
531.	<p><b><u>Planning Determinations</u></b></p> <p>Members received and noted Torfaen County Borough Council planning determinations for February 2026 including reasons for approvals or refusals.</p> <p><b><u>RESOLVED:</u></b> that the planning determinations be noted.</p>	
532.	<p><b><u>Planning Applications: Plenary Powers</u></b></p> <p>Members noted observations on planning applications which had already been submitted between meetings.</p> <p><b><u>RESOLVED:</u></b> that the plenary powers applications be noted.</p>	
533.	<p><b><u>Requests for Financial Assistance</u></b></p> <p>The Chair informed the meeting that requests for financial assistance has been received from:</p> <ul style="list-style-type: none"> <li>(i) Pontnewynydd Sports &amp; Social Club</li> <li>(ii) The Really Amazing Charity TRAC 2</li> </ul> <p><b><u>RESOLVED:</u></b> that</p> <ul style="list-style-type: none"> <li>(i) Pontnewynydd Sports &amp; Social Club be awarded £500 from the grants miscellaneous budget.</li> <li>(ii) The Really Amazing Charity TRAC 2 be awarded £250 from the grants miscellaneous budget.</li> </ul>	CC/ AA

534.	<p><b><u>Local Voluntary Funding (LVF)</u></b></p> <p>The Committee was requested to approve the Local Voluntary Funding (LVF) applications in agenda item 13.</p> <p>The Chair stated that all applications had been checked and vetted by the Finance Manager.</p> <p>The Clerk informed the meeting that 4 late applications had been submitted.</p> <p><b><u>RESOLVED:</u></b> that the LVF applications as outlined in agenda item 13 be approved together with the 4 late applications (as detailed in the attached table).</p>	CC/AA
535.	<p><b><u>Invitation to Peter &amp; Paul Festival</u></b></p> <p>Members were informed that the Council has received an invitation from its twinned town in Bretten to attend the Peter and Paul Festival on 3-5 July 2026.</p> <p>Discussion took place around the Youth Festival in August and it was agreed that members of the Youth Council attend this event.</p> <p><b><u>RESOLVED:</u></b> that Cllr A Peplow and their Consort will attend the twinning event on 3-5 July 2026 in Bretten.</p>	CD/SF
536.	<p><b><u>Membership of One Voice Wales – 2026/2027</u></b></p> <p>Members were asked to approve the membership of One Voice Wales for 2026/2027.</p> <p><b><u>RESOLVED:</u></b> that the membership be renewed at a cost of £7,649.00.</p>	CC
537.	<p><b><u>Democracy and Boundary Commission (DBCC) Annual Remuneration Report 2026 - 2027</u></b></p> <p>Members were asked to note the contents of the Democracy and Boundary Commission (DBCC) Annual Remuneration Report 2026-2027 which sets out the remuneration for County Borough and Community Councils.</p> <p><b><u>RESOLVED:</u></b> that the information contained within the report be noted.</p>	
538.	<p><b><u>Community Engagement Plan</u></b></p> <p>Members were asked to approve the Community Engagement Plan.</p>	

	<p>Cllr L Clarkson suggested contacting Torfaen Youth Service so that they can take this to the Youth Clubs to get the teenagers perspective on this regarding public engagement and summer surveys.</p> <p>The Chair informed the meeting that the Council's draft Strategic Plan will be brought to the next meeting for approval.</p> <p><b>RESOLVED:</b> that:</p> <ul style="list-style-type: none"> <li>(i) the Community Engagement Plan be approved;</li> <li>(ii) Torfaen Youth Service be contacted regarding public engagement;</li> <li>(iii) the Strategic Plan be brought to the next meeting for approval.</li> </ul>	<p>MW/CD CD CD</p>
	<p><b><u>Miscellaneous Correspondence</u></b></p> <p>Members were asked to note the miscellaneous correspondence forwarded to them during March 2026.</p> <p><b>RESOLVED:</b> that the information be noted.</p>	
539.	<p><b><u>GOVERNANCE ITEM</u></b></p> <p><b><u>General Power of Competence (GPOC)</u></b></p> <p>The Clerk informed the meeting that the Council no longer operates under the General Power of Competence.</p> <p>With effect from 9 March 2026 the Council now operates under the Local Government Act 1972, Section 137 mainly unless activity falls within a specific statutory power/provision.</p> <p><b>RESOLVED:</b> that the information be noted.</p>	
	<p><b>The recording of the Council meeting was stopped at this point.</b></p>	
540.	<p><b><u>EXCLUSION OF PRESS AND PUBLIC</u></b></p> <p><b>By virtue of The Public bodies (Admission to Meetings) Act 1960, the press and public are excluded from discussions on the following items on the basis that disclosure thereof would be prejudicial to the public interest by reason of the confidential nature of the business to be transacted.</b></p>	

Signed by The Chair .....



**MINUTES OF A MULTI-LOCATION MEETING OF THE BIODIVERSITY & SUSTAINABILITY SUB COMMITTEE OF PONTYPOOL COMMUNITY COUNCIL HELD ON WEDNESDAY 25<sup>th</sup> MARCH 2026**

**In attendance:**

**Councillor:** N. Warren\* (In the Chair)

**Councillors:** L. Clarkson#, A. Gunter#, E. Hunt#, S. Lang\*, A. Peploe#

**Officers:** C Drew# (Clerk)

\* *Attending remotely via Microsoft Teams*

# *Attending physically in the Council Chamber*

*The meeting was recorded for minute taking purposes as agreed by Members.*

<b>Min No</b>	<b>Subject and Decision</b>	<b>Action</b>
B67.	<p><b><u>Apologies for absence</u></b></p> <p>Apologies were received from Councillors J Cox and L Jones.</p>	
B68.	<p><b><u>Declarations of Interest</u></b></p> <p>Councillor L Clarkson declared a personal and non-prejudicial interest in any agenda items relating to Torfaen County Borough Council (TCBC) as they are a member of TCBC, as well as a member of Pontypool Community Council.</p> <p><b><u>RECOMMENDED*</u></b>: that the declarations of interest be recorded.</p>	KS/CP
B69.	<p><b><u>Special Guests</u></b></p> <p>Officers from TCBC’s Nature Towns and Cities had agreed to attend the meeting to speak to the group but did not attend the meeting.</p>	

B70.	<p><b><u>Welsh Water Tour of Wetlands Invite</u></b></p> <p>Members received a verbal update from the Clerk:</p> <ul style="list-style-type: none"> <li>• An invitation from Welsh Water has been received to visit the Pontyfelin Wetlands site for stakeholders with interest in nature based solutions to visit there on Thursday 23 April 2026.</li> <li>• Morning and afternoon tour available and timings will be confirmed.</li> <li>• Welsh Water are saying that spaces are filling up very fast, so can we let them know if there is any interest in Community Council Members attending and whether their preference is morning or afternoon.</li> <li>• Details will be sent to all Members so that they can go direct or the Clerk will collate the responses and submit them on Members' behalf.</li> <li>• Cllr N Warren advised that they will be attending and an afternoon session would be preferable.</li> </ul> <p><b><u>RECOMMENDED*:</u></b></p> <ol style="list-style-type: none"> <li>i. that the email is sent to all Members</li> <li>ii. that Cllr N Warren would like to attend an afternoon session</li> </ol>	CD CD
B71.	<p><b><u>Admission to Meetings</u></b></p> <p>Members received a verbal update from the Clerk:</p> <ul style="list-style-type: none"> <li>• The Constitution states that Sub-Committees should be dealt with in the same way as ordinary Committee meetings, ie members of the press and public can attend meeting and minutes published on the website.</li> <li>• Looking to implement this process from the new calendar year.</li> </ul> <p><b><u>RECOMMENDED*:</u></b></p> <ol style="list-style-type: none"> <li>i. that the process for Bio-diversity Sub-Committee starts from the new calendar year.</li> </ol>	CD/KS
B72.	<p><b><u>Swift Project Phase 2</u></b></p> <p>Members received a verbal update from the Clerk:</p> <ul style="list-style-type: none"> <li>• 10 swift boxes installed on 20 March 2026 over</li> </ul>	

	<p>sites – Stanley Road, Garndiffaith (2 boxes, 1 caller), Old Victoria Village School (3 boxes, 1 caller), Pantygasseg (1 box, 1 caller) and Panteg House (4 boxes, 2 callers and 2 cameras).</p> <ul style="list-style-type: none"> <li>• Cllr J James will visit Panteg House to look at the external camera to try and identify why it isn't working.</li> <li>• The Clerk wished to formally thank Cllr J James for giving up his time to assist with the project and also to Veronika Brannovich and Ollie James from TCBC.</li> <li>• Meeting has been arranged with all of the project team to pull together a post-project implementation report.</li> <li>• Resource packs will be going out to schools shortly.</li> <li>• The Chair thanked the Clerk for managing the last minute change to the project.</li> </ul> <p><b><u>RECOMMENDED*:</u></b></p> <p>i. that the information be noted.</p>	
B73.	<p><b><u>Varteg Community Woodland</u></b></p> <p>Members received a verbal update from the Clerk:</p> <ul style="list-style-type: none"> <li>• Stakeholder meeting held on 4 March 2026.</li> <li>• Going to arrange a meeting with all stakeholders to try and arrange a 'Friends of Group' to manage and own it.</li> <li>• Site visit and refreshments to be arranged.</li> <li>• Andy Karran to be invited.</li> <li>• Agree next steps and review the stakeholder list.</li> <li>• Dr Jenny Knight will assist with setting up the 'Friends of Group'.</li> <li>• Community engagement will include reaching out to the Torfaen Youth, Noddfa Church and Garndiffaith Scouts Group.</li> </ul> <p><b><u>RECOMMENDED*:</u></b></p> <p>i. That a 'Friends of Group' be arranged with a site visit, refreshments etc and Andy Karran to be invited.</p> <p>ii. Community engagement to be organised – Cllr L Clarkson and the Clerk will meet to scope out a mini plan.</p>	<p>CD</p> <p>LC/CD</p>

B.74	<p><b><u>Gwent Wildlife Trust</u></b></p> <p>Members received a verbal update from the Clerk:</p> <ul style="list-style-type: none"> <li>• Met on 18 March with GWT, progress is being made. Third instalment of the project has been completed.</li> <li>• Site No. 2 needs to be looked at and Members were asked to consider a suitable site - Rosemary Lane or St James' Park.</li> <li>• Cllr L Clarkson suggested the green area by Pontypool Police Station.</li> <li>• GWT advised that the Pontypool Youth Group has grown quicker than other groups they have managed, public events have gone really well which is having a good impact.</li> </ul> <p><b><u>RECOMMENDED*:</u></b></p> <ol style="list-style-type: none"> <li>i. That the Clerk contact the Police and see if they are interested in the land being used as the next site. If they are not interested then the Chair advised that the Rosemary Lane site be progressed.</li> <li>ii. The Clerk will email Members and ask them to send any suggestions for potential sites within Pontypool Town Centre to them to bring back to a future meeting.</li> </ol>	<p>CD</p> <p>CD</p>
B75.	<p><b><u>Budget</u></b></p> <p>Members received a report outlining the budget and commitments to date. There is no change from last month.</p> <p>The remaining balance is £969.50 which the Chair would like to keep in reserve to use next year.</p>	
B.76	<p><b><u>Biodiversity and Sustainability</u></b></p> <p>Members agreed that agenda items 4 to 8 are examples of how the council meets its duty to maintain and enhance biodiversity and promote the resilience of ecosystems in its decisions making, hybrid meeting and car sharing.</p>	

\* All recommendations to the Planning and Environment Committee.

Signed by Chair .....

**MINUTES OF A MULTI-LOCATION MEETING OF THE FINANCE,  
GOVERNANCE AND POLICY COMMITTEE OF PONTYPOOL COMMUNITY  
COUNCIL HELD ON WEDNESDAY 1 APRIL 2026**

**In attendance:**

Councillor: L Hunt (in the Chair)#

and Councillors: L Clarkson\*, G James#, L Jones\*, R Overton#,  
C Price\*

Officers: C Drew#, Clerk  
A Ambrosen#, Finance Support Officer

\* Attending remotely via Microsoft Teams  
# Attending physically in the Council Chamber

	<b><u>FINANCE ITEMS</u></b>	
544.	<p><b><u>Recording of Meeting</u></b></p> <p>Members agreed that the Council meeting could be recorded for minute taking purposes.</p>	
545.	<p><b><u>Apologies for absence</u></b></p> <p>Apologies were received from Councillor(s) N Byrne, J Horlor, S Lang, A Peplow and N Warren.</p>	
546.	<p><b><u>Declarations of Interest</u></b></p> <p>Councillor(s) L Clarkson, G James and C Price declared personal and non-prejudicial interests in any agenda items relating to Torfaen County Borough Council (TCBC) as they are members of TCBC, as well as being members of Pontypool Community Council.</p> <p><b><u>RECOMMENDED*</u></b>: that the declarations of interest be recorded.</p>	KS
547.	<p><b><u>Schedule of Receipts and Payments</u></b></p> <p>The Committee was asked to approve the schedule of receipts and payments for February 2026. These payments have previously been authorised by the Committee Chair, Vice</p>	

	<p>Chair and Cllr G James and checked for accuracy by the Clerk and Finance Manager.</p> <p><b><u>RECOMMENDED*</u></b>: that the receipts and payments for February 2026 as shown in the report, be approved noting the information.</p>	CC
548	<p><b><u>Use of Credit Card</u></b></p> <p>The Committee was requested to approve the credit card payments covering 13 February 2026 to 9 March 2026.</p> <p><b><u>RECOMMENDED*</u></b>: that the payments made on the Council's credit card, as shown in the report for the above periods, be approved.</p>	CC
549.	<p><b><u>Financial Comparison and Earmarked Reserves</u></b></p> <p>The Committee was requested to consider the financial comparison report and earmarked reserves to the 28 February 2026.</p> <p><b><u>RECOMMENDED*</u></b>: that the financial comparison reports and earmarked reserves be approved.</p>	CC
550.	<p><b><u>Local Voluntary Funding (LVF)</u></b></p> <p>The Committee was requested to approve the Local Voluntary Funding (LVF) application in agenda item 7.</p> <p>The Chair stated that the application had been checked and vetted by the Finance Manager.</p> <p><b><u>RECOMMENDED*</u></b>: the LVF application as outlined in agenda item 7 be approved.</p>	CC/AA
551.	<p><b><u>Requests for Financial Assistance</u></b></p> <p>The Chair informed the meeting that requests for financial assistance has been received from:</p> <ul style="list-style-type: none"> <li>(i) Chepstow &amp; District Canine Society – Cake &amp; Paw Dog Training</li> <li>(ii) Shelite Fitness</li> </ul> <p><b><u>RECOMMENDED*</u></b>: that</p>	

	<p>(i) Chepstow &amp; District Canine Society – Cake &amp; Paw Dog Training be awarded £200 from the general grants budget</p> <p>(ii) Shelite Fitness be awarded £1,500 from the wellbeing budget.</p>	<p>CC/AA</p> <p>CC/AA</p>
552.	<p><b><u>Thank you letter(s)/acknowledgement(s)</u></b></p> <p>The Committee received and noted the thank you letter(s)/acknowledgement(s) from Marie Curie.</p> <p><b><u>RECOMMENDED*</u></b>: that the information be noted.</p>	
553.	<p><b><u>CCLA Account</u></b></p> <p>The Finance Assistant informed the meeting that at the previous meeting the Finance Manager was asked to look if it would be possible to take a percentage of the interest from the CCLA account in line with the amount of money in the regeneration fund so that the regeneration fund tops itself up as well as the Council topping it up. The Finance Manager has looked into this and it will be around £4,000 a year in interest.</p> <p><b><u>RECOMMENDED*</u></b>: that the Finance Manager makes the necessary arrangements for a percentage of the interest from the CCLA account to be transferred to the regeneration fund.</p>	<p>CC</p>
554.	<p><b><u>POLICY ITEMS</u></b></p> <p><b><u>Policies</u></b></p> <p>The Clerk informed the meeting that the Council are reviewing the whole policy review process in terms of how the policies are discussed and approved at meetings, the number of policies and the standardisation of them. A report will go to Full Council on 22 April with recommendations following the review with the hope of implementation, if approved, at the beginning of the new calendar year. As part of the review advice is being taken from One Voice Wales on a governance toolkit so that everything is aligned.</p> <p><b><u>RECOMMENDED*</u></b>: that the information is noted and the Clerk will prepare a report for Full Council on 22 April 2026.</p>	<p>CD</p>

555.	<p><b><u>Biodiversity and Sustainability</u></b></p> <p>How has this meeting contributed to the Council's duty to maintain and enhance biodiversity and promote the resilience of ecosystems?</p> <p><b><u>RESOLVED:</u></b> that it was a hybrid meeting, electronic paperwork and use of public transport.</p>	
	<p><b><u>Recording of Meeting</u></b></p> <p><b>The recording of the Council meeting was stopped at this point.</b></p>	

\*This is a recommendation to the Council. The Council will make the final decision at a future meeting.

Signed by the Chair.....

**FINANCE, GOVERNANCE & POLICY**

**1 APRIL 2026**

**LOCAL VOLUNTARY FUNDING**

<b><u>Councillor</u></b>	<b><u>Requested Amount</u></b>	<b><u>Organisation</u></b>	<b><u>Reason</u></b>	<b><u>Statutory Provision</u></b>
Councillor G. James	£200.00	ArtREGEN	Holding a music event to be held at the Pontypool Museum Summer 2026, to raise money for the museum and future events.	General Power Section 137 Local Government Act 1972 (LGA)

**Full Council**

**Wednesday 22<sup>nd</sup> April 2026**

**Planning Applications to be commented on**

<b>1</b>	<i>Plan Number</i> <b>26/P/0100</b>	<i>District reference</i> Pontnewynydd	<i>Site reference</i> Land between Bryn Ivor and Shalom, Hanbury Road.	<i>Other reference</i>
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**PROPOSAL: Erect Detached Garage for Domestic Purposes.**

<b>2</b>	<i>Plan Number</i> <b>26/P/0136</b>	<i>District reference</i> Abersychan and Cwmavon	<i>Site reference</i> Tygwyn, Victoria Road, Abersychan.	<i>Other reference</i>
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**PROPOSAL: Retrospective two storey rear extension; retaining features and new boundary treatments in rear garden and proposed garden room.**

<b>3</b>	<i>Plan Number</i> <b>26/P/0141</b>	<i>District reference</i> Pontypool	<i>Site reference</i> St James Church, Hanbury Road, Pontypool.	<i>Other reference</i>
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**PROPOSAL: Part of Enabling Works - Site Security Hoarding. The supply and installation of fence posts, 3 high plywood hoarding including a set of double gates for vehicular access and one single gate for pedestrian access.**

<b>4</b>	<i>Plan Number</i> <b>26/P/0146</b>	<i>District reference</i> Pontypool	<i>Site reference</i> 7 George Street, Pontypool, Torfaen	<i>Other reference</i>
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**PROPOSAL: Installation of defibrillator and bleed kit cabinets to external wall of Nationwide Building Society branch.**

<b>5</b>	<i>Plan Number</i> <b>26/P/0153</b>	<i>District reference</i> St Cadoc's and Penygarn	<i>Site reference</i> 46 St Davids Close, Penygarn, Pontypool.	<i>Other reference</i>
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**PROPOSAL: Removal of existing failed dwarf wall and replacement with fencing and construction of new extended driveway, to allow disabled access. Existing use Sui Generis to residential curtilage.**

**Full Council**

**Wednesday 22<sup>nd</sup> April 2026**

**Planning Determinations**

<b>1</b>	<i>Plan Number</i> <b>23/P/0771</b>	<i>District reference</i> Wainfelin	<i>Site reference</i> 1 Woodland Park, Old Crumlin Road, Pontypool.	<i>Other reference</i>
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**PROPOSAL: Variation of condition 1 (To allow a reconfiguration of the approved layout) relating to planning application 09/P/00341(W) Extension of mobile home park to provide additional 22 units, including new access road, parking area and retained walls (revised scheme).**

*Comment*                      09/05/24  
**This Council has no observations.**

*Decision*                      31/03/26  
**Approved.**

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<b>2</b>	<i>Plan Number</i> <b>25/P/0739</b>	<i>District reference</i> New Inn Upper	<i>Site reference</i> West Mon RFC, The Skew Fields.	<i>Other reference</i>
----------	--	--	--	------------------------

**PROPOSAL: Change the wording of conditions 1 and 7 of 21/P/0959/FUL, all reference to drawing PL04B should be changed to read PL04 Rev D. The car park layout has been altered to avoid services on site.**

*Comment*                      20/12/25  
**This Council has no observations.**

*Decision*                      31/03/26  
**Approved.**

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<b>3</b>	<i>Plan Number</i> <b>26/P/0026</b>	<i>District reference</i> Sebastopol East	<i>Site reference</i> Widdishins Day Centre, East Avenue, Sebastopol.	<i>Other reference</i>
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**PROPOSAL: Ground Mounted Solar Panels.**

*Comment*                      26/02/26  
**This Council has no observations.**

Decision 31/03/26

**Approved.**

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4	Plan Number	District reference	Site reference	Other reference
	<b>26/P/0027</b>	Pontypool	Crane Street, Pontypool.	

**PROPOSAL: Works to: T2; (Willow), Coppice failed Willow in woodland. G3; Only 10% of group WG land, minor works required; prune back from building those trees in WG land to obtain 2-3m clearance. G4; Prune/ Cut back any vegetation encroaching on top of retaining wall by 2-3m.**

Comment 16/02/26

**This Council has no observations.**

Decision 31/03/26

**Return Incomplete.**

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5	Plan Number	District reference	Site reference	Other reference
	<b>26/P/0055</b>	Wainfelin	Glyn View, 1 Club Road, Tranch.	

**PROPOSAL: Variation of condition 2 to extend time limit of 21/P/0203/HH single storey rear extension with first floor balcony area, raised decking and new external staircase/store.**

Comment 27/02/26

**This Council has no observations.**

Decision 31/03/26

**Approved.**

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6	Plan Number	District reference	Site reference	Other reference
	<b>26/P/0064</b>	Pontnewynydd	Snatchwood View, Pontnewynydd, Pontypool.	

**PROPOSAL: Fell TPO trees T3.14, T3.15, T3.16 and T3.G2 as part of highway safety urgent works required to be carried out to on the roadside retaining wall to the west side of Snatchwood Road. The wall is in poor condition with various bulges and areas of damage, it is now in danger of collapse.**

Comment 27/02/26

**This Council has no observations.**

*Decision*  
**Approved.**

31/03/26

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**Full Council**

**Wednesday 22<sup>nd</sup> April 2026**

**Plenary Powers**

<b>1</b>	<i>Plan Number</i>	<i>District reference</i>	<i>Site reference</i>	<i>Other reference</i>
	<b>26/P/0101</b>	Pontypool	Former Lloyds Bank, Road, Pontypool	

**PROPOSAL: Variation of condition 1 (approved plans) of 24/P/0619/LBC for conversion of former bank to six flats, retention of partial A2 use on ground floor and basement and associated works. Alterations include replacement joinery; altered structural apertures; reconfiguration of internal layout; installation of thermal, acoustic and fire insulation; mechanical and electrical works; automated fire suppression system; and installation of new staircase.**

**This Council has no observations.**

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**FULL COUNCIL**  
**22 APRIL MARCH 2026**  
**LOCAL VOLUNTARY FUNDING**

<b><u>Councillor</u></b>	<b><u>Requested Amount</u></b>	<b><u>Organisation</u></b>	<b><u>Reason</u></b>	<b><u>Statutory Provision</u></b>
Councillor C. Price	£250.00	Pentwyn Cricket Field and Lethbridge Community Centre	Purchase of equipment and consumables for “Sunday Afternoon Club.”	Local Government Act (Miscellaneous provisions) 1976 (LGA) Section 19
Councillor G. James	£750.00 PROJECT	Groves Painter & Decorators	Decorate stone work at town memorial gates.	Local Government Act 1972 (LGA) Section 137 General Power
Councillor G. James	£500.00	Pontypool Indoor Market Traders Association	Towards an event in town.	Local Government Act 1972 (LGA) Section 145 Entertainment and the Arts
Councillor A. Peploe	£1,200 PROJECT	Singergise	We are seeking funding of £1,200 to support the launch of an 8-week pilot for a Community Interest Company (CIC) project: an adult community jazz and blues orchestra. These sessions will provide a welcoming and supportive environment for adults of all abilities to come together,	Local Government Act 1972 (LGA) Section 145 Entertainment and the Arts

<u>Councillor</u>	<u>Requested Amount</u>	<u>Organisation</u>	<u>Reason</u>	<u>Statutory Provision</u>
			<p>learn, and perform jazz and blues music.</p> <p>A key feature of the project is its partnership with Singergise Radio, where elements of the orchestra will be broadcast as part of DJ4aDay CIC programming. This will include live performances and participant interviews, giving individuals a platform to share their experiences and further strengthening community connection.</p>	

Statutory provision: Local Government Act 1972, s145.

May 25

awarded £200



Agenda Item 13 (i)

## Llangollen International Musical Eisteddfod

Preparations are well underway for the **2026 Llangollen International Musical Eisteddfod**, and I am writing as part of our annual fundraising appeal to Local Authorities, Town and Community Councils.

We are immensely grateful for the support we have received in previous years, and I hope you might consider supporting us again in 2026.

The Eisteddfod's rich heritage extends back to the unique vision of its founders in 1947, who created the festival as a way of bringing people together through the arts in a spirit of peace, friendship and international understanding. That founding ethos remains at the heart of everything we do today.

The festival continues to be a community-led initiative, supported by more than 600 volunteers, and each year we welcome around 4,000 competitors from across the world, alongside audiences of approximately 20,000 visitors throughout the week. In addition to its cultural impact, the Eisteddfod generates an estimated £1.6 million in economic benefit for the region, supporting local businesses and strengthening the tourism profile of North East Wales.

The 2026 festival will take place from 7–12 July, and will once again combine the international competitions that are at the heart of the Eisteddfod with a vibrant programme of concerts, cultural events and community activities. These will include performances from internationally renowned artists, outdoor stages featuring music from Wales and around the world, workshops and participatory events, and a lively festival field offering family activities and opportunities to experience Welsh culture alongside global traditions.

Alongside the Eisteddfod week itself, we will again be presenting a number of additional concerts in collaboration with Cuffe & Taylor (part of Live Nation), bringing world-class performers to Llangollen and further strengthening the region's reputation as a destination for major live music events.

With your continued support, we can ensure that this unique festival continues to thrive, celebrating Welsh culture, welcoming visitors from around the world, and creating lasting cultural, social and economic benefits for the region.

We would be extremely grateful for any level of financial support your authority might be able to offer, and we look forward to continuing to work together to ensure the long-term success of this internationally recognised event.

Thank you for your consideration, and I look forward to hearing from you.

Kind regards,

*Dave Danford*

**Dave Danford | Artistic Director**

Royal International Pavilion  
Abbey Road  
Llangollen  
LL20 8SW  
Tel: 01978 862000  
Email: [info@llangollen.net](mailto:info@llangollen.net)

Y Pafiliwn Rhyngwladol Brehinlol  
Ffordd yr Abaty  
Llangollen  
LL20 8SW  
Ffôn: 01978 862000  
E-bost: [info@llangollen.net](mailto:info@llangollen.net)

[www.llangollen.net](http://www.llangollen.net)

Registered Charity No 504620. The Llangollen International Musical Eisteddfod is a Company Limited by Guarantee. Registered in England and Wales 1165311

**Kerrie Smith**

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**From:** ksmith@pontypoolcc.gov.uk  
**Subject:** FW: Torfaen Community & Volunteer Awards 2026 (TCVA 2026)


Good Afternoon

Thank you so much for your generous support at the Torfaen Community & Volunteer Awards 2025. Your involvement played a key role in making the event such a success, and we're incredibly grateful.

As a valued sponsor in previous years, we'd love to offer you the first opportunity to come on board again for this year's event. If you're able to confirm your interest by Monday, 8th April 2026, that would be fantastic.

We're excited to let you know that planning is already well underway, and we're pleased to confirm the date and venue:

 Friday, 16th October 2026

 The Parkway Hotel, Cwmbran Drive, Torfaen

This year's sponsorship packages range from £600 to £800 (please see the attached for full details). Categories will be allocated on a first-come, first-served basis, so do let us know soon if you have a specific category in mind.

We'd be delighted to welcome you back as a sponsor and would be happy to chat through any questions or options you'd like to explore.

Looking forward to hearing from you.

Warm regards,



TorfaenSaysThanks

Torfaen Community &  
Volunteer Awards 2026

Sponsorship Packages



## Sponsorship Packages 2026

It's that time of year again, the planning has started to recognise the amazing contribution that community groups, volunteers and businesses provide within Torfaen. To enable the celebrations to happen, we have been fortunate in previous years to secure the financial support of generous local businesses and organisations and are looking for support again this year.

Torfaen Community and Volunteer Awards 2026 celebrations will be held on Friday, 16th October 2026 at The Parkway Hotel, Cwmbran and we would be delighted to have you join us.

We have multiple advertising opportunities to promote your business or organisation, and offer a range of sponsorship packages:

### Gold Package £800

- Sponsor a specific award category of your choice (see categories below)
- Presentation of award to finalist on the night
- Invitation for 2 people to the Awards, includes a 2-course meal
- The option to appear on a promotional video of your company or organisation, wishing nominations "Good Luck" on social media and on the evening of the event. The video will be professionally produced by a local professional company, ProLX Productions Ltd
- Advertise your business or organisation in the Awards programme
- Recognition as a sponsor, including your logo on all promotional materials and social media
- Display your popup banner at the Awards evening
- Discounted hotel room rate at the Parkway Hotel

### Silver Package £600

- Recognised sponsor of the Awards
- Invitation for 2 people to the Awards, includes a 2-course meal
- The option to appear on a promotional video of your company or organisation, wishing nominations "Good Luck" on social media and on the evening of the event. The video will be professionally produced by a local professional company, ProLX Productions Ltd
- Advertise your company or organisation in Award programme
- Recognition as a sponsor, including your logo on all promotion materials and social media
- Discounted hotel room rate at the Parkway Hotel

**If you are interested or would like to discuss further, please contact Torfaen Voluntary Alliance:**

**at [communications@tvawales.org.uk](mailto:communications@tvawales.org.uk) or 01495 365610**

Category	Award Description
Adult Volunteer 2026	Recognising an individual who is 26 years and over who has shown a real commitment to their volunteering.
Young Volunteer 2026	Recognising a young person aged between 11 and 25 years who has shown a real commitment to their volunteering.
Trustee 2026	Recognising an exceptional and influential trustee who demonstrates outstanding dedication and commitment to an organisation, often behind the scenes.
Sports Volunteer/Group 2026	Recognising an individual, volunteer led club, or a team in Torfaen, whose contribution to sport has made a real difference by providing their time to support sport & recreational activities.
Health Volunteer 2026	Recognising an individual that has actively contributed to improving the health and wellbeing of others, or has supported the promotion and improvement of health and wellbeing in their community.
Environmental Volunteer or Group 2026	Recognising an individual or group whose commitment and enthusiasm for creating and improving our green and blue spaces, not only for environmental benefits but also for the enjoyment of the local community.
Heart of the Community 2026	Recognising a team of volunteers or community group, whose support and dedication has resulted in a positive impact on their local community.
Business of the Year 2026	Recognising a business that encourages and supports its workers to volunteer in the community, providing skills and expertise to support or mentor local groups, or supporting and sponsoring local organisations.
Arts, Culture & Heritage Volunteer /Group 2026	Recognising those who contribute to the cultural life of Torfaen, through encouraging and providing engagement with music, arts, creative writing, dance, history, or heritage.
Children Youth Group 2026	Recognising a team of volunteers or community group who encourage, support and give guidance to children and young people.
Community Leader 2026	Recognising those special individuals who have not just chosen to give their time to improve their community but who have been able to motivate and support others to do likewise, great groups rely on inspirational people.
Neighbour of the Year 2026	It celebrates people who improve their community through kindness, dependability, and support. Through both small acts and meaningful help in tough times, they bring people together and create a welcoming, supportive neighbourhood.

**Kerrie Smith**

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**From:** ksmith@pontypoolcc.gov.uk  
**Subject:** FW: National Conference & Awards Ceremony 2026  
**Attachments:** Agenda Draft Conference & Awards 1 July 26.pdf; Booking form 1 July 26 Eng.docx

Dear Colleague,

Please join us on **Wednesday 1 July** at the Royal Welsh Showground for our 2026 National Conference. This year, we will hold the Conference in the morning and our National Awards Ceremony in the afternoon.

**Have you entered your member council for some awards yet? If not, be quick, the closing date for entries is Thursday 30 April - visit our website now to apply: [National Awards Conference - One Voice Wales](#)**

We promise a great atmosphere with interesting speakers and presentations, and a diverse range of exhibitors who will be promoting products which will be beneficial to Councils.

The **draft Agenda** is attached – this may be subject to change as we're currently waiting on confirmation from speakers.

Please complete and return the attached **Booking Form**, and you will then be issued with an invoice. This year we will again be offering a 10% discount for every 3rd booking or more.

The conference will be split between two buildings as in previous years: registration, lunch and exhibitors will be in the **Clwyd Glamorgan Hall**; the National Conference itself and the Awards Ceremony will be held in the **Montgomery Pavilion** a short distance away.

We look forward to receiving your booking. If you have any queries, please get in touch.

Regards/Cofion  
Tracy Gilmartin  
Office Manager/Rheolwr Swyddfa  
Un Llais Cymru / One Voice Wales

One Voice Wales

National Conference & Awards Ceremony

Wednesday 1 July 2026

The Montgomery Pavilion, Royal Welsh Showground, Llanelwedd, nr Builth Wells, LD2 3SY



## AGENDA

- 1 09:30 – 10:15am Registration, Refreshments and Exhibition Time
- 2 10:15 – 10:30am Welcome & Housekeeping: Cllr Mike Theodoulou, Chair of One Voice Wales
- 3 10:30 – 11:00am Minister for Local Government (TBC)
- 4 11:00 – 11:30am Wavehill Research – Cost of Living Crisis Social Impact Assessment of Community and Town Councils and Cost of Living Crisis Team One Voice Wales
- 5 11:30 – 12:00pm Refreshments Break / Networking
- 6 12:00 – 12:30pm Mr John Rose, Director, National Lottery Wales
- 7 12:30 – 1:00pm Lyn Cadwallader, Chief Executive One Voice Wales
- 8 01:00 – 2:15pm Lunch / Exhibition Time
- 9 02:15 – 2:25pm Presentation by Unity Trust Bank – Main Sponsors
- 10 2:25 – 3:25pm National Awards Ceremony (main sponsors Unity Trust Bank) – presentation of awards / photographs
- 11 3:25 – 3:30pm Closing Remarks: Cllr Mike Theodoulou, Chair of One Voice Wales

SPONSORED BY:



**Full Council**  
**Wednesday 22 April 2026**  
**Employee Assistance Programme**

**1.0 Purpose of report**

- 1.1 To seek approval from members to implement an EAP (Employee Assistance Programme) with Health Assured.

**2.0 Overview**

- 2.1 Upon seeking specific individual HR advice from Peninsula a recommendation was made that we consider having an EAP with their partner Health Assured Ltd. The Clerk attended a meeting / demonstration of what an EAP has to offer (Slides attached).
- 2.2 The package available to this council is the award-winning '*Wisdom Wellbeing*' which claims to nationally increase return-to-work rates by 52%, reduce mental health related sickness absences by 24% and improve workplaces stress by 22%.
- 2.3 Wisdom Wellbeing is a comprehensive mental health and wellbeing app, offering personalised support, counselling, and wellness tracking for employees and individuals, it is designed to support mental, emotional, and physical wellbeing for employees and their families. It provides tools to manage stress, improve resilience and build healthier habits, making it suitable for both personal use and workplace wellbeing strategies.

**3.0 Key Benefits**

- 3.1 There are a range of desktop and app features within the programme, however the key benefits are:
- 24/7 Confidential Helpline (365 days)
  - 24/7 Critical incident telephone support
  - Up to 12 counselling sessions per employee per year
  - Virtual GP service – Medical Information
  - Menopause Support (specialist guidance) – Right Steps CBT
  - Occupational Health Assessment
  - Mental Health First Aider Training for 2 employees per year
  - Life and Leadership Coaching
  - Eldercare and Childcare support/guidance
  - Debt and Financial information (Financial coaching if required)
  - Manager consultancy and support
- 3.2 The number of staff to benefit from this service is not monitored, so although initially this could be for staff only, there is no problem with councillors utilising this service too.

## **4.0 Return on Investment (ROI)**

- 4.1 Healthier, more supported employees perform better, stay longer and require fewer reactive interventions, which in turn; lowers overall running staffing costs and overtime gains translate into measurable savings and stronger business performance.
- 4.2 Wisdom Wellbeing provides the following:
- Convenience and flexibility with the app
  - Reduced time off with faster access to care
  - Comprehensive support for physical health
  - Improved mental wellbeing
  - Lower absenteeism
  - Higher productivity with increased performance
- 4.3 In the first year alone the EAP will pay for itself by:
- council approved 2 staff to undertake the Mental Health First Aid training (MHFA) at a cost of £777, this training has been cancelled as the EAP provides 2 MHFA training courses each year.
  - the cost of an occupational health referral is approximately £500, which we have had this financial year. An Occupational Health Assessment is included each year as part of the EAP.
- 4.4 Sickness absences for the last financial year were 139 days in total, with 31 different sickness reasons of which 16 were anxiety and mental health related. These number of sickness absences cost the council, and the EAP provide services to reduce sickness absences.

## **5.0 Budget**

- 5.1 The cost of the Wisdom Wellbeing (EAP) Employee Assistance Programme is £89 per month for 60 months (5 years). £1,068 per year for all the services listed above, less than £10 per member of staff per month investment in their wellbeing. The £89 monthly fee is fixed for the 60 months.
- 5.2 The Wisdom Wellbeing EAP is a unique and bespoke offer which is not comparable with other services, similar packages are mainly only available through insurance policies. Perkbox however offers a slightly similar package at a cost of £2,500 per annum, excluding the virtual GP service.

Public sector comparisons on a helpline service alone:

- Standard fees for a Helpline alone is £750-£1,000 per annum
- Meditopia offers helpline alone EAP prices from £5-10 per month per staff member.

**6.0 Recommended**

6.1 that the report be considered and the proposal approved.

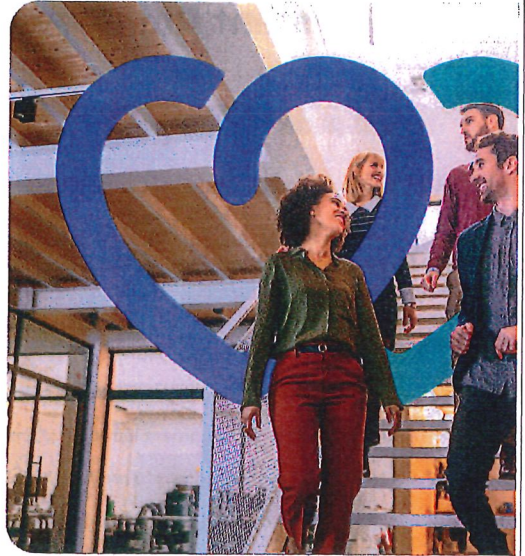
**Clerk  
April 2026**

*Health Assured Slides attached*



# Wellbeing support for your organisation

Implementing an Employee Assistance Programme (EAP) for



## About HA | Wisdom Wellbeing

- 🕒 The UK & Ireland's leading independent and award-winning EAP provider
- 👥 Supporting 12.5 million people across every industry and sector
- 🏢 Trusted by 88,000+ organisations of all sizes
- 🌐 Nationwide network of 3,000+ counsellors and mental health professionals
- 🗣️ Always a human voice - no voicemail, no bots, just real, clinically governed support
- 🕒 UK and Ireland based counselling centres open 24/7, 365 days a year



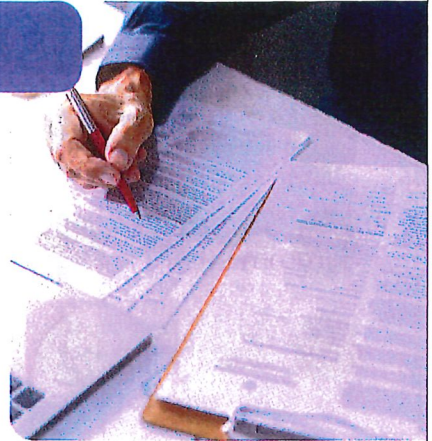
# Employment Rights Act 2025 - Key changes & impact

The Employment Rights Act (2025) is expected to impose £1bn in direct annual costs to UK employers

The Employment Rights Act 2025 introduces **28 reforms and 173 legal changes**, representing the biggest overhaul of UK employment law since 1985.

Major changes include:

- 📍 **First-day Statutory Sick Pay** and removal of lower earnings limits
- 📍 **Day-one right to bereavement leave** for all employees
- 📍 **Mandatory reasonable steps** to prevent workplace sexual harassment
- 📍 **Mandatory menopause action plans** (for organisations 250+)



Company Confidential

# Employment Rights Act 2025 - Key changes & impact

How HA | Wisdom Wellbeing can help

Upcoming changes	Our solution
Day one Statutory Sick Pay	Virtual GP
Menopause Action Plan	Menopause Care: dedicated support line and CBT
Bereavement Leave	12 sessions of counselling, 24/7 helpline, in-house debt and financial information
Whistleblowing protections for sexual harassment	Speak Up



We support organisations in understanding the new legislation, reducing rising absence costs, and mitigating compliance risk by offering:

- 📍 **Virtual GP services** to minimise first-day SSP-driven absences
- 📍 **Confidential reporting lines** for sexual harassment disclosures
- 📍 **24/7 counselling & wellbeing support** to reduce extended bereavement-related absences
- 📍 **Specialist menopause support & CBT** to help build compliant action plans

Company Confidential

# Wisdom Super Care overview



Unlimited access to 24/7/365 confidential telephone helpline



Legal and information line



Up to 10 in-person, video or telephone counselling sessions per issue



One dedicated Occupational Health assessment per 100 individuals



Debt and financial information



Family advice line on topics such as childcare or eldercare



Medical information line for guidance and advice



Virtual GP service provided by Liv!



Munny 1-2-1 financial coaching: 3 x 30 minute sessions per issue



Online Wisdom portal for on the go support



Life and leadership coaching: 4 sessions per issue



Menopause Care: dedicated menopause support line and RightSteps CBT



Active Care: day one intervention for stress and anxiety



Two places per year included on a Mental Health First Aid course



Work health assessments: for 25% of your total workforce

# Our counselling provision



Unlimited access to 24/7/365 confidential telephone helpline

Up to 10 sessions in person, video or telephone counselling Per issue

- ✔ All calls will be answered in under 20 seconds by a BACP-member counsellor
- ✔ Largest Network of over 2,600 UK&I counsellors
- ✔ Immediate risk assessments & In-the-moment support & Crisis assistance support
- ✔ Solution focussed counselling

## Accessible options to support your people:

- ✔ In-person counselling from BACP counsellors in approved premises
- ✔ Video and telephone counselling from BACP counsellors
- ✔ Digital CBT (SilverCloud) and Menopause specific CCBT (RightSteps)
- ✔ Weekend and evening sessions available



Company Confidential

52%

Lift in return-to-work rates

24%

Reduction in mental health related sickness & absence

22%

Improvement in workplace stress



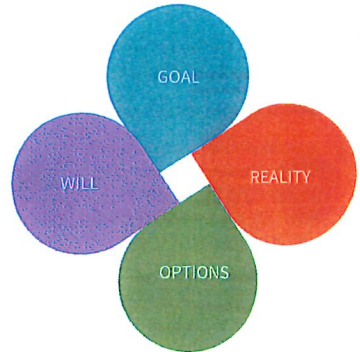
# Life and leadership coaching

Coaching is a process that helps a person to focus on their 'here & now', supporting them to identify the challenge and create goals that they can use to work on to make progress moving forward and maximising their potential.

Using the 'GROW' model (Goal, Reality, Options, Will) coaching focuses on development, whether it relates to life skills or professional development.

Your people will be entitled to up to 4 sessions of development coaching for both profession and life skills for a wide range of topics including:

- Wellbeing
- Stress Management
- Career progression
- Coping with change
- Personal/professional relationships
- Communication
- Work/life balance



Company Confidential

# 1-2-1 Financial coaching

# MUNNY.

## Who are Munny?

Munny is an organisation launched by a group of finance professionals in collaboration with an Ofsted & Ofqual accredited training provider. At our core, we believe that financial empowerment is a fundamental right that should be accessible to all.

## The Munny Financial Coaching 1:1 will include:

Up to 3 sessions per person per issue, 30-minute sessions i.e. 3 sessions on Retirement and then later in the year 3 sessions on debt

## What areas are covered under Financial Coaching?

Munny can support with a vast array of topics including, but not limited to:

- Budgeting
- Mortgage/property
- Credit reports/rating
- Investments
- Savings
- Debt Support
- Household bills
- Pension planning

37% of people say financial worries cause them to underperform at work

81% of people are reluctant to speak to their employer

9 out of 10 people have less than £100 disposable

Company Confidential

# Menopause Care

Specialist guidance on menopause-related concerns, supporting a key area of employee wellbeing.

The 5-week Right Steps course includes the following modules\*

- ♥ Welcome: Setting out what you will learn, and how it works
- ♥ Session 1: Menopause overview
- ♥ Session 2: Identifying triggers. Stress & lifestyle, challenging thought, pacing activities, problem solving, relaxation & physical activity
- ♥ Session 3: Managing hot flushes, managing thoughts and beliefs, managing behaviours, healthy activities
- ♥ Session 4: Managing night sweats, stressful thoughts about sleep, sleep stages, sleep needs, sleep hygiene, tackling worries
- ♥ Session 5: Maintaining gains, being kind to yourself, support networks, relaxation, mindfulness & physical activity

\*First and last sessions include GAD, PHQ, WSMS & goals. Every weekly session includes a daily diary, menopause check in, hot flush rating scale & a "how am I doing" to track progress.



Company Confidential

# Manager consultancy and support

## Management consultancy support

- Career coaching with 1-2-1 Consultations
- Management Referrals with advice on reasonable adjustments
- Available Monday to Friday, 9am-5pm via our Freephone helpline
- Additional source of support for managers and HR teams
- Support for managers in achieving their goals and tackling obstacles
- A focused and practical approach towards understanding and identifying behaviours

## Online resources

Range of articles, webinars, and informative guides pertaining to supporting your people and their teams

## Presentations, briefings and training workshops

Presentations and briefings can be used to provide further understanding of the services, how to refer one of your employees as well as high-level overviews of service usage trends  
Training workshops on key topics such as 'Identifying Stress and Stressors'.



## Work Health assessments

HA | Wisdom Wellbeing offers a range of online health assessment services. Our advisors and nurses provide qualified medical opinion on fitness and capacity to work.

The HA | Wisdom Wellbeing work health assessment process ensures that the employer is informed of any reasonable adjustments required to support an employee to undertake their role.

It also assists in forming a decision regarding the employment of the individual if the condition(s) pose a risk to the employee, or others in the workplace.

This process aims to help both the employer and employee, by supporting with legal guidance and practical information, while always maintaining the employee's privacy and avoiding discrimination.

**Pre-employment work health assessments, night worker assessment and food preparation assessments.**

[WHA Example.doc](#)

Company Confidential

## Active care

HA | Wisdom Wellbeing Active Care service provides effective interventions on the very first day an employee calls in, or provides a fit note, pertaining to stress or anxiety:

1. HA | Wisdom Wellbeing Clinician contacts the employee and undertakes a structured consultation
2. Clinician engages with the individual in a supportive and impartial manner to understand needs and triggers and provide recommendations for treatment
3. In cases of work-related stress, the advisor will look to understand barriers preventing a return to work
4. A written report is provided to the employer within four days of telephone consultation\*
5. In 95% of our cases, your individual will be back in work within 2 weeks

Such proactive interventions supports an earlier return to work, supporting the individual and safeguarding the interests of the employer.

*"We have also had excellent and very prompt service from the Active Care package which has been essential in helping us support and rehabilitate staff back quickly and effectively into the workplace"*

*\*Please note, reports will only be provided if consent to do so has been provided by the employee.*



# Mental Health First Aid



## What is Mental Health First Aid?

Mental health first aid is the help you give to someone developing a mental health problem, experiencing a worsening of a mental health problem or in a mental health crisis. You can give this first aid until the person has received appropriate professional treatment or the crisis is resolved.

## Benefits of the Mental Health First Aid Course

- Reduces stigma around mental ill health
- Gives you increased confidence to have a supportive conversation about mental health
- Promotes equity and understanding around mental health from different perspectives
- Helps to build supportive communities and promotes open conversations about mental health
- Promotes early intervention and recovery, which can prevent an individual's mental health deteriorating
- Encourages self-care, giving you the tools to look after your own and others' mental health



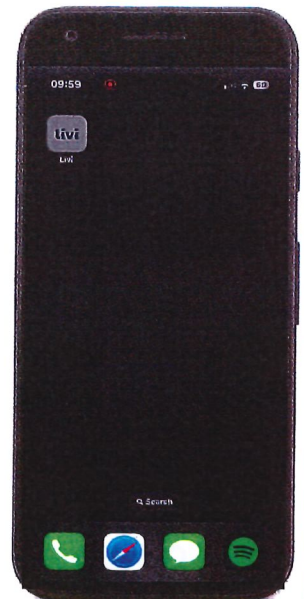
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# Virtual GP service – powered by Livi

Fast, clinically governed GP access that protects your organisation and reduces risk

- 📍 Give your people rapid access to NHS trusted virtual GP appointments
- 📍 Reduce long term absence risk with morning, evening and weekend availability
- 📍 Strengthen your wellbeing strategy through clinically governed primary care support
- 📍 Improve productivity with faster intervention, private prescriptions and fit notes
- 📍 Backed by Europe's leading digital first healthcare provider, trusted by the NHS
- 📍 Access same-day appointments to support faster employee recovery

Speak to us about integrating virtual GP access into your organisation's wellbeing strategy



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## Occupational Health Assessments that protect your organisation

Meet your legal responsibilities with confidence. Our clinically governed Occupational Health Assessments give your organisation clear, actionable guidance that reduces risk and strengthens workforce resilience.

- ✔ Support compliance with the Equality Act, Health & Safety at Work Act and Employee Rights Bill
- ✔ Clear fitness-for-role decisions and practical recommendations
- ✔ Specialist screening including night worker questionnaires, teacher assessments and food-handling checks
- ✔ Access to Occupational Physicians for complex cases
- ✔ Stronger return-to-work planning with DSE assessments, workplace adjustments and ill-health retirement guidance

## Wisdom Super Care (most popular) Wellbeing reimaged

### Your organisation's next step in workforce wellbeing

Wisdom Super Care goes beyond the traditional EAP. It combines clinical excellence, strategic support and proactive intervention to reduce absence, protect culture and strengthen leadership.

#### Key features:

- ✔ Day-one intervention for stress-related absence
- ✔ Virtual GP access through Livi for fast clinical care
- ✔ Dedicated menopause support line with CBT options
- ✔ Four sessions of life and leadership coaching
- ✔ Manager consultancy and support
- ✔ Health assessments for 25% of your workforce
- ✔ Two Mental Health First Aid courses each year
- ✔ Enhanced occupational health with specialist webinars
- ✔ 10 Sessions of structured counselling sessions
- ✔ 1-2-1 Financial coaching

# Wisdom Super Care (most popular)

## Why upgrade?

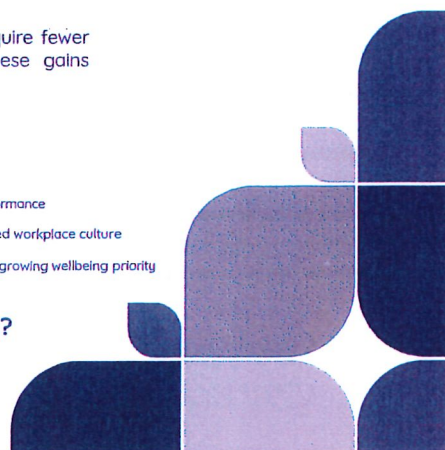
### How organisation's like yours can enhance your ROI?

Healthier, more supported employees perform better stay longer and require fewer reactive interventions. This lowers overall business costs. Over time these gains translate into measurable savings and stronger business performance.

#### Key Benefits:

- ✔ Convenience & flexibility
- ✔ Reduced time off with faster access to care
- ✔ Comprehensive support for physical health
- ✔ Improved mental wellbeing
- ✔ Lower absenteeism
- ✔ Higher productivity with increased performance
- ✔ Talent attraction, retention & enhanced workplace culture
- ✔ Specialist guidance for menopause, a growing wellbeing priority

### Ready to elevate your organisation's wellbeing strategy?



# Scalable and built for you - Wisdom Super Care

Services	Wisdom Super Care
Unlimited access to 24/7, 365 confidential telephone helpline (counselling, legal, financial and medical professionals)	✔
Sessions of online counselling (structured 50 minute sessions, per team, per year)	10 or 12
Coverage for spouse/partner & dependants (within HR-RC guidelines)	✔
Access to the Wisdom app and web portal	✔
WisdomAI: instant answers to the most important questions	✔
cCBT - SilverCloud	✔
Occupational Health assessments, webinars and specialist services (at preferential rates)	✔
SpeakUp: our unique disclosure and whistleblowing solution (at preferential rates)	✔
Management support line and counselling	✔
Dedicated Relationship Management and MI reports <sup>REF 1</sup>	✔
Financial wellbeing coaching (3 sessions with HR-RC) <sup>per individual, per year</sup>	✔
Active Care: Day 1 Intervention for stress related absence	✔
Management HR advice line	✔
Night worker questionnaires	✔

Services	Wisdom Super Care
One dedicated Occupational Health assessment & one specialist webinar (per 100 individuals, per year, at contract)	✔
In person counselling (structured 50 minute sessions, per team, per year)	10 or 12
Life and leadership coaching (structured sessions, per individual, per year)	4
Work health assessment (at a percentage of total workforce)	25%
Mental Health First Aid course - 2 day accredited course (places per year)	2
Virtual GP service - provided by LHM	✔
Menopause Care (dedicated menopause support line and RightSteps '8E)	✔

<sup>1</sup>All quoted fees exclude VAT

#### Your investment:

Wisdom Super Care 10 £89 per month fixed for 60 months

Guaranteed no price increase  
Scale with your organisation and organic growth



# Scalable and built for you - Peak

Services	Peak
Unlimited access to 24/7, 365 confidential telephone helpline (consisting, legal, financial and medical information)	✓
Sessions of online counselling (structured 50 minute sessions, per issue, per year)	10
Coverage for spouse/partner & dependants (within UK guidelines)	✓
Access to the Wisdom app and web portal	✓
WisdomAI: instant answers to the most important questions	✓
eCBT - SilverCloud	✓
Occupational Health assessments, webinars and specialist services (at preferential rates)	✓
SpeakUp: our unique disclosure and whistleblowing solution (on professional rates)	✓
Management support line and counselling	✓
Dedicated Relationship Management and MI reports <sup>MS1</sup>	✓
Financial wellbeing coaching (3 sessions with HR/HR, per individual, per year)	✓
Management HR advice line	✓
Night worker questionnaires	✓
In person counselling (structured 50 minute sessions, per issue, per year)	10

Services	Peak
Life and leadership coaching (structured sessions, per individual, per year)	1
Work health assessment (as a percentage of total workforce)	10%
Mental Health First Aid course - 2 day accredited course (access per user)	1

<sup>MS1</sup> quoted less ex-include VAT

## Your investment:

**Peak Performance 10 £67 per month fixed for 60 months**

Guaranteed no price increases  
Scale with your organisation and organic growth



# The business case for better support



Stay protected, stay ahead

Stop the talent drain

ROI that speaks for itself

Cut sick days

Attract (and keep) the best people

Power up productivity



HH

