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CYNGOR SIR
YNYS MÔN
ISLE OF ANGLESEY
COUNTY COUNCIL

Dr Gwynne Jones.
Prif Weithredwr – Chief Executive

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RHYBUDD O GYFARFOD	NOTICE OF MEETING
PWYLLGOR GWAITH	THE EXECUTIVE
DYDD LLUN 29 IONAWR 2018 10.00 o'r gloch	MONDAY 29 JANUARY 2018 10.00 am
SIAMBR Y CYNGOR SWYDDFEYDD Y CYNGOR LLANGFNI	COUNCIL CHAMBER COUNCIL OFFICES LLANGFNI
Swyddog Pwyllgor	Ann Holmes 01248 752518 Committee Officer

AELODAU/MEMBERS

Plaid Cymru/Party of Wales

John Griffith, Llinos Medi Huws, Carwyn Jones, R Meirion Jones, Alun W Mummery,
Robert G Parry, OBE, FRAGS

Annibynnol/Independent

Richard Dew, Dafydd Rhys Thomas, Ieuan Williams

COPI ER GWYBODAETH / COPY FOR INFORMATION

I Aelodau'r Cyngor Sir / To the Members of the County Council

Bydd aelod sydd ddim ar y Pwyllgor Gwaith yn cael gwahoddiad i'r cyfarfod i siarad (ond nid i bleidleisio) os ydy o/hi wedi gofyn am gael rhoddi eitem ar y rhaglen dan Reolau Gweithdrefn y Pwyllgor Gwaith. Efallai bydd y Pwyllgor Gwaith yn ystyried ceisiadau gan aelodau sydd ddim ar y Pwyllgor Gwaith i siarad ar faterion eraill.

A non-Executive member will be invited to the meeting and may speak (but not vote) during the meeting, if he/she has requested the item to be placed on the agenda under the Executive Procedure Rules. Requests by non-Executive members to speak on other matters may be considered at the discretion of The Executive.

Please note that meetings of the Committee are filmed for live and subsequent broadcast on the Council's website. The Authority is a Data Controller under the Data Protection Act and data collected during this webcast will be retained in accordance with the Authority's published policy.

A G E N D A

1 DECLARATION OF INTEREST

To receive any declaration of interest from a Member or Officer in respect of any item of business.

2 URGENT MATTERS CERTIFIED BY THE CHIEF EXECUTIVE OR HIS APPOINTED OFFICER

No urgent matters at the time of dispatch of this agenda.

3 MINUTES (Pages 1 - 8)

To submit for confirmation, the draft minutes of the meeting of the Executive held on 18th December, 2017.

4 MINUTES - CORPORATE PARENTING PANEL (Pages 9 - 16)

To submit for adoption, the draft minutes of the Corporate Parenting Panel held on 11th December, 2017.

5 THE EXECUTIVE'S FORWARD WORK PROGRAMME (Pages 17 - 32)

To submit a report by the Head of Democratic Services.

6 ANGLESEY FURTHER EDUCATION TRUST - ACCOUNTS AND UPDATE (Pages 33 - 70)

To submit a report by the Head of Function (Resources)/Section 151 Officer.

7 STEM NORTH WALES (Pages 71 - 162)

To submit a report by the Head of Regulation and Economic Development.

(Business Plan - Version 9; V6 on the Welsh agenda).

8 A545 MENAI BRIDGE TO BEAUMARIS (Pages 163 - 166)

To submit a report by the Head of Highways, Property and Waste.

9 ROVACABIN REMOVAL (Pages 167 - 170)

To submit a report by the Head of Highways, Property and Waste.

10 AMENDMENTS TO COUNCIL'S CONSTITUTION - DELEGATION TO THE HEAD OF SERVICE (HOUSING) (Pages 171 - 188)

To submit a report by the Head of Function (Council Business)/Monitoring Officer.

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11 EXCLUSION OF THE PRESS AND PUBLIC (Pages 189 - 190)

To consider adoption of the following:-

“Under Section 100(A)(4) of the Local Government Act 1972, to exclude the press and public from the meeting during discussion on the following item on the grounds that it may involve the disclosure of exempt information as defined in Schedule 12A of the said Act and in the attached Public Interest Test”.

12 DEPRIVATION OF LIBERTY SAFEGUARDS (DOLS) (Pages 191 - 196)

To submit a report by the Head of Adults' Services.

13 EXCLUSION OF THE PRESS AND PUBLIC (Pages 197 - 198)

To consider adoption of the following:-

“Under Section 100(A)(4) of the Local Government Act 1972, to exclude the press and public from the meeting during discussion on the following item on the grounds that it may involve the disclosure of exempt information as defined in Schedule 12A of the said Act and in the attached Public Interest Test”.

14 INDUSTRIAL UNITS (Pages 199 - 204)

To submit a joint report by the Head of Function (Resources)/Section 151 Officer and the Head of Regulation and Economic Development.

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THE EXECUTIVE

Minutes of the meeting held on 18 December, 2017

- PRESENT:** Councillor Llinos Medi Huws (Chair)
Councillor Ieuan Williams (Vice-Chair)
- Councillors Richard Dew, John Griffith, Carwyn Jones,
R. Meirion Jones, Alun Mummery, R.G. Parry, OBE, FRAGS
- IN ATTENDANCE:** Chief Executive
Assistant Chief Executive (Partnerships, Community and
Service Improvement)
Head of Function (Resources) & Section 151 Officer
Head of Learning
Head of Housing Services
Head of Democratic Services
Business Manager (Housing Services) (NM)
Committee Officer (ATH)
- APOLOGIES:** Councillor Dafydd Rhys Thomas
- ALSO PRESENT:** Councillors Glyn Haynes, Kenneth Hughes, Aled Morris Jones,
Richard O. Jones, Bryan Owen, Shaun Redmond, Peter
Rogers
-

1. DECLARATION OF INTEREST

Councillor Richard Dew declared a prejudicial interest with regard to item 9 on the agenda.

2. URGENT MATTERS CERTIFIED BY THE CHIEF EXECUTIVE OR HIS APPOINTED OFFICER

None to report.

3. MINUTES

The minutes of the previous meeting of the Executive held on 27 November, 2017 were presented for confirmation.

Arising thereon –

The Portfolio Member for Education, Youth, Libraries and Culture reported that the Executive's decision in relation to the transfer of Beaumaris Gaol and Courthouse to Beaumaris Town Council from its meeting above had been called-in by five non-Executive Members of the Council. The Portfolio Member said that the call-in was considered by the Corporate Scrutiny Committee at a meeting the previous Thursday, 14 December and that he understood (not having been able to attend the meeting personally due to a prior commitment) that the call-in had been rejected.

The Leader confirmed that that was the case, the Corporate Scrutiny Committee having indicated that it was satisfied with the decision. The Executive's decision had therefore taken effect following the Scrutiny Committee's meeting on the 14th December, 2017.

It was resolved that the minutes of the previous meeting of the Executive held on 27th November, 2017 be confirmed as correct.

4. THE EXECUTIVE'S FORWARD WORK PROGRAMME

The report of the Head of Democratic Services incorporating the Executive's Forward Work Programme for the period January, 2018 to August, 2018 was presented for the Executive's approval.

The Head of Democratic Services, reported on changes to the Forward Work Programme since the previous reporting period as follows –

- **Items new to the Forward Work Programme**
 - Item 2 – Anglesey Further Education Trust – Accounts and Update. To be considered by the Executive at its January, 2018 meeting.
 - Item 28 – Well-being Plan – Public Services Board. To be considered by the Executive at its March, 2018 meeting. This matter will also be considered by Scrutiny and the Full Council.

The Officer referred additionally to the Executive's scheduled meeting on the 19th February, 2018, and he said that it was now proposed due to the volume of items on the work programme for the February meeting, that two meetings be held on the 19th February, the one in the morning to consider the final proposals for the 2018/19 Budget and the other in the afternoon to consider regular business.

The Chair referred to item 13 on the Work Programme – Financial Reserves – and she asked that this matter be also brought to the attention of the Finance Scrutiny Panel.

It was resolved to confirm the updated Forward Work Programme for the period from January to August, 2018 subject to the additional change outlined at the meeting.

5. TREASURY MANAGEMENT MID-YEAR REVIEW 2017/18

The report of the Head of Function (Resources) and Section 151 Officer incorporating a mid-year review of the Treasury Management position 2017/18 was presented for the Executive's consideration.

The Portfolio Member for Finance reported that the mid-year review report above was scrutinised by the Audit and Governance Committee at its meeting held on 5 December, 2017. The Committee in accepting the report recommended with regard to financing the Council's part of the Twenty-First Century Schools Programme expenditure, that a proactive approach is taken to ensure the timely sale of assets so as to reduce the Council's need to borrow along with the associated revenue costs arising from the borrowing.

The Portfolio Member said that the Council operates a balanced budget, which broadly means cash raised during the year will meet its cash expenditure. Part of the treasury management operations ensure this cash flow is adequately planned, with surplus monies being invested in low risk counterparties, providing adequate liquidity before

considering optimising investment return. The second main function of the treasury management service is the funding of the Council's capital plans. These capital plans provide a guide to the borrowing need of the Council, essentially the longer-term cash flow planning to ensure the Council can meet its capital spending operations. This management of longer term cash may involve arranging long or short term loans, or using longer term cash flow surpluses and on occasion any previously drawn debt may be restructured to meet Council risk or cost objectives. Despite a marginal increase in November, 2017 in the bank base rate, interest rates have remained low during the six-month period to which the report refers – at the mid-year point, there has been very little change in the general position compared with that of six months ago.

The Head of Function (Resources) and Section 151 Officer confirmed that the position remains largely unchanged. Although interest rates are low the Council's borrowing strategy is to only borrow when it is necessary and when the funding is required. As there has been some slippage on the capital programme, the need to borrow has been less than anticipated when the capital budget was set. During the first six months of the financial year, two separate long-term loans with the PWLB matured the first being for £2.5m on an interest rate of 3.25% and the second for £3m on an interest rate of 10.375%. These repayments were made from existing cash balances and no new loans were taken to fund the repayment; thus, two high interest rate loans have been removed from the portfolio. However, as the capital programme progresses and in particular the Twenty-First Century Schools Programme, it is expected that borrowing will have to be undertaken to bring in additional funding over and above the Council's cash balances which have previously been used to fund part of the capital programme. Section 9 of the report outlines activity since the end of Quarter 2 including the terms under which £5m will be borrowed from Tyne and Wear Pension Fund South Shields; this arrangement is made to supplement the Council's cash balances with a view to bringing down the Council's borrowing commitments thereby keeping the costs of borrowing as low as possible.

The Executive noted the information presented and noted also the Audit and Governance's comment with regard to the need to be proactively seeking to maximise capital receipts to help reduce the borrowing need on the Twenty First Century Schools programme and therefore the costs that are incurred through borrowing. Following on from the above, the Executive further noted the points below –

- The Executive noted the interest rates on the two long term loans with the PWLB that matured during the first half of the year. It sought clarification of the loan period that resulted in the high level of interest on these loans especially the 10.375% rate on the second loan to mature. The Head of Function (Resources) and Section 151 Officer said that both loans were over a period of at least 20 years and were taken out when interest rates were higher. Whilst consideration is regularly given to early repayment of loans it is not always financially advantageous to do so as the penalties for early repayment often exceed the interest payments on the loan. The situation is kept under review.
- The Executive sought clarification of whether the Council is undertaking scenario planning in readiness for the impact of Brexit and also in light of worsening inflation pressures and further likely increases in the bank base rate. The Head of Function (Resources) and Section 151 Officer said that the start of an upward trend in interest rates has been expected for some time; the Council does look at the timing of borrowing and has avoided borrowing unless it has a purpose for the money otherwise the interest on the loan will be higher than any return that can be made from investing the cash borrowed. Should there be a sudden increase in interest rates then the Council will look to tie into a low rate in order to get the benefit over the loan term. Inflation and funding the cost of inflation e.g. pay inflation, is a greater risk to the

Council; this feeds into the Medium Term Financial Plan which allows the Council to plan ahead for financial risks including rising inflation.

It was resolved to accept the Treasury Management Mid-Year Review Report 2017/18 and to forward the report to the Full Council without additional comment.

6. TRANSFORMATION OF THE LIBRARY SERVICE

The report of the Head of Learning incorporating the Draft Library Service Strategy for 2017-2022 was presented for the Executive's consideration.

The Portfolio Member for Education, Youth, Libraries and Culture reported that the Isle of Anglesey Corporate Plan for 2013 to 2017 had made it an aim to reduce the overall costs of leisure, culture and libraries to the Council by 60% over the course of the plan. He summarised the context to the production of the Draft Library Strategy beginning with the Library Service Review undertaken in 2015 along with a subsequent public and stakeholder consultation which drew 2,000 responses. Following on from the consultation, the Library Service developed a Draft Strategy to address the Library Service Review's recommendations, the consultation report and the financial situation. The Draft Library Service Strategy was subsequently presented to the Executive in February, 2017 and Officers were given the authority to proceed to a public consultation on the Draft Strategy. The Strategy proposes a three-tier model of provision composed of area libraries; council led community supported libraries with elements of community support, and council led community supported libraries. Mobile library services will be retained subject to a full review of routes and stops. The Portfolio Member proposed the recommendations of the report to the Executive along with Option C (as opposed to Option B) as the preferred staffing structure savings option – this is as a result of a review of the risks after the matter was deferred at the previous meeting.

The Head of Learning informed the Executive that since the previous meeting of the Executive in November, the Service has received confirmation from MALD (the Museums, Archives and Libraries Division of Welsh Government) with regard to the choices under consideration, that it has concerns about the option which retains only bare minimum staff and entails the loss of all staff hours from the closed libraries (Option B). It is MALD's view that this option poses a risk as regards the Service's ability to continue to provide a library service at a level expected of it given that the current staffing level is already at the low end of expectation.

Councillors Aled Morris Jones and Richard Owain Jones speaking as Local Members reported that discussions with local groups and businesses to find a community solution to ensure the continuation of a library service provision in Cemaes are still ongoing; the community would like time to be able to develop these ideas. In light of this, Councillor Aled Morris Jones requested clarification of the implementation timescale as well as the minimum financial provision required to keep a library service going in Cemaes. Councillor Richard Owain Jones confirmed that a number of avenues are being explored including approaches to a major prospective developer in the area. The Local Members asked that any decision to close Cemaes Library be reconsidered in the event that a community solution is found.

The Head of Learning said that the Service is proposing to put the staffing restructure and local arrangements into effect during the period from now until May, 2018. The Officer further confirmed that the minimum cost of keeping Cemaes Library open would be in the region of £11,000 per annum.

Councillor Richard Dew, Portfolio Member for Planning and Public Protection confirmed that Llanfaelog Community Council has expressed a firm interest in becoming involved in a

community solution to maintain Rhosneigr Library and that discussions to that effect are continuing.

The Executive noted and acknowledged the positive response by those communities who had come forward to indicate their willingness to collaborate with the Library Service to secure provision in their areas and also those communities still engaged in, and committed to finding a local solution.

It was resolved –

- **To adopt the Draft Library Service Strategy 2017-2022.**
- **That the proposed changes in the Draft Library Service Strategy 2017-2022 be actioned as follows:**
 - **Close Cemaes Library, Moelfre Library and Newborough Library, continuing to investigate mitigating actions such as community access points and/or increase mobile provision in the areas affected by closure.**
 - **Develop a collaborative model with Canolfan Beaumaris in respect of Beaumaris Library.**
 - **Receive a firm commitment from Llanfaelog Community Council in respect of Rhosneigr Library by 31 January, 2018. If no firm commitment is provided then proceed to close as per the first bullet point.**
 - **Implement Option C within the Draft Library Service costings (Appendix 5 of the report) – retain 22 hours or $\frac{2}{3}$ of the staffing from the closed libraries within the staffing structure to help with mitigation and sustain performance against the WPLS standards.**

7. DEVELOPMENT PATH FOR COUNCIL HOUSING – DESIGN AND BUILD PACKAGES BY DEVELOPERS

The report of the Head of Housing Services which sought the Executive's approval for the development of new council houses through a design and build package by developers who are landowners was presented for consideration.

The Portfolio Member for Housing and Supporting Communities reported that purchasing new houses built by private developers is recognised by the Welsh Government as an acceptable method of developing new social housing and is used regularly by Housing Associations. This approach is seen as a way of supplying new housing comparatively quickly where the risk associated with developing new houses remain with the developer. It would be an acceptable method of helping the Council with its programme to develop 195 new council houses over the next four years. The Council will agree the requirements with regard to the design and specification of any housing development and any new Council houses purchased from developers would need to comply with the Welsh Government's quality requirements for social housing. The Welsh Government's cost guidance has been designed to reflect land and house prices throughout Wales and is accepted as providing value for money for the specifications laid out within the development quality requirements. Any new council housing and social housing development would sit within the Housing Revenue Account; therefore, it should be stated within the Constitution that the responsibility for any addition to, or disposal of such assets would rest with the Head of Housing Services. It behoves the Council to use its borrowing cap – approximately £13m – otherwise there is a risk that Welsh Government will transfer this to another Local Authority in Wales.

The Housing Services' Business Manager said that the target which the Council has set itself for developing new council housing is challenging and one that the Council will seek to meet not only by the method above but also by building on Council owned land and by buying back some former council houses. The purchase of new council houses built by private developers through design and build packages is a valuable and proven tool used by housing associations to develop new social housing. However, if the Council was to adopt this method of developing council housing, the Council's Constitution would need to be revised so that the Council's Legal Services can be satisfied that the Council is still complying with the relevant policies and procedures. Site selection would be in consultation with the Land and Assets Group and would form a key part of achieving the Place Shaping Strategy. Having identified the need for new housing, legal guidance would be sought to ensure that processes and procedures are then applied appropriately.

The Executive considered the proposal and noted the following –

- The Executive noted that implementing the proposal will require the input of professional expertise which as a rule is commissioned from the private sector by the Council according to a formula at a percentage cost of the value of the project. The Executive sought clarification, whether in order to obtain better value for money, the Section 151 Officer is able to investigate the feasibility of employing some professionals e.g. Quantity Surveyors within department.

The Head of Function (Resources) and Section 151 Officer said that having undertaken the site selection work in consultation with the Land and Assets Group, the Council will be able to gauge the level of interest from companies/ developers in working with the Council to develop the new council house programme and to shape a plan accordingly. Depending on the interest expressed the Council can then assess whether there is enough work to justify employing professionals as opposed to paying professional fees for experts from outside the Council.

- The Executive sought clarification of whether the programme to develop new council housing in the way proposed will require additional staff at a cost to the budget.

The Housing Services Business Manager said that a new development team has already been established within the Housing Services headed by a Housing Development Manager. Within the Housing Services staffing structure there is currently an unfilled technical post linked to the development of council housing. The capacity of this team is considered sufficient to be able to lead on a development programme such as that proposed. The Housing Services structure costs are included within the HRA 30-year Business Plan; this is approved annually. The Officer confirmed that approval of the proposal above would not involve additional staff costs – both the staff and financial resources are in place to be able to lead on this programme.

- The Executive sought clarification of the site selection process. The Executive also noted that approval of the proposed scheme above should not deflect the Council from also pursuing the other options at its disposal for developing council housing e.g. by building on Council owned land including by using surplus land on existing housing estates which could be of significant help to local people wishing to live within their communities and also by continuing to bring empty properties back into use.

The Housing Services Business Manager said that the Housing Service has been identifying areas of housing need as part of the Place Shaping Strategy – this strategy will be the influencing factor in determining areas for development. The new council

housing development programme will be launched on the basis of inviting companies and developers who own land/sites in areas of need as identified by the Council to contact the Housing Service to discuss the opportunities. As regards empty properties, the Service has employed a second Empty Homes Officer and there are firm plans in place to bring empty properties back into use including by offering incentives to property owners to do so. The Officer further confirmed that the Housing Service has identified all land in Council ownership including parcels of land on existing council estates. Developing on Council owned land would be more cost-effective and it is the Service's intention to do so.

It was resolved –

- **To approve the purchase of new houses built by private developers through design and build packages on lands that are owned by the private developers.**
- **To recommend to the Full Council that the Scheme of Delegation be amended to reflect the additional powers required to realise the transactions required by this scheme.**

8. EXCLUSION OF PRESS AND PUBLIC

It was resolved not to exclude the press and public from the meeting at this point because it was proposed that consideration of the following item be deferred.

9. SCHOOLS MODERNISATION – LLANGEFNI AREA: STRATEGIC OUTLINE CASE/OUTLINE BUSINESS CASE

Having declared a prejudicial interest in this matter Councillor Richard Dew withdrew from the meeting.

The Portfolio Member for Education, Youth, Libraries and Culture reported that he was recommending that consideration of this matter be deferred to a later date due to the receipt of new information which will affect the Band B Strategic Outline Case and which will require a review of the case.

It was resolved to defer consideration of this matter to a later date.

**Councillor Llinos Medi Huws
Chair**

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CORPORATE PARENTING PANEL

Minutes of the meeting held on 11 December, 2017

- PRESENT:** Dr Gwynne Jones (Chief Executive) (Chair)
- Councillor Llinos Medi Huws (Leader and Portfolio Member for Social Services)
Councillor Richard Griffiths (Corporate Scrutiny Committee)
Councillor Margaret M. Roberts (Partnership and Regeneration Scrutiny Committee)
Dr Caroline Turner (Assistant Chief Executive and Statutory Director of Social Services)
Fôn Roberts (Head of Children's Services)
Llyr Bryn Roberts (Head of Service – Corporate and Partnerships)
Gwyneth M. Hughes (Senior Manager School Standards and Inclusion)
Rona Jones (Independent Reviewing Officer)
Huw Owen (Independent Reviewing Officer)
Dawn Owen (Practice Leader Child Placement Team)
Dawn Hutchinson (Practice Leader Resilient Families Team)
Heulwen Owen (LAC Education Liaison Officer)
Llinos Edwards (LAC Nurse – BCUHB)
Llinos Parry (Fostering Recruitment and Marketing Officer (for item 3)
Ann Holmes (Committee Officer)
- APOLOGIES:** Councillor R. Meirion Jones (Portfolio Member for Education), Councillor Alun Mummery (Portfolio Member for Housing and Supporting Communities) Liz Fletcher (BCUHB), Douglas Watson (Anglesey Foster Carers' Association)
-

The Chair welcomed all those present to this meeting of the Corporate Parenting Panel; he extended a particular welcome to Dawn Hutchinson to her first meeting of the Panel as Practice Leader for the Resilient Families Team and to Mr Fôn Roberts in his new role as Head of Children's Services.

1 DECLARATION OF INTEREST

No declaration of interest was received.

2 MINUTES OF THE 10 JULY, 2017 MEETING

The minutes of the previous meeting of the Corporate Parenting Panel held on 11th September, 2017 were presented and confirmed as correct.

3 MATTERS ARISING

- **Recruitment and Retention of Foster Carers**

Llinos Parry, Fostering Recruitment and Marketing Officer gave the Panel a presentation which provided an overview of the Anglesey Fostering Service. The presentation focused on methods of recruitment along with strategies for retaining existing and established foster carers within the service.

The Officer highlighted the following considerations –

- That enquiries regarding becoming foster carers peaked in 2016/17 which saw a 154% increase in the number of enquiries on the previous year (129 as opposed to 50 in 2015/16). This was largely due to investment in online advertising for the first time which saw the service's two busiest quarters.
- That there are historically peaks and troughs as regards foster care enquiries - early summer during the Foster Care Fortnight is a busy period for enquiries as is early autumn with the beginning of the new school year, and also the New Year.
- That the decrease in enquiries thus far in 2017/18 was anticipated; the service has not invested to the same degree in online advertising and the focus of work in Children's Services has moved to other areas.
- That the quality of enquiries is as important as the quantity. The service has been undertaking more visits per enquiry during 2017/18 with the conversion rates being 1 visit to 3.4 enquiries (compared to 1 visit per 5.4 enquiries in 2016/17) and 1 application to 15.5 enquiries (compared to 1 application to 16.1 enquiries in 2016/17).
- The service has found that trends are shifting away from the more traditional enquiry routes e.g. face to face at events such as the Anglesey Show to online enquiries e.g. Facebook. In 2014/15, 36% of enquiries were made face to face with the online route accounting for only 6% of enquiries. In 2016/17 however, 5% of enquiries were made face to face with 57% being made online. This expansion of online methods of enquiry provides the service with the scope to develop in different ways by for example establishing a standalone website (as opposed to being embedded within the corporate website) subject to the availability of resources. As with the local authority fostering service, independent fostering agencies are also increasingly moving online and are dispensing with the more traditional physical sources of information e.g. information stands.
- That the local authorities in North Wales have created a fostering recruitment campaign involving a "front door" website; Facebook page and advertisements; Google advertisements; radio advertisements and regional press releases in an attempt to generate local interest in fostering. Last year, this regional endeavour resulted in 114 enquiries with 5 progressing to assessment and/or approval (4% conversion rate) whilst this year there have been 75 enquiries leading to 1 assessment (1% conversion rate). For Anglesey specifically, there have been 3 visits with 1 assessment taking place. Whilst there have been no approvals as yet, contact is being maintained with several others who may be interested. In terms of feedback from the enquiries made, about 1/3 of those expressing an interest did not qualify for various reasons - they were not ready to become foster carers or they had not the sufficient room at home or were already occupied with young children. Others were information seekers only and were at the very earliest stage of enquiry. The service does however seek to nurture leads and to follow up on enquiries periodically.
- That Anglesey is one of 4 local authority fostering teams in Wales chosen to take part in a national foster carer recruitment and retention pilot scheme – the TFN Pilot Project. The project action plan involves undertaking an audit; adopting a Values Modes approach (an approach wherein the population is divided by values and 3 core groups are identified each with their own distinct characteristics, values and attitudes - pioneers, prospectors and settlers); establishing a Foster Carer recruitment group and a buddying scheme.
- The challenges for the Fostering Service are manifold –
 - Foster carers need the appropriate skills and experience to be able to meet the needs of the children and young people they will be looking after;

- Fewer referrals but for increasingly challenging placements;
- Stretched resources;
- No set marketing budget for fostering recruitment;
- Need “buy in” from relevant partners across the service – social workers, managers, other departments.
- A period of transition and competing priorities in Children’s Services could impact on the team’s ability to implement the action plan.
- Developing a local focus in terms of recruiting the right kinds of foster carers for local needs. The key is for the Fostering Service to find the right people to become foster carers.
- Ensuring the service does all it can to retain its existing foster carers by treating them as co-professionals; offering appropriate training and support and providing sufficient remuneration. A motivated foster carer cohort can also act as the best recruitment method.
- Need to ensure that the service is offering foster carers the best possible package of support to improve both recruitment and retention.

The Panel considered the information presented and made the following points:

- The Panel noted that in an area such as Anglesey where in many households both adults/parents work because they have to, it is very difficult to recruit in sufficient numbers to be able to provide local placement choice, individuals who are able to foster on a full-time basis. The Fostering Recruitment and Marketing Officer said that the changing dynamics of the family situation is one of the challenges the Fostering Service has recognised and is facing. There needs to be discussion about ways of supporting foster families in a way that allows them to meet the needs of the children in their care whilst ensuring the service remains cost-effective .The Head of Children’s Services said that the service is looking to investigate the option of salaried foster carers which is a route already taken by two local authorities. Before that, there will be a renewed recruitment drive at next year’s Fostering Fortnight in May, 2018 where all available staff resources will be put into raising awareness of what fostering is and what it entails in an effort to generate interest and to encourage potential foster carers to come forward.
- The Panel noted that new and innovative ways have to be found to address the shortage of foster carers and to incentivise prospective foster carers to take their interest further. It was suggested that better use needs to be made of existing foster families to aid recruitment e. g by establishing a circle of friends. The Fostering Recruitment and Marketing Officer said that one of the schemes under the pilot project referred to above is based on rewards for “referring a friend.”
- The Panel sought clarification of the turnover rate for the service’s in house foster carers and whether this is contributing to the shortage of suitable foster carers. The Fostering Recruitment and Marketing Officer said that the number of foster carers leaving the service in Anglesey has not been high and is below the national average. This year that number has been slightly higher due to a variety of reasons including natural turnover due to age/retirement.
- The Panel sought clarification of the foster carer approval process in terms of the length of time required to convert initial interest into firm approval. The Fostering Recruitment and Marketing Officer said the aim is that the journey to approval should take no longer than six months but that analysis has shown that the process can take just under a year. Whilst there is room for improvement, the process does also have regard for court timescales etc.
- The Panel noted that in order to extend the message about the importance of fostering and what foster carers do it would be helpful if a similar presentation were to be given to

one of the monthly Elected Member Briefing sessions as well as the Town and Community Council Forum. This would help improve the understanding of fostering as well as helping to disseminate the message about fostering and the difference foster carers can make to the lives of children in their care.

ACTION PROPOSED: Head of Children's Services to arrange for the presentation on the Recruitment and Retention of Foster Carers to be made to an Elected Member Briefing Session and a meeting of the Town and Community Councils Forum.

4 RESILIENT FAMILIES TEAM

Dawn Hutchinson, Practice Leader, Resilient Families Team gave the Panel a presentation on the role and work of the Resilient Families Team.

The Officer referred to the following key considerations:

- The Resilient Families Team is composed of a Practice Leader, 2 Social Workers and 2 Support Workers.
- The team's mission is to prevent children becoming looked after when it is unnecessary (i.e. at the edge of care); to return children home during the first 8 weeks of care (reunification); to review the safe return of children in long term care (additional support following reunification), and in future, to reduce the nature of Looked After accommodation/care provided (e.g. from residential to foster care to family to revocation).
- That the team seeks to achieve its mission in the following ways –
 - By supporting families 7 days a week between the hours of 07:00 and 22:00 extending current office hours and reflecting the fact that needs don't stop outside of office hours
 - By intensive intervention (not case-holding but working alongside case-holding Social Workers)
 - By intervening in a family crisis
 - By consultation to determine whether a situation is appropriate for intervention and the nature of the intervention required
 - By holding an initial 3 day assessment to evaluate parental motivation and capacity to change etc. followed by
 - Stage 1 – 8-10 weeks of intensive intervention
 - Stage 2 – up to a year from the point of initial involvement
- That the team's working practices according to which children on the edge of care and the likelihood of the risk are assessed include the development of eligibility criteria with a view to ensuring that the right families receive the right support at the right time; consultations; agreed performance indicators; data collection which indicate how well the team is doing its job, as well as policies, procedures and protocols.
- The Resilient Families Team is newly established and its staff are on a process to embed the Authority's management practices and procedures within their own working practices. They are evolving an identity and are developing positive ownership of the work.
- Thus far the team has conducted a Resilient Families consultation with 5 families and 8 children all of whom were assessed as being appropriate for intervention because they were deemed to be at risk of becoming looked after. Three families and 5 children have been in receipt of Therapeutic consultations. In terms of interventions, there has been 1 planned reunification from foster care; 1 planned reunification from residential care; 1 case of preventing escalation to secure accommodation; 5 edge of care cases (remain at home) and 1 adoption.

- That as regards the ongoing development of the Team, future activity will involve identifying and consolidating the use of models; identifying and consolidating practice; commissioning training packages and undertaking a training plan; improving the quality of requests for Resilient Families interventions, and improving the quality of case-holder assessment and analysis leading to a decision to request Resilient Families consultation.
- That as regards the ongoing development of the service, future activity in the context of the Team will include developing marketing and communication processes and informing the wider workforce and partner agencies of the role of the Resilient Families Team whilst in the context of the wider service and practice development, the Team will seek to develop and with the approval of the Head of Children's Service, to implement a Training Programme Proposal initially focused on Children's Service but thereafter on other departments and external partner agencies.
- Future aims of the Resilient Families Team are focused on cost avoidance, cost reduction and the timely delivery of a high-quality specialist service to children and their families.

The Resilient Families Team Practice Leader said that the Team's approach is based on treating individuals as "children" rather than "cases" and of seeking to build a family around children on the edge of care so that they are able to have the same experiences as their contemporaries.

The Head of Children's Services said that it is the intention to use some of Welsh Government grant monies to fund additional staff for the Resilient Families Team for as well as providing families with early and timely help to prevent their entering the care system, the Team also undertakes work to reunify families.

The Panel noted the information presented and as with the previous presentation, recommended that the presentation given by the Resilient Families Team Practice Leader be made also to an Elected Member Briefing Session to build awareness and understanding of the Resilient Families Team and its role within the Children's Services. The Panel further noted that it would be useful to develop a link between the Team and schools.

ACTION PROPOSED: Head of Children's Services to arrange for the presentation on the work of the Resilient Families Team to be made to an Elected Member Briefing Session.

5 SERVICE REPORTS

The following service reports were presented –

5.1 The report of the LAC Education Officer on performance over the course of the previous 6 months from April to September, 2017 was presented for the Panel's consideration. Data in relation to the end of key stage results for individual children in the Authority's care was presented separately.

The Officer reported that for the six months reporting period to which the paper refers the Performance Indicator for change of schools is very high with 23 children having changed schools in September, 2017 for a variety of reasons. An emerging issue also has been the delay in securing the right education provision for children in the Authority's care who are in placements within one or more other North Wales local authority areas.

Among the positive points to note are the STAR Awards which were held on 3 November, 2017 which celebrated the successes of the children and young people whom the Authority looks after.

The Panel considered the information presented and made the following points:

- The Panel noted that the Authority has been chosen to pilot the Purple Letterbox Scheme for to 5 year olds (the Letterbox scheme being a jointly delivered scheme between the Welsh Government and the Booktrust which over the years has involved the distribution of colour coded book packs to children aged 7 to 11). The Panel sought clarification of whether there were arrangements in place to monitor the outcomes of the scheme. The Panel was informed that with regard to children who are looked after, a “before” and “after” questionnaire will be sent to foster carers. It was also suggested that it might be useful to identify this cohort of children within the scheme and to do a piece of work on their attitude to learning.
- With regard to the number of children who have changed schools during the period the Panel noted that after discounting the 6 individuals who have transitioned from primary to secondary education and the 3 individuals who have changed schools due to school closure which are experiences common to all school children and are not unique to looked after children, the total comes down to 14 meaning that the percentage performance against the indicator is improved.
- The Panel noted the information pertaining to the education performance of the Looked After population with regard to qualification points and it sought clarification of the expectations for looked after children in points terms compared with those for mainstream pupils. The Panel was informed that the abilities of individual children within the looked after cohort vary and consideration has also to be given to where each child is starting from; however, in purely educational terms the general attainment target is 5 GCSEs. It is fair to note that evidence shows that looked after children have poorer educational outcomes compared to their peers because their life experiences have affected their ability to make the most of education. The Panel noted further that it would be helpful to ascertain to what extent the findings of the LAC Education Liaison Officer’s report correlates with the school’s expectations for this group of children.
- The Panel noted that part of the Deprivation Grant for Looked After Children has been used to purchase 15 laptops to provide educational support. The Panel sought clarification of the procedures in place to ensure that the laptops are used safely; it also sought assurance that they are equipped with appropriate security software and that foster carers are given support to ensure that the children in their care remain safe online. The Panel was informed that the 15 laptops were purchased through the Gwynedd and Anglesey Additional Learning Needs and Inclusion Service. There is an agreement between the service, foster carers and the children in their care in relation to usage. Additionally, Foster Carers are provided with training on technology through the Child Placement Service; the most recent session looked at Child Sexual Exploitation as well as online apps – a PCSO provided guidance on the apps most popular with children and young people and helped to identify the related risks. There is ongoing dialogue between the service and its Foster Carers about the use of technology and respective responsibilities.
- The Panel noted the information with regard to the educational attainments of individual children within the Authority’s care through Key Stages 2, 3, and 4 which was provided separately. The Panel was gratified by the outcomes especially as it is known that there is an attainment gap between looked after children and their peers and that many young people who have experienced being in care end up as NEETs (not in education, employment or training). The Panel emphasised the importance of the Authority, as corporate parent, continuing to provide support and opportunities for all the individuals referred to in the report to enable them to continue with their

education or in the case of those in KS4, to progress in their chosen further education and/or career fields.

It was agreed to accept the report of the LAC Education Liaison Officer for Quarter 2 2017/18.

ADDITIONAL ACTION PROPOSED: The Chair on behalf of the Corporate Parenting Panel to acknowledge the success of those individuals in KS4 who have completed their GCSEs and to wish them well in their future paths.

5.2 The report of the LAC Nurse for Quarter 2 2017/18 was presented for the Panel's consideration. The report provided information on the Quarter 2 position in relation to the conduct of both initial and review looked after health assessments.

The LAC Nurse updated the Panel on the situation with regard to health staffing arrangements, particularly school nursing and progress with implementing the emotional health pathway. The Officer confirmed that uptake of the CAMHS consultation appointments with Dr Trish Girling (Clinical Psychologist, CAMHS) continues to be good. She proposed that CAMHS be invited to attend the Corporate Parenting Panel on an annual basis to provide an update on the services available locally to the Authority's looked after children, young people, carers and staff.

The Panel noted the information and noted also that it would be advantageous to establish a link between CAMHS and the new Resilient Families Team.

It was agreed to accept the report of the LAC Nurse for Quarter 2 2017/18.

ADDITIONAL ACTION PROPOSED:

- **CAMHS to be invited to the Corporate Parenting Panel on a once a year basis.**
- **The attachment to the LAC Nurse's report: *Getting more Involved - A Young Person's Guide to Health and Well-being* to be shared for information purposes with the Elected Members serving on the Children's Services Improvement Panel**

5.3 The report of the Child Placement Team Practice Leader for Quarters 1 and 2 2017/18 was presented for the Panel's consideration. The report provided information on the position with regard to placement numbers, types and referrals during the period, progress with regard to assessments, foster care recruitment and retention and regional working and also the pressure points within the service particularly in relation to the capacity to assess.

The Panel considered the information presented and gave particular attention to the situation with regard to Foster Carers making the following points –

- The Panel noted that a misunderstanding had arisen in relation to foster carers' allowances. The Panel emphasised the importance of ensuring good communication between the Authority and its foster carers and also of publicising the fact that the Authority is seeking to increase its pool of foster carers and is exploring ways of doing so. Enlisting the support of Elected Members in this endeavour would be helpful hence the need to ensure that Elected Members are well informed about foster caring and foster care arrangements.
- The Panel noted that it might also be useful to try to ascertain whether there is a geographical pattern to foster carer recruitment i.e. whether foster carers are more likely to come from certain areas of the Island than others. The Panel was informed that there is a general shortage of people willing to take on a foster carer role; the TFN pilot project work will involve looking at details to help the Authority better target recruitment and to ensure the right people for the right children.

- The Panel noted the need to ensure that foster carers are properly remunerated for the work they do and that they are regarded as co-professionals.
- The Panel noted the increased use of friends and family provision. The Panel was informed that children provided for in this way are now included as part of the statistical reporting as the Authority has legal responsibility for them; these add to the numbers even though they may be cared for within their communities – if the children in these placements as well as those in respite care are discounted (53 in total in Quarter 1 2017/18) the number of children otherwise looked after comes down to 87 in this period. Additionally, Anglesey has traditionally had a high number of friends and family placements. The National Fostering Framework is looking at according friends and family carers alternative status to that of foster carers because their circumstances and their reasons for fostering are different to those who choose to foster professionally.
- The Panel noted that the data suggests that only a relatively small number of the referrals for family viability assessment end up being viable meaning that considerable resources are expended to achieve limited results. The Panel was informed that the Courts require authorities to assess a number of family members from both parents' families which can lead to a number of assessments having to be made. Ideally, there should be a screening mechanism of potential carers so that those who obviously do not meet with the criteria from the outset can be removed from the process, thereby saving time and resources.

It was agreed to accept the report of the Child Placement Team Practice Leader for Quarters 1 and 2 2017/18.

NO ADDITIONAL ACTION WAS PROPOSED

6 NEXT MEETING OF THE PANEL

It was noted that the Panel's next meeting was scheduled for 2:00 p.m. on Monday, 19th March, 2018.

**Dr Gwynne Jones
Chair**

ISLE OF ANGLESEY COUNTY COUNCIL	
Report to:	The Executive
Date:	29 January 2018
Subject:	The Executive's Forward Work Programme
Portfolio Holder(s):	Cllr Llinos Medi
Head of Service:	Lynn Ball Head of Function – Council Business / Monitoring Officer
Report Author: Tel: E-mail:	Huw Jones, Head of Democratic Services 01248 752108 JHuwJones@anglesey.gov.uk
Local Members:	Not applicable

A –Recommendation/s and reason/s
<p>In accordance with its Constitution, the Council is required to publish a forward work programme and to update it regularly. The Executive Forward Work Programme is published each month to enable both members of the Council and the public to see what key decisions are likely to be taken over the coming months.</p> <p>The Executive is requested to:</p> <p>confirm the attached updated work programme which covers February – September 2018;</p> <p>identify any matters for specific input and consultation with the Council's Scrutiny Committees and confirm the need for Scrutiny Committees to develop their work programmes further to support the Executive's work programme;</p> <p>note that the forward work programme is updated monthly and submitted as a standing monthly item to the Executive.</p>

* Key:
Strategic – key corporate plans or initiatives
Operational – service delivery
For information

B – What other options did you consider and why did you reject them and/or opt for this option?

-

C – Why is this a decision for the Executive?

The approval of the Executive is sought before each update is published to strengthen accountability and forward planning arrangements.

D – Is this decision consistent with policy approved by the full Council?

Yes.

DD – Is this decision within the budget approved by the Council?

Not applicable.

E – Who did you consult?		What did they say?
1	Chief Executive / Strategic Leadership Team (SLT) (mandatory)	The forward work programme is discussed at Heads of Service meetings ('Penaethiaid') on a monthly basis (standing agenda item). It is also circulated regularly to Heads of Services for updates.
2	Finance / Section 151 (mandatory)	
3	Legal / Monitoring Officer (mandatory)	
5	Human Resources (HR)	
6	Property	
7	Information Communication Technology (ICT)	
8	Scrutiny	
9	Local Members	Not applicable.
10	Any external bodies / other/s	Not applicable.

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For information

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F – Risks and any mitigation (if relevant)	
1	Economic
2	Anti-poverty
3	Crime and Disorder
4	Environmental
5	Equalities
6	Outcome Agreements
7	Other
FF - Appendices:	
The Executive's Forward Work Programme: February – September 2018.	

G - Background papers (please contact the author of the Report for any further information):

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THE EXECUTIVE'S FORWARD WORK PROGRAMME

Period: February – September 2018

Updated 17 January 2018



The Executive's forward work programme enables both Members of the Council and the public to see what key decisions are likely to be taken by the Executive over the coming months.

Executive decisions may be taken by the Executive acting as a collective body or by individual members of the Executive acting under delegated powers. The forward work programme includes information on the decisions sought, who will make the decisions and who the lead Officers and Portfolio Holders are for each item.

Page 20 It should be noted, however, that the work programme is a flexible document as not all items requiring a decision will be known that far in advance and some timescales may need to be altered to reflect new priorities etc. The list of items included is therefore reviewed regularly.

Reports will need to be submitted from time to time regarding specific property transactions, in accordance with the Asset Management Policy and Procedures. Due to the influence of the external market, it is not possible to determine the timing of reports in advance.

The Executive's draft Forward Work Programme for the period **February – September 2018** is outlined on the following pages.

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THE EXECUTIVE'S FORWARD WORK PROGRAMME

Period: February – September 2018

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Subject & *category and what decision is sought	Decision by which Portfolio Holder or, if a collective decision, why	Lead Service	Responsible Officer/ Lead Member & contact for representation	Pre-decision / Scrutiny (if applicable)	Date to Executive or, if delegated, date of publication	Date to Full Council (if applicable)
February 2018						
1	Integrated Autism Service	Adults Services	Alwyn Jones Head of Adults Services Cllr Llinos Medi		Delegated Decision February 2018	
2	Mental Health Strategy - Health Board	Adults Services	Alwyn Jones Head of Adults Services Cllr Llinos Medi		Delegated Decision February 2018	
3	Write off of Debts in value of over £5,000 (O) Approve write off of debts.	Finance Portfolio Holder and Section 151 Officer	Resources Marc Jones Head of Function – Resources / Section 151 Officer Cllr John Griffith		Delegated Decision 28 February 2018	
4	The Executive's Forward Work Programme (S) Approval of monthly update.	The approval of the full Executive is sought to strengthen forward planning and accountability.	Council Business Huw Jones Head of Democratic Services Cllr Llinos Medi		The Executive 19 February 2018	

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5	2017/18 Revenue and Capital Budget Monitoring Report – Quarter 3 (S) Quarterly financial monitoring report.	This is a matter for the full Executive as it provides assurance of current financial position across the Council.	Resources	Marc Jones Head of Function – Resources / Section 151 Officer Cllr John Griffith	To be confirmed	The Executive 19 February 2018	
6	2018/19 Budget (S) Adoption of final proposals for recommendation to the County Council.	This is a matter for the Executive as it falls within the Council's Budget Framework.	Resources	Marc Jones Head of Function – Resources / Section 151 Officer Cllr John Griffith	5 February 2018	The Executive 19 February 2018	28 February 2018
7	Fees and Charges 2018/19	This is a matter for the Executive as it falls within the Council's Budget Framework.	Resources	Marc Jones Head of Function – Resources / Section 151 Officer Cllr John Griffith		The Executive 19 February 2018	
8	Financial Reserves To provide an update on the situation relating to financial reserves.	This is a matter for the full Executive as it provides assurance of current financial position.	Resources	Marc Jones Head of Function – Resources / Section 151 Officer Cllr John Griffith		The Executive 19 February 2018	

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9 Discretionary Business Rate Relief Policy (O) Approve new policy following public consultation	A collective decision is required detailing additional business rates relief to be awarded to charities and non-profit making organisations.	Resources	Marc Jones Head of Function – Resources / Section 151 Officer Cllr John Griffith	1 December 2017	The Executive 19 February 2018	
10 Treasury Management Strategy 2018/19 Adoption of strategy for the new financial year.	This is a matter for the Executive as it falls within the Council's Budget Framework.	Resources	Marc Jones Head of Function – Resources / Section 151 Officer Cllr John Griffith	To be confirmed	The Executive 19 February 2018	28 February 2018
11 Charges for non-residential services 2018/19 Approval.	A collective decision is required as the matter involves material financial considerations.	Adults' Services	Alwyn Jones Head of Adults' Services Cllr Llinos Medi		The Executive 19 February 2018	
12 Standard Charge for Council Care Homes 2018/19 Approval.	A collective decision is required as the matter involves material financial considerations.	Adults' Services	Alwyn Jones Head of Adults' Services Cllr Llinos Medi		The Executive 19 February 2018	

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13 Independent Sector Care Home Fees 2018/19 Approval.	A collective decision is required as the matter involves material financial considerations.	Adults' Services	Alwyn Jones Head of Adults' Services Cllr Llinos Medi		The Executive 19 February 2018	
14 Rents 2018/19		Housing Services	Ned Michael Head of Housing Services Cllr Alun Mummery		The Executive 19 February 2018	
15 North Wales Population Assessment Regional Plan Approval.		Adults' Services	Alwyn Jones Head of Adults' Services Cllr Llinos Medi	Member Briefing Session (to be confirmed)	The Executive 19 February 2018 (to be confirmed)	
16 Extra Care Housing, Seiriol		Adults' Services	Alwyn Jones Head of Adults' Services Cllr Llinos Medi	31 January 2018	The Executive 19 February 2018 (to be confirmed)	

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17	CSSIW Inspection of Children's Services in Anglesey – Improvement Plan – Quarterly Progress Report	Children's Services	Fôn Roberts Head of Children's Services Cllr Llinos Medi	31 January 2018	The Executive 19 February 2018	
18	Tackling Poverty Strategy Approval of draft strategy for consultation.	Housing	Ned Michael Head of Housing Services Cllr Alun W Mummery		The Executive 19 February 2018	
19	Schools Modernisation – Progress Report (to include schools with fewer than 120 pupils) Approval of strategic direction.	Learning	Delyth Molyneux Head of Learning Cllr R Meirion Jones	Member Briefing Session (To be confirmed)	The Executive 19 February 2018	
20	Health and Safety Plan	Regulation and Economic Development	Dylan Williams Head of Regulation and Economic Development Cllr Carwyn Jones Cllr Richard Dew		The Executive 19 February 2018	

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March 2018						
21	Annual Equality Report 2016/17 Approval of report.	Social Services Portfolio Holder	Council Business Huw Jones Head of Democratic Services Cllr Llinos Medi		Delegated decision March 2018	
22	The Executive's Forward Work Programme (S) Approval of monthly update.	The approval of the full Executive is sought to strengthen forward planning and accountability.	Council Business Huw Jones Head of Democratic Services Cllr Llinos Medi		The Executive 26 March 2018	
23	Well-being Plan – Public Services Board		Chief Executive Dr Gwynne Jones Chief Executive Cllr Llinos Medi	To be confirmed	The Executive 26 March 2018	To be confirmed
24	Corporate Scorecard – Quarter 3, 2017/18 (S) Quarterly performance monitoring report.	This is a matter for the full Executive as it provides assurance of current performance across the Council.	Corporate Transformation Scott Rowley Head of Corporate Transformation Cllr Dafydd Rhys Thomas	12 March 2018	The Executive 26 March 2018	

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25 Discretionary Housing Payments Policy 2018/19 (O) Report on administration of the policy for 2017/18 and any recommended changes – determine policy.	There is a requirement for a collective decision by the Executive in detailing additional help towards housing costs for some benefit claimants	Resources	Marc Jones Head of Function – Resources / Section 151 Officer Cllr John Griffith		The Executive 26 March 2018	
26 Anglesey Further Education Trust – Statement of Accounts 2016/17		Resources	Marc Jones Head of Function - Resources / Section 151 Officer Cllr John Griffith		The Executive 26 March 2018	
27 Tenants Participation Strategy 2018 – 2021		Housing	Ned Michael Head of Housing Services Cllr Alun W Mummery	To be confirmed	The Executive 26 March 2018	
28 Housing Maintenance Store Approval to sign an agreement with the provider.	The decision is linked to the Housing Revenue Account Business Plan.	Housing	Ned Michael Head of Housing Services Cllr Alun W Mummery		The Executive 26 March 2018 (to be confirmed)	

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29 Supporting People Programme Commissioning Plan Approval before its submission to the Regional Committee.	Supporting People Plan is a statutory matter.	Housing Services	Ned Michael Head of Housing Services Cllr Alun Mummery		The Executive 26 March 2018	
30 30 year Housing Revenue Account Business Plan and capital programme 2018-2019 Approval before its submission to Welsh Government with a grant claim for Major Repairs Allowance.	Housing Revenue Account is a statutory matter.	Housing Services	Ned Michael Head of Housing Services Cllr Alun Mummery	To be confirmed	The Executive 26 March 2018	
31 Schools' Modernisation – Llangefni Area – Report following the re-consultation		Learning	Delyth Molyneux Head of Learning Cllr R Meirion Jones		The Executive 26 March 2018	
32 Schools' Modernisation – Seiriol Area		Learning	Delyth Molyneux Head of Learning Cllr R Meirion Jones	12 March 2018	The Executive 26 March 2018 (to be confirmed)	

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33 North Wales Regeneration Plan and TRIP Funding Endorsement of proposals by NWEAB	Approval of Executive Committee required	Regulation and Economic Development	Dewi Lloyd (Regeneration Manager) Cllr. Carwyn Jones		The Executive 26 March 2018	
April 2018						
34 The Executive's Forward Work Programme (S) Approval of monthly update.	The approval of the full Executive is sought to strengthen forward planning and accountability.	Council Business	Huw Jones Head of Democratic Services Cllr Llinos Medi		The Executive 30 April 2018	
May 2018						
35 The Executive's Forward Work Programme (S) Approval of monthly update.	The approval of the full Executive is sought to strengthen forward planning and accountability.	Council Business	Huw Jones Head of Democratic Services Cllr Llinos Medi	June 2018	The Executive May 2018	
36 Corporate Scorecard – Quarter 4, 2017/18 (S) Quarterly performance monitoring report.	This is a matter for the full Executive as it provides assurance of current performance across the Council.	Corporate Transformation	Scott Rowley Head of Corporate Transformation Cllr Dafydd Rhys Thomas	June 2018	The Executive May 2018	

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37 2017/18 Revenue and Capital Budget Monitoring Report – Quarter 4 (S) Quarterly financial monitoring report.	This is a matter for the full Executive as it provides assurance of current financial position across the Council.	Resources	Marc Jones Head of Function – Resources / Section 151 Officer Cllr John Griffith		The Executive May 2018	
38 CSSIW Inspection of Children's Services in Anglesey – Improvement Plan – Quarterly Progress Report		Children's Services	Fôn Roberts Head of Children's Services Cllr Llinos Medi	To be confirmed	The Executive May 2018	
39 Tackling Poverty Strategy Approval of the document following the consultation period.	Part of the actions within the Council's Corporate Plan	Housing	Ned Michael Head of Housing Services Cllr Alun W Mummery	To be confirmed	The Executive May 2018 (To be confirmed)	
June 2018						
40 The Executive's Forward Work Programme (S) Approval of monthly update.	The approval of the full Executive is sought to strengthen forward planning and accountability.	Council Business	Huw Jones Head of Democratic Services Cllr Llinos Medi		The Executive .. June 2018	

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July 2018						
41	The Executive's Forward Work Programme (S) Approval of monthly update.	The approval of the full Executive is sought to strengthen forward planning and accountability.	Council Business	Huw Jones Head of Democratic Services Cllr Llinos Medi		The Executive .. July 2018
September 2018						
42	The Executive's Forward Work Programme (S) Approval of monthly update.	The approval of the full Executive is sought to strengthen forward planning and accountability.	Council Business	Huw Jones Head of Democratic Services Cllr Llinos Medi		The Executive .. September 2018
43	Corporate Scorecard – Quarter 1, 2018/19 (S) Quarterly performance monitoring report.	This is a matter for the full Executive as it provides assurance of current performance across the Council.	Corporate Transformation	Scott Rowley Head of Corporate Transformation Cllr Dafydd Rhys Thomas		The Executive September 2018
44	2018/19 Revenue and Capital Budget Monitoring Report – Quarter 1 (S) Quarterly financial monitoring report.	This is a matter for the full Executive as it provides assurance of current financial position across the Council.	Resources	Marc Jones Head of Function – Resources / Section 151 Officer Cllr John Griffith		The Executive September 2018

* Key:

S = Strategic – key corporate plans or initiatives

O = Operational – service delivery

FI = For information

THE EXECUTIVE'S FORWARD WORK PROGRAMME

Period: February – September 2018

Updated 17 January 2018

Subject & *category and what decision is sought	Decision by which Portfolio Holder or, if a collective decision, why	Lead Service	Responsible Officer/ Lead Member & contact for representation	Pre-decision / Scrutiny (if applicable)	Date to Executive or, if delegated, date of publication	Date to Full Council (if applicable)
45 CSSIW Inspection of Children's Services in Anglesey – Improvement Plan – Quarterly Progress Report		Children's Services	Fôn Roberts Head of Children's Services Cllr Llinos Medi	To be confirmed	The Executive September 2018	

* Key:

S = Strategic – key corporate plans or initiatives

O = Operational – service delivery

FI = For information

ISLE OF ANGLESEY COUNTY COUNCIL	
REPORT TO:	EXECUTIVE COMMITTEE
DATE:	29 January 2018
SUBJECT:	Anglesey Further Education Trust Annual Report and Accounts 2014/15 and 2015/16
PORTFOLIO HOLDER(S):	Councillor John Griffith (Resources) Councillor R G Parry OBE FRAGS (Highways, Property and Waste) Councillor R Meirion Jones (Learning)
HEAD OF SERVICE:	R MARC JONES
REPORT AUTHOR:	Claire Klimaszewski (01248) 751865
TEL:	ClaireKlimaszewski@ynysmon.gov.uk
E-MAIL:	
LOCAL MEMBERS:	

A - Recommendation/s and reason/s		
<ul style="list-style-type: none"> • To approve the Annual Report and Accounts for the Anglesey Further Education Trust for the years 2014/15 and 2015/16 (Appendices A and B) 		
B - What other options did you consider and why did you reject them and/or opt for this option?		
C - Why is this a decision for the Executive?		
This matter is delegated to the Executive.		
CH - Is this decision consistent with policy approved by the full Council?		
Yes		
D - Is this decision within the budget approved by the Council?		
Yes		
DD - Who did you consult?		What did they say?
1	Chief Executive / Strategic Leadership Team (SLT) (mandatory)	8 January 2018
2	Finance / Section 151 (mandatory)	n/a – this is the Section 151 Officer’s report
3	Legal / Monitoring Officer (mandatory)	As part of SLT 8 January 2018
4	Human Resources (HR)	
5	Property	
6	Information Communication Technology (ICT)	
7	Scrutiny	
8	Local Members	
9	Any external bodies / other/s	
E - Risks and any mitigation (if relevant)		
1	Economic	
2	Anti-poverty	
3	Crime and Disorder	
4	Environmental	
5	Equalities	
6	Outcome Agreements	
7	Other	

F - Appendices:

- Appendix A - Anglesey Further Education Trust Annual Report and Accounts 2014/15
- Appendix B - Anglesey Further Education Trust Annual Report and Accounts 2015/16

FF - Background papers (please contact the author of the Report for any further information):

Anglesey Further Education Trust

1. Purpose

- 1.1 This report provides an overview of the background of the Anglesey Further Education Trust. It provides information about the legal status of the Trust and the different elements within it. The financial performance of the Trust is summarised. The key purpose of this report is to request the Executive's approval of the Final Annual Report and Accounts for the financial years 2014/15 and 2015/16.

2. Background

- 2.1 The Anglesey Further Education Trust is comprised of three funds: The David Hughes Endowment and the Anglesey Further Education Fund 1/3 and the Anglesey Education Trust Fund 2/3 which provide specific educational benefit.

2.1.1 David Hughes Charitable Estate (Endowment Fund) Endowment dates back to 1608 and currently consists of several plots of smallholding land and cottages and other investments. This fund collects rents from its investment property and dividends and interest on its Investment Fund investments which are managed by Blackrock Investment Fund Managers. The management, financial and administration costs of the estate are deducted from the rents received to arrive at the net income for the year that can be distributed. A payment of a quarter of any net surplus income is made to an unconnected charity, "The David Hughes Charity for the "Poor" for purposes connected with the relief of poverty in the community of Llantrisant. The remaining income forms the Anglesey Further Education Fund, which is split into two.

2.1.2 Anglesey Further Education Trust Funds 1/3 (Restricted Fund)

In addition to the net income from the David Hughes Endowment Estate, this trust also receives income from investments managed by Blackrock similar to the David Hughes Endowment. One third of the Anglesey Further Education Fund is allocated to provide special benefit of any kind, not normally provided by the Authority, to assist senior pupils to finish their course at any one of the schools specified in the scheme, the five secondary schools maintained by the County Council. No grants were issued in 2014/15 and 2015/16 due to the trust's plans to refurbish the Smallholdings which were in significant need of repair and improvements.

2.1.3 Anglesey Further Education Trust Funds 2/3 (Restricted Fund)

This element of the trust receives income similar to the above (2.1.2). The remaining two thirds of the Anglesey Further Education Fund is available to benefit persons under the age of 25 who have attended any one of the schools specified in the scheme for at least two years, who is in need of financial assistance for further or higher education or training. No grants were issued in 2014/15 and 2015/16 due to the trust's plans to refurbish the Smallholdings which were in significant need of repair and improvements.

2.2 Legal Status

The Anglesey Further Education Trust is a registered charity for which the Isle of Anglesey County Council is the sole trustee. There is no specific reservation to full Council or delegation to an officer in respect of the Trusteeship, so the decision-making in relation to the Trust is delegated to the Executive Committee. Certain functions in respect of the trust have been delegated to officers in conjunction with the relevant portfolio holder. The Head of Service (Lifelong Learning) has the delegated authority in respect of educational grants. The Head of Service (Highways, Waste and Property) has the delegated authority to agree tenancies, set rents and organise a programme of maintenance and refurbishment. The Head of Function (Resources) / Section 151 Officer has delegated authority to sign the Annual Report and Accounts of the trust each year. The Chief Executive Officer can exercise any function which has been delegated to Heads of Service.

3. Financial Performance

- 3.1** The Trust earns income from rents from the David Hughes Endowment Trust Portfolio of Properties, dividends from equity investments, other interest and sale of investments. Expenditure relates to maintenance of properties, utilities, charitable purposes, governance fees (audit) and property management fees. The detailed information relating to income, expenditure and assets of the trust are appended in Appendices A and B, which includes the financial accounts for the Trust from 2014/15 and 2015/16. The Executive is asked to approve these accounts.
- 3.2** Analysis of the accounts for 2014/15 shows a net surplus of £339,987 for the year of which £14,917 is the net operational income for the year. However, in 2015/16 there is a net shortfall of £87,873, of which £100,664 is the deficit on the day-to-day operation of the Trust. This is due to a significant increase in repairs and maintenance within the David Hughes Endowment Estate during this year. Historically, there has been a significant under-investment in repairs and maintenance of the Estate. The draft accounts for 2016/17 shows a provisional net deficit of £343,342. This is due to an extensive repairs and refurbishment programme, which was substantially completed in 2016/17. The Trust also purchased Hendre Farm during this year to optimise the David Hughes Endowment Smallholdings Portfolio. Once the Annual Report and Accounts for 2016/17 have been independently examined, a further report will be brought to the Executive for approval of the Annual Report and Accounts for this period. This report will also provide a comprehensive update on the refurbishment, maintenance and restructuring of the David Hughes Endowment Estate.
- 3.3** The Anglesey Further Education Trust accounts 2015/16 highlight that at 31 March 2016 the total funds of the Trust were £3,179,220, of which £792,324 was the cash balance of the Trust at this date.

4. Conclusion

- 4.1** An overview of the background of the Anglesey Further Education Trust has been provided. The report provides a summary of the legal status of the Trust and the financial performance of the Trust. The financial accounts for the financial years 2014/15 and 2015/16 are included in appendices A and B for approval. The trust's total funds at 31 March 2016 was £3,179,220.

**CRONFA YMDDIRIEDOLAETH ADDYSG
BELLACH YNYS MÔN**

ANGLESEY FURTHER EDUCATION TRUST FUND

**ADRODDIAD BLYNYDDOL A
CHYFRIFON**

**ANNUAL REPORT AND
ACCOUNTS**

2014/2015

**Rhif Cofrestru Elusen / Charity Registration No.
525254**

REPORT OF THE TRUSTEES FOR THE YEAR ENDED
31 MARCH 2015

The trustees present their report with the financial statements of the charity for the year ended 31 March 2015. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in March 2005.

LEGAL AND ADMINISTRATIVE DETAILS

Registered Charity Number:

525254

Principal Address:

Isle of Anglesey County Council
County Offices
Llangefni
Anglesey
LL77 7TW

Trustee:

The Isle of Anglesey County Council is the sole trustee of the Anglesey Further Education Trust and the activities of the Trust were administered on its behalf by the County Council.

During the accounting period the directors of the County Council were:

Chief Executive – Richard Parry Jones
Deputy Chief Executive – Bethan Jones
Lifelong Learning – Dr Gwynne Jones
Community – Gwen Carrington
Sustainable Development – Arthur Owen
Head of Function (Resources) and S151 Officer – (Interim) Richard Micklewright

At the time of preparing this report the strategic leaders of the County Council were:

Chief Executive – Dr Gwynne Jones
Deputy Chief Executive – Annwen Morgan
Deputy Chief Executive – Caroline Turner
Head of Function (Resources) and S151 Officer – Marc Jones
Head of Function (Council Business) and Monitoring Officer – Lynn Ball

Independent Examiner

I G Jones & Co
10A High Street
Llangefni
LL70 7LT

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document:

The charity is controlled by its governing document, a deed of trust, and constitutes an unincorporated charity.

The Anglesey Further Education Trust Fund is regulated by a scheme made by the Board of Education on 23 March 1939 and significantly modified by a scheme dated 18 July 1960. These specify the duties, powers and conditions under which the Trust is required to operate.

Recruitment and appointment of new trustees:

The Isle of Anglesey County Council is the sole trustee of the Anglesey Further Education Trust Fund. The charity is run by the Council's Executive Committee.

New directors are briefed on their legal obligations under charity law, the content of the governing document and the decision making process. Any training needs are identified and addressed internally by other existing directors.

Organisational structure:

The Isle of Anglesey County Council is the sole trustee of the Anglesey Further Education Trust Fund and the activities of the Trust were administered on its behalf by the County Council.

The organisational structure has been as follows:-

- The County Council's Executive Committee act as the Trustee.
- The Council's Head of Service (Lifelong Learning) in conjunction with the Portfolio Holder for Lifelong Learning have the delegated authority to award the annual grant funding.
- The Council's Head of Service (Highways, Waste and Property) in conjunction with the Portfolio Holder for Highways, Waste and Property have the delegated authority to manage tenancy agreements and to set rents of the property portfolio (the David Hughes Endowment).
- The Council's Executive Committee will endorse the accounts of the Trust has delegated authority to sign the Trustee' Annual Accounts to the Head of Function (Resources)/S151 officer.
- The governance framework is being reviewed to ensure that it best fits the modern day requirements of a Trust.

Until that review is complete the organisational structure will continue as it was.

Related parties:

Due to the nature of the charity's operations and because the sole trustee of the charity is Anglesey County Council it is inevitable that transactions will take place with organisations related to the council and its employees. All transactions involving organisations in which Anglesey County Council may have an interest are conducted at arm's length. The council has a policy that all directors must declare an interest if a related party transaction occurs.

Risk management:

The major risks, to which the Trust is exposed, as identified by the Trustee, have been reviewed and systems or procedures have been established to manage the risk.

OBJECTIVES AND ACTIVITIES

Objectives and aims:

The Further Education Trust Fund is comprised of three funds: The David Hughes Endowment and The Anglesey Further Education Fund 1/3 and The Anglesey Further Education Fund 2/3 which provide specific educational benefit.

The David Hughes Charitable Estate (Endowment Fund):

This fund collects rents from its investment property and interest on its investments. The management and administration costs of the estate are deducted from the rents received to arrive at the net income for the year that can be distributed.

A payment of a quarter of the net income is made to an unconnected charity, "The David Hughes Charity for the Poor" for purposes connected with the relief of poverty in the community of Llantrissant. The remaining income forms the Anglesey Further Education Fund:

Anglesey Further Education Trust Funds:

One third of the General Fund is allocated to provide special benefit of any kind, not normally provided by the Authority to assist senior pupils to finish their courses at any one of the schools specified in the scheme - the five secondary schools maintained by the County Council. Grants from this fund stopped a number of years ago. The council are reviewing this fund as part of an on-going governance review of the charity. The remaining two thirds of the General Fund is available to benefit persons under the age of 25, who have attended anyone of the schools specified in the scheme, for at least two years, who is in need of financial assistance for Further or Higher Education or training.

Grant making:

Grants are made to individuals who have attended or are attending one of the five secondary schools maintained by the County Council

Anglesey Further Education Trust Fund 1/3:

Grants from this fund stopped a number of years ago; the council are reviewing this fund as part of an ongoing governance review of the charity.

Anglesey Further Education Trust Fund 2/3:

Grants from this fund stopped a number of years ago; the council are reviewing this fund as part of an ongoing governance review of the charity.

Public benefit:

The trustees confirm that they have referred to the guidance contained in the Charity Commissioner's general guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities and setting the grant making process.

ACHIEVEMENT AND PERFORMANCE

Charitable activities:

The charity has continued to safeguard the assets of the trust.

The charity has been in a period of consolidation and has been saving cash to reinvest in its ageing property portfolio. By undertaking this period of consolidation it will mean that the assets of the charity will be able to provide income for years to come for its future beneficiaries.

FINANCIAL REVIEW

Financial Performance:

The charity had a net surplus in funds during the year of £28,087

Total funds as at 31 March 2015 were £3,267,093 of which all funds are restricted.

Principal funding sources:

The principle funding sources of the charity are rental income from tenants and investment income in the form of dividends, investment interest or interest on deposits.

Investment policy and objectives:

The charity has a significant ageing property portfolio that will require substantial investment. The trustee of the charity has undergone a period of consolidation in order to generate the necessary cash reserves to reinvest in its assets.

TRUSTEES RESPONSIBILITY STATEMENT

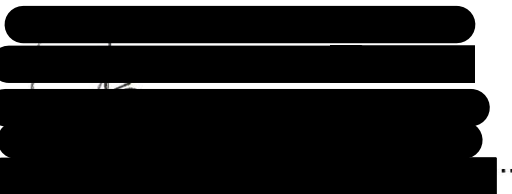
The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements, the trustees are required to:-

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Signed by the Head of Function (Resources)/S151 Officer under delegated authority on behalf of the trust:



Mr R Marc Jones
Head of Function (Resources)/S151 Officer

REPORT OF THE INDEPENDENT EXAMINER TO THE TRUSTEES OF THE ANGLESEY FURTHER EDUCATION TRUST FUND

I report on the accounts of the Trust for the year ended 31 March 2015, which are set out on pages 8 to 15.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity is preparing accrued accounts and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.

It is my responsibility to:-

- examine the accounts under section 145 of the 2011 Act;
- to follow procedures laid down in the General Directions given by the Charity Commission under section 145(5) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiners' report

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and the seeking of explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and, consequently, no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiners' statement

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that, in any material respect, the requirements:-
 - to keep accounting records in accordance with s. 130 of the Charities Act 2011; and
 - to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the 2011 Act have not been met; or
- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Dafydd Ll Jones FCA
I G Jones & Co
Chartered Accountant (ICAEW)
10A High Street, Llangefni, LL77 7LT

Signature  Date: 29.1.16

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED
31 MARCH 2015

	Notes	Unrestricted funds £	Restricted funds £	Endowment fund £	31.3.15 Total funds £	31.3.14 Total funds £
INCOMING RESOURCES						
Incoming resources from generated funds	2					
Investment income		-	4,341	90,620	94,961	114,045
RESOURCES EXPENDED						
Costs of generating funds	3					
Investment management costs		-	1,051	73,659	74,710	159,901
Charitable activities David Hughes Charity of the Poor	5					
				4,084	4,084	-
Governance costs	4					
		-	625	625	1,250	1,694
Total resources expended		-	1,676	74,284	80,044	161,595
NET INCOMING/(OUTGOING) RESOURCES						
		-	2,664	12,253	14,917	(47,550)
Realised gains/(losses) on fixed asset investments		-	5,408	7,762	13,170	4,872
Realised gains/(losses) on investment property		-	-	-	-	-
		-				
Net income/(expenditure)		-	8,072	20,015	28,087	(42,678)
Unrealised gains/losses on investment assets		-	-	311,900	311,900	-
RECONCILIATION OF FUNDS						
Total funds brought forward		-	421,963	2,505,143	2,927,106	2,969,784
TOTAL FUNDS CARRIED FORWARD		-	430,035	2,837,058	3,267,093	2,927,106

BALANCE SHEET FOR THE YEAR ENDED
31 MARCH 2015

	Notes	Unrestricted funds £	Restricted funds £	Endowment fund £	31.3.15 Total funds £	31.3.14 Total funds £
Investments		-	95,553	136,918	232,471	219,301
Investments	7	-	-	2,187,000	2,187,000	1,875,100
Investment property	8	-	95,553	2,323,918	2,419,471	2,094,401
CURRENT ASSETS						
Debtors	9	-	-	35,095	35,095	29,485
Cash at bank	10	-	340,502	509,969	850,471	839,832
		-	340,502	545,064	885,566	869,317
CREDITORS						
Amounts falling due within one year	11	-	(6,019)	(31,924)	(37,943)	(36,612)
NET CURRENT ASSETS		-	334,483	513,139	847,622	832,705
TOTAL ASSETS LESS CURRENT LIABILITIES		-	430,036	2,837,057	3,267,093	2,927,106
NET ASSETS		-	430,036	2,837,057	3,267,093	2,927,106
FUNDS	12					
Restricted funds					430,035	421,963
Endowment funds					2,837,057	2,505,143
TOTAL FUNDS					3,267,093	2,927,106

The financial statements are signed by the Head of Function (Resources)/S151 Officer under delegated authority

Signed: _____ Date: _____

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED
31 MARCH 2015

1. ACCOUNTING POLICIES

Accounting convention

The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Charities Act 2011 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

Incoming resources

All incoming resources are recognised once the charity has entitlement to the resources, it is certain that the resources will be received and the monetary value of incoming resources can be measured with sufficient reliability.

Resources expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Costs of generating funds

The costs of generating funds consist of investment management costs.

Investment property

Investment property is shown at most recent internal valuation. Any aggregate surplus or deficit arising from changes in market value is transferred to the endowment fund.

Taxation

The charity is exempt from tax on its charitable activities.

Value Added Tax

The charity can reclaim Value Added Tax through its trustee Anglesey County Council, therefore where applicable expenditure is shown net of Value Added Tax.

Fund structure

The charity has three funds, one endowment and two restricted.

The David Hughes Charitable Estate (Endowment Fund)

This fund collects rents from its investment property and interest on its investments. The management and administration costs of the estate are deducted from the rents received to arrive at the net income for the year that can be distributed.

A payment of a quarter of the net income is made to an unconnected charity, "The David Hughes Charity for the Poor" for purposes connected with the relief of poverty in the community of Llantrisant.

The remaining income forms the Anglesey Further Education Fund, which is split into two.

Anglesey Further Education Trust Funds 1/3 (Restricted Fund)

One third of the Anglesey Further Education Fund is allocated to provide special benefit of any kind, not normally provided by the authority to assist senior pupils to finish their course at any one of the schools specified in the scheme - the five secondary schools maintained by the county council.

Anglesey Further Education Trust Funds 2/3 (Restricted Fund)

The remaining two thirds of the Anglesey Further Education Fund is available to benefit persons under the age of 25, who have attended any one of the schools specified in the scheme, for at least two years, who is in need of financial assistance for further or higher education or training.

The charity has no unrestricted income

Fixed asset investments

Investments are stated at market value as at the balance sheet date. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

Realised gains and losses

All gains and losses are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and opening market value (purchase date if later). Unrealised gains and losses are calculated as the difference between market value at the year end and opening market value (or purchase date if later). Realised and unrealised gains are not separated in the Statement of Financial Activities.

2. INVESTMENT INCOME

	31.3.15 £	31.3.14 £
Rents received	78,232	99,012
Water rates - recharges	6,076	672
Dividends and investment interest	7,241	7,507
Other interest	<u>3,413</u>	<u>6,854</u>
	<u>94,961</u>	<u>114,045</u>

3. INVESTMENT MANAGEMENT COSTS

	31.3.15 £	31.3.14 £
Administrative expenses	8,250	7,860
Repair & Maintenance	53,187	148,555
Water charges	7,231	3,486
Professional Services	2,020	0
Other property expenses	1,465	9
Investment Management Fees	<u>2,557</u>	-
	<u>74,710</u>	<u>159,901</u>

4. GOVERNANCE COSTS

	31.3.15 £	31.3.14 £
Independent Examiner's/Auditor's remuneration	<u>1,250</u>	<u>1,694</u>

5. CHARITABLE ACTIVITIES

	31.3.15 £	31.3.14 £
Contribution to David Hughes Charity for the Poor	<u>4,084</u>	-

6. TRUSTEES' REMUNERATION AND BENEFITS

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2015 or for the year ended 31 March 2014. This relates to the directors of the trustee. See related party note in connection with the fees paid to the corporate trustee for property administration costs incurred.

7. FIXED ASSET INVESTMENTS

	Listed Investments (£)
MARKET VALUE	
At 1 April 2014	219,301
Revaluations	<u>13,170</u>
At 31 March 2015	<u>232,471</u>
NET BOOK VALUE	
At 31 March 2015	<u>232,471</u>
At 31 March 2014	<u>219,301</u>

There were no investment assets outside the UK.

The investments are mainly in Charinco and Charishare Common Investment Funds with small holdings in gilts and equity.

Investments are shown at market value, historical value is £67,029.

8. INVESTMENT PROPERTY

	(£)
MARKET VALUE	
31 March 2015	2,187,000
NET BOOK VALUE	
At 31 March 2015	<u>2,187,000</u>
At 31 March 2014	<u>1,875,100</u>

The David Hughes Endowment is made up of 15 Farm dwellings and 3 parcels of land, with a total of 1,128 acres.

The Estate was valued as at March 2015 at a total value of £2,187,000 on the existing use value basis by Barry Wyn Jones MRICS the Council's Estates Internal Valuer.

9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.15 £	31.3.14 £
Amounts recoverable on contract	<u>35,095</u>	<u>29,485</u>

10. CASH AT BANK

	Further Education 1/3 £	Further Education 2/3 £	David Hughes Charitable Estate £	31.3.15 Total funds £	31.3.14 Total funds £
Bank deposit account	<u>202,730</u>	<u>137,772</u>	<u>509,969</u>	<u>850,471</u>	<u>839,832</u>

This represents the balance within the cash reserves held by the Isle of Anglesey County Council on behalf of the Anglesey Further Education Trust.

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.15 £	31.3.14 £
Other creditors	<u>37,943</u>	<u>36,612</u>

12. MOVEMENT IN FUNDS

	At 1.4.14 £	Net Movement in Funds £	At 31.3.15 £
Further Education 1/3	260,136	5,448	265,584
Further Education 2/3	161,827	2,625	164,452
Restricted funds	421,963	8,073	430,036
David Hughes Charitable Estate	2,505,143	331,914	2,837,057
Endowment funds			
TOTAL FUNDS	2,927,106	339,987	3,267,093

Net movement in funds, included in the above are as follows:-

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Restricted funds				
Further Education 1/3	2,831	(1,025)	3,642	5,448
Further Education 2/3	1,510	(651)	1,766	2,625
	4,341	(1,676)	5,408	8,073
Endowment funds				
David Hughes Charitable Estate	90,621	(78,368)	319,662	331,014
TOTAL FUNDS	94,961	(80,044)	325,070	339,987

13. RELATED PARTY DISCLOSURES

Anglesey County Council

The Anglesey Further Education Trust Fund is administered by the Isle of Anglesey County Council. A management fee of £8,250 (£7,110 in 2013/14) was charged by the council for the administration of the estate. In future years the trust will also be charged the actual cost for the proper administration of its financial and legal affairs.

Due to the nature of the charity's operations and because the sole trustee of the charity is Anglesey County Council it is inevitable that transactions will take place with organisations related to the council and its employees. All transactions involving organisations in which Anglesey County Council may have an interest are conducted at arm's length. The council has a policy that all directors must declare an interest if a related party transaction occurs.

**CRONFA YMDDIRIEDOLAETH ADDYSG
BELLACH YNYS MÔN**

ANGLESEY FURTHER EDUCATION TRUST FUND

**ADRODDIAD BLYNYDDOL A
CHYFRIFON**

**ANNUAL REPORT AND
ACCOUNTS**

2015/2016

**Rhif Cofrestru Elusen / Charity Registration No.
525254**

CONTENTS OF THE FINANCIAL STATEMENT FOR THE YEAR ENDED
31 MARCH 2016

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED
31 MARCH 2016

The trustees present their report with the financial statements of the charity for the year ended 31 March 2016. The trustees have adopted the provisions of the Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities (the FRSSE) effective 1 January 2015.

LEGAL AND ADMINISTRATIVE DETAILS

Registered Charity Number:

525254

Principal Address:

Isle of Anglesey County Council
County Offices
Llangefni
Anglesey
LL77 7TW

Trustee:

The Isle of Anglesey County Council is the sole trustee of the Anglesey Further Education Trust and the activities of the Trust were administered on its behalf by the County Council.

Independent Examiner

I G Jones & Co
10A High Street
Llangefni
LL70 7LT

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document:

The charity is controlled by its governing document, a deed of trust, and constitutes an unincorporated charity.

The Anglesey Further Education Trust Fund is regulated by a scheme made by the Board of Education on 23 March 1939 and significantly modified by a scheme dated 18 July 1960. These specify the duties, powers and conditions under which the Trust is required to operate.

Recruitment and appointment of new trustees:

The Isle of Anglesey County Council is the sole trustee of the Anglesey Further Education Trust Fund. The charity is run by the Council's Executive Committee.

New trustees are briefed on their legal obligations under charity law, the content of the governing document and the decision making process. Any training needs are identified and addressed internally by other existing trustees and officers of the Council.

Organisational structure:

The Isle of Anglesey County Council is the sole trustee of the Anglesey Further Education Trust Fund and the activities of the Trust were administered on its behalf by the County Council.

The organisational structure has been as follows:-

- The County Council's Executive Committee act as the Trustee.
- The Council's Head of Service (Lifelong Learning) in conjunction with the Portfolio Holder for Lifelong Learning have the delegated authority to award the annual grant funding.
- The Council's Head of Service (Highways, Waste and Property) in conjunction with the Portfolio Holder for Highways, Waste and Property have the delegated authority to manage tenancy agreements and to set rents of the property portfolio (the David Hughes Endowment).
- The Council's Executive Committee will approve the accounts of the Trust and the S151 Officer has delegated authority to sign the Trust's Annual Accounts

The strategic leaders of the County Council were:

- Chief Executive – Dr Gwynne Jones
- Deputy Chief Executive – Annwen Morgan
- Deputy Chief Executive – Caroline Turner
- Head of Function (Resources) and S151 Officer – Marc Jones
- Head of Function (Council Business) and Monitoring Officer – Lynn Ball

Related parties:

Due to the nature of the charity's operations and because the sole trustee of the charity is the Isle of Anglesey County Council it is inevitable that transactions will take place with organisations related to the council and its employees. All transactions involving organisations in which the Isle of Anglesey County Council may have an interest are conducted at arm's length. The council has a policy that all trustees must declare an interest if a related party transaction occurs.

Risk management:

The major risks, to which the Trust is exposed, as identified by the Trustee, have been reviewed and systems or procedures have been established to manage the risk.

OBJECTIVES AND ACTIVITIES**Objectives and aims:**

The Further Education Trust Fund is comprised of three funds: The David Hughes Endowment; the Anglesey Further Education Fund 1/3 and the Anglesey Further Education Fund 2/3 which aim to provide specific educational benefit.

The David Hughes Charitable Estate (Endowment Fund):

This fund collects rents from its investment property and interest on its investments. The management and administration costs of the estate are deducted from the rents received to arrive at the net income for the year that can be distributed or net expenditure.

A payment of a quarter of the net income is made to an unconnected charity, "The David Hughes Charity for the Poor" for purposes connected with the relief of poverty in the community of Llantrisant. The remaining income forms the Anglesey Further Education Fund:

Anglesey Further Education Trust Funds:

One third of the General Fund is allocated to provide special benefit of any kind, not normally provided by the Authority to assist senior pupils to finish their courses at any one of the schools specified in the scheme - the five secondary schools maintained by the County Council. The remaining two thirds of the General Fund is available to benefit persons under the age of 25, who have attended any one of the schools specified in the scheme, for at least two years, who is in need of financial assistance for Further or Higher Education or training. The trust had not made any grants for a number of years however, procedures are being reviewed and the trust has started to award grants to eligible individuals from 2016/17 which will have helped the individuals to continue in Further or Higher Education or Training.

Grant making:

Grants are made to individuals who have attended or are attending one of the five secondary schools maintained by the County Council who meet the above criteria.

Public benefit:

The trustees confirm that they have referred to the guidance contained in the Charity Commissioner's general guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities and setting the grant making process.

ACHIEVEMENT AND PERFORMANCE

Charitable activities:

The charity has continued to safeguard the assets of the trust.

The charity has been in a period of consolidation and has been saving cash to reinvest in its ageing property portfolio. By undertaking this period of consolidation it will mean that the assets of the charity will be able to provide income for years to come for its future beneficiaries. The charity has commenced a significant programme of repairs and refurbishments during the year to the David Hughes Estate which will bring a number of the farm buildings into a more suitable state of repair. This programme continues into 2016/17 and beyond.

FINANCIAL REVIEW

Financial Performance:

The charity had a net deficit in funds during the year of £87,873 due to the extensive programme of repairs to the David Hughes Estate mentioned above.

Total funds as at 31 March 2016 were £3,179,220 of which all funds are restricted.

Principal funding sources:

The principle funding sources of the charity are rental income from tenants and investment income in the form of dividends, investment interest or interest on deposits.

Investment policy and objectives:

The charity has a significant ageing property portfolio that will require substantial investment. The trustee of the charity has undergone a period of consolidation in order to generate the necessary cash reserves to reinvest in its assets. In addition, the charity holds approximately 10% of its Total Fixed Assets in Investment Funds, which generate dividend and interest income.

Plans for the Future

The Anglesey Further Education Trust operates as a going concern for the charitable purposes stated above.

TRUSTEES RESPONSIBILITY STATEMENT

The trustees are responsible for preparing the Report of the Trustees and the Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales, the Charities Act, Charity (Accounts and Reports) Regulations and the provisions of the trust deed requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements, the trustees are required to:-

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;

- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act, the Charity (Accounts and Reports) Regulations and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Signed by the Head of Function (Resources)/S151 Officer under delegated authority on behalf of the trust:



Mr R Marc Jones
Head of Function (Resources)/S151 Officer

Date: 10.10.17.

**REPORT OF THE INDEPENDENT EXAMINER TO THE TRUSTEES
OF THE ANGLESEY FURTHER EDUCATION TRUST FUND**

I report on the accounts of the Trust for the year ended 31 March 2016, which are set out on pages 7 to 13.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity is preparing accrued accounts and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.

It is my responsibility to:-

- examine the accounts under section 145 of the 2011 Act;
- to follow procedures laid down in the General Directions given by the Charity Commission under section 145(5) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiners' report

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and the seeking of explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and, consequently, no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiners' statement

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that, in any material respect, the requirements:-
 - to keep accounting records in accordance with s. 130 of the Charities Act 2011; and
 - to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the 2011 Act have not been met; or
- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Dafydd LI Jones FCA
I G Jones & Co
Chartered Accountant (ICAEW)
10A High Street, Llangefni, LL77 7LT

Signature  Date: 10.10.2017

**STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED
31 MARCH 2016**

	Notes	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	31.3.16 Total Funds £	31.3.15 Total Funds £
Income and endowments from:						
Investment Income	2	-	4,194	101,829	106,023	94,961
Total Income		-	4,194	101,829	106,023	94,961
Expenditure on:						
Investment management	3	-	1,051	204,415	203,364	74,710
Charitable Activities	4	-	-	-	-	4,084
Governance Costs	5	-	1,068	2,255	3,323	1,250
Total Expenditure		-	17	206,670	206,687	80,044
Net Income/(Expenditure)		-	4,176	104,841	100,664	14,917
Other recognised gains/(losses)						
Realised gains/(losses) investments		-	-	-	-	-
Realised gains/(losses) on Investment Property		-	-	21,758	21,758	-
Unrealised gains/(losses) on revaluation of investments		-	4,214	4,753	8,967	13,170
Unrealised gains on revaluation of Investment Properties		-	-	-	-	311,900
Net Movement on Funds		-	37	87,836	87,873	339,987
Reconciliation of Funds						
Total funds brought forward		-	430,035	2,837,058	3,267,093	2,927,106
Total Funds carried forward		-	429,998	2,749,222	3,179,220	3,267,093

BALANCE SHEET FOR THE YEAR ENDED
31 MARCH 2016

	Notes	Unrestricted funds £	Restricted funds £	Endowment Fund £	31.3.16 Total Funds £	31.3.15 Total Funds £
Investments listed or traded on a recognised stock exchange	7	-	91,339	132,165	223,504	232,471
Investment Properties - David Hughes Estate	8	-	-	2,184,398	2,184,398	2,187,000
Total Fixed Assets		-	91,339	2,316,563	2,407,902	2,419,471
Current Assets						
Debtors	9	-	-	42,439	42,439	35,095
Cash at bank and in hand	10	-	339,727	452,596	792,324	850,471
Total Current Assets		-	339,727	495,035	834,763	885,566
Liabilities						
Creditors: Amounts falling due within one year	11	-	1,068	62,376	63,445	37,944
Net Current Assets or Liabilities		-	338,659	432,659	771,318	847,622
Creditors Amounts falling due after more than one year		-	-	-	-	-
Provisions for liabilities		-	-	-	-	-
Total Net Assets or Liabilities		-	429,998	2,749,222	3,179,220	3,267,093
The Funds of the Charity	12					
Endowment Funds		-	-	2,749,222	2,749,222	2,837,058
Restricted Income Funds		-	429,998	-	429,998	430,035
Total Charity Funds		-	429,998	2,749,222	3,179,220	3,267,093

The financial statements are signed by the Head of Function (Resources)/S151 Officer under delegated authority

Signed: _____

Date: 10.10.17

MR R MARC JONES CPFA
HEAD OF FUNCTION (RESOURCES)/S151 OFFICER

NOTES TO THE FINANCIAL STATEMENT FOR THE YEAR ENDED
31 MARCH 2016

1. ACCOUNTING POLICIES

Accounting convention

The financial statements have been prepared under the historical cost convention, with the exception of investments, which are included at market value. This is, as modified by the revaluation of certain assets and in accordance with the Charities Sorp (FRSEE) Financial Reporting Standard for Smaller Entities (effective January 2015); the Charities Act 2011 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

Incoming resources

All incoming resources are recognised once the charity has entitlement to the resources, it is certain that the resources will be received and the monetary value of incoming resources can be measured with sufficient reliability.

Resources expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Costs of generating funds

The costs of generating funds consist of investment management costs.

Investment property

Investment property is shown at most recent internal valuation. Any aggregate surplus or deficit arising from changes in market value is transferred to the endowment fund.

Taxation

The charity is exempt from tax on its charitable activities.

Value Added Tax

The charity can reclaim Value Added Tax through its trustee the Isle of Anglesey County Council, therefore where applicable expenditure is shown net of Value Added Tax.

Fund structure

The charity has three funds, one endowment and two restricted.

The David Hughes Charitable Estate (Endowment Fund)

This fund collects rents from its investment property and interest on its investments. The management and administration costs of the estate are deducted from the rents received to arrive at the net income for the year that can be distributed.

A payment of a quarter of the net income is made to an unconnected charity, "The David Hughes Charity for the Poor" for purposes connected with the relief of poverty in the community of Llantrisant.

The remaining income forms the Anglesey Further Education Fund, which is split into two.

Anglesey Further Education Trust Funds 1/3 (Restricted Fund)

One third of the Anglesey Further Education Fund is allocated to provide special benefit of any kind, not normally provided by the authority to assist senior pupils to finish their course at any one of the schools specified in the scheme - the five secondary schools maintained by the county council.

Anglesey Further Education Trust Funds 2/3 (Restricted Fund)

The remaining two thirds of the Anglesey Further Education Fund is available to benefit persons under the age of 25, who have attended any one of the schools specified in the scheme, for at least two years, who is in need of financial assistance for further or higher education or training. The charity has no unrestricted income

Fixed asset investments

Investments are stated at market value as at the balance sheet date. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

Realised gains and losses

All gains and losses are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and opening market value (purchase date if later). Unrealised gains and losses are calculated as the difference between market value at the year end and opening market value (or purchase date if later). Realised and unrealised gains are not separated in the Statement of Financial Activities.

2. INVESTMENT INCOME

Investment Income	Restricted Funds	Endowment Funds	Total 31.03.16	Total 31.03.15
	£	£	£	£
Rents received	-	85,119	85,119	78,231
Water rates - recharges	-	4,791	4,791	6,076
Other income from David Hughes Estate	-	6,028	6,028	-
Dividends and investment interest	2,974	4,266	7,241	7,241
Other interest	1,219	1,624	2,844	3,413
Total Investment Income	4,194	101,829	106,023	94,961

3. INVESTMENT MANAGEMENT COSTS

Investment Management Costs	Restricted Funds	Endowment Funds	Total 31.03.16	Total 31.03.15
	£	£	£	£
Property management administrative expenses	-	8,250	8,250	8,250
Repairs and Maintenance of David Hughes Estate	-	156,241	156,241	53,187
Water Charges	-	11,683	11,683	7,231
Professional Services	-	27,067	27,067	2,020
Other property expenses	-	2,680	2,680	1,465
Investment Management Fees - non-property investments	1,051	1,506	2,557	2,557
Total Investment Management Costs	1,051	204,415	203,364	74,710

4. CHARITABLE ACTIVITIES

Charitable Expenditure	Restricted Funds £	Endowment Funds £	Total 31.03.16 £	Total 31.03.15 £
25% contribution of net expenditure to David Hughes Charity for the Poor	-	-	-	4,084
Total Charitable Expenditure			-	4,084

5. GOVERNANCE COSTS

Governance Costs	Restricted Funds £	Endowment Funds £	Total 31.03.16 £	Total 31.03.15 £
Accounting and governance costs	593	1,780	2,373	-
Independent Examiner's/Auditor's Remuneration	475	475	950	1,250
	1,068	2,255	3,323	1,250

6. TRUSTEES' REMUNERATION AND BENEFITS

Trustees' expenses

There were no trustees' remuneration paid for the year ended 31 March 2016 or for the year ended 31 March 2015. This relates to the trustee, that is, the members of the Executive Committee and the Isle of Anglesey County Council's Senior Leadership team acting on its behalf. See related party note in connection with the fees paid to the corporate trustee for property and financial administration costs incurred.

7. FIXED ASSET INVESTMENTS

Investments listed or traded on a recognised stock exchange	31.03.16 £	31.03.15 £
Market Value		
At 1 April 2015	232,471	219,301
Additions	-	-
Disposals	-	-
Revaluations	8,967	13,170
Transfers	-	-
Net book value at 31 March	223,504	232,471

There were no investment assets outside the UK.

The investments are mainly in Charinco and Charishare Common Investment Funds with small holdings in gilts and equity.

Investments are shown at market value, historical value is £67,029.

8. INVESTMENT PROPERTY

Investment Property	31.03.16 £	31.03.15 £
Market Value At 1 April 2015	2,187,000	1,875,100
Additions	-	-
Disposals	2,602	-
Revaluations	-	311,900
Transfers		
Net book value at 31 March	2,184,398	2,187,000

The David Hughes Endowment is comprised of 15 farm dwellings and 3 parcels of land, with a total of 1,126.16 acres.

The Estate was valued as at March 2016 at a total value of £2,184,398 on the existing use value basis by Barry Wyn Jones, the Isle of Anglesey County Council's Estates Internal Valuer.

9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

Debtors: amounts falling due within one year	31.03.16 £	31.03.15 £
Amounts recoverable on contract	42,439	35,095
Total Debtors	42,439	35,095

10. CASH AT BANK

Cash at bank	Further Education Trust 1/3 £	Further Education Trust 2/3 £	David Hughes Charitable Estate £	31.3.16 Total Funds £	31.3.15 Total Funds £
Bank deposits	202,993	136,734	452,596	792,324	850,471

This represents the balance within the cash reserves held by the Isle of Anglesey County Council on behalf of the Anglesey Further Education Trust.

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

Creditors: amounts falling due within one year	31.03.16 £	31.03.15 £
Other creditors	63,445	37,943
Total Debtors	63,445	37,943

12. MOVEMENT IN FUNDS

Movement in Funds	At 01.04.15	Net Movement in Funds	At 31.03.16
	£	£	£
Further Education Trust 1/3	265,584	194	265,778
Further Education Trust 2/3	164,452	- 231	164,221
Restricted Funds	430,036	- 37	429,999
David Hughes Charitable Estate	2,837,057	- 87,836	2,749,221
Total Funds	3,267,093	- 87,873	3,179,220

Net movement in funds, included in the above are as follows:-

Net movement in funds included in the above are:	Income resources	Expenditure	Gains and Losses	Movement in Funds
	£	£	£	£
Further Education Trust 1/3	2,747	- 9	2,544	194
Further Education Trust 2/3	1,447	- 9	1,669	- 231
Restricted Funds	4,194	- 17	4,214	- 37
David Hughes Charitable Estate	101,829	- 206,670	17,005	- 87,836
Total Funds	106,023	- 206,687	12,791	- 87,873

13. RELATED PARTY DISCLOSURES

Isle of Anglesey County Council

The Anglesey Further Education Trust Fund is administered by the Isle of Anglesey County Council. A property management fee of £8,250 (£8,250 in 2014/15) was charged by the council for the administration of the David Hughes Estate. In addition, a financial management and governance fee of £2,373.22 has been charged to the trust. Total finance and administration fees recharged by the council were therefore £10,623.22. Architectural Services in relation to the repairs of the Estate were also provided internally for which the trust was charged £21,833.86.

Due to the nature of the charity's operations and because the sole trustee of the charity is the Isle of Anglesey County Council; it is inevitable that transactions will take place with organisations related to the council and its employees. All transactions involving organisations in which the Isle of Anglesey County Council may have an interest, are conducted at arm's length. The council has a policy that all Councillors and members of Senior Leadership team must declare an interest if a related party transaction occurs.

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ISLE OF ANGLESEY COUNTY COUNCIL	
Report to:	Executive Committee
Date:	29/01/18
Subject:	STEM Gogledd Cymru
Portfolio Holder(s):	All Portfolio Holders
Chief Executive:	Dr Gwynne Jones
Report Author:	Dylan J. Williams
Tel:	01248 752 499
E-mail:	DylanWilliams@ynysmon.gov.uk
Local Members:	Relevant to all Elected Members

A – Recommendation/s and reason/s
<p><u>Recommendations</u></p> <ol style="list-style-type: none"> 1. The IACCs full participation in the EU Funded STEM Gogledd Cymru project (to increase STEM participation and attainment amongst young people aged 11 to 19) is supported and endorsed. 2. £150,000 is allocated towards the IACCs contribution (£37,500 p/a for 4 years, 2018 – 2022). 3. The Education Service is responsible and accountable for the funding, influencing delivery, outputs, and reporting. 4. The Education Service reports back on progress on a 3-monthly basis to the Education and Regulation & Economic Development Services Portfolio Holders; on a 6-monthly basis to the Education Transformation Board and on an annual basis to the Scrutiny Committee. <p><u>1.0 STEM Gogledd Overview</u></p> <p>STEM is a curriculum based on the idea of educating students in the four specific disciplines of Science, Technology, Engineering and Mathematics.</p> <p>STEM Gogledd is a £2,000,000 4-year project that is applying for EU financial support from ESF Priority Axis 3: Employment and Youth Achievement, to increase participation and attainment in STEM among children 11 to 19 years of age. The project will focus on North West Wales, Anglesey, Conwy and Gwynedd, through a range of interventions that will complement mainstream services, not duplicate.</p> <p>The STEM Gogledd development is led by Gwynedd Council, and its joint beneficiaries are the Isle of Anglesey County Council and Conwy County Borough Council. STEM Gogledd was developed by a Project Development Group with representatives from the 3 local authorities together with representatives from the North Wales Economic Ambition Board, Bangor University, Glyndŵr</p>

University (Techniquest), Llandrillo Menai Group, Careers Wales, Chwarae Teg, Horizon, Reaching Wider, STEMnet, EEA, SP Energy Networks, M-Sparc and a local School.

STEM Gogledd aims to enrich and promote the STEM core subject curriculum proposal in schools and contribute to the Regional Growth Vision and the Regional Skills and Employment Plan to develop a vibrant and responsive workforce in meeting the future skills of the region. The project will aim to increase the number of 11-19 year olds continuing to study the post-16 STEM subject and young people who complete training in subjects STEM through a range of interventions that will complement but not duplicate mainstream services.

Regional outputs for the project that have been identified within the Business Plan include the below. These targets will be met according to local needs therefore it is up to the IACC to shape and influence local delivery of the project to ensure it meets our requirements fully.

Indicator	Regional Target
Target Participants	600
Female Participants	360
Male Participants	240
Young People 11-19 who continue to study a Maths, Science, Engineering and Technology post 16 – female	126
Young People 11-19 who continue to study a Maths, Science, Engineering and Technology post 16 – male	84
Young People 11-19 completing training in Maths, Science, Engineering and Technology subject post 16 – female	198
Young People 11-19 completing training in Maths, Science, Engineering and Technology subject post 16 – male	132

2.0 Governance

The regional management team will be based at Gwynedd Council and responsible for ensuring that the Co-ordinator and Mentors implement what is in the Business Plan; prepare quarter claims, monitoring finance and data, ESF requirements processes, evaluate the program, Marketing, Project closure etc.

The IACC will benefit from having its own dedicated Mentor which will be tasked with ensuring the project aligns fully with the Education Service’s priorities in relation to STEM. The Project Co-ordinator (line managed by GwE) will also be located within the Authority circa one or two days per

week.

In terms of implementing decisions, a Project Board will be established which will include representation from the Local Authorities (Heads of Service) and other key stakeholders including Higher and Further Education, Careers Wales and private sector. As the project board, they will be responsible for the overall direction and management of the project within the constraints set out by the Corporate or Programme Management. The Project Board will be responsible for the success of the project, directing the project and will:

- a) Approve all major plans and resources;
- b) Authorise and deviation that exceeds or is forecast to exceed stage tolerances;
- c) Approve the completion of each stage and authorise the start of the next stage;
- d) Communicate with other stakeholders.

The Local Authorities will have a Monitoring role, ensuring that the educational requirements of each County are met. Each County will also be required to establish a Steering Group for the project locally and through this Group the project can be influenced to ensure its fit for Anglesey and our local STEM needs. This Group will ensure that the role of the Mentor and Co-ordinator works closely with the Education Service and that their roles directly benefits the priorities as outlined by the IACC's local STEM agenda.

Securing the correct local representation on this Steering Group will be critical to how the project is delivered locally and its ultimate success.

Annex B provides a synopsis of the schemes measurable success outputs.

3.0 Energy Island Context

Over the next 10-15 years, Anglesey is set to benefit from a potential private sector investment in excess of £10bn. This potential investment will be primarily as a result of Horizon Nuclear Power's Wylfa Newydd New Nuclear Build, and the National Grid North Wales Connection Project. Other major infrastructure projects including marine energy and a biomass/ eco park.

The Energy Island related developments are expected to bring a significant boost to North Wales economy during both construction and operational phases and the IACC are working with the developers and key stakeholders to ensure that the economic benefits – jobs for local people and work for local businesses – stay within the local and regional area. STEM Gogledd can directly contribute to the priorities of Energy Island.

Significant work opportunities are expected in due course as some of the major developments move towards their construction and operational phases. During these phases, there will be a wide range of jobs available. A diverse range of skills and professions will be required.

Please see Annex C for further details on these developments.

These have the potential to create life-long transformational opportunities in sectors such as:

- Science
- Technology
- Engineering
- Energy
- Manufacturing
- Construction
- Creative & Digital
- Health & Social Care
- Tourism & Hospitality
- Food & Drink

4.0 Resource Implications

The required level of match funding (£37,500) is not available within the 2018/ 2019 financial year budget. The Executive is therefore required to make a decision on the IACC’s involvement in the project to allow a sum to be allocated within the 2018/ 2019 budget.

The £37,500 above is the maximum contribution expected from the IACC. There are a number of companies in the private sector who in principle have agreed to support STEM Gogledd. Should their support be forthcoming the required level of match funding will be reduced.

B – What other options did you consider and why did you reject them?

Do nothing.

This option has been considered by the Education function as within the current financial climate £150,000 could be utilised towards core school and staff costs. However, Education Service is supportive of the scheme and recognise it is dependent on a number of partners across the Region – private and public sector – it is necessitated that the IACC plays a role.

C – Why is this decision for the Executive?

As this has not been allocated within the 2018/ 2019 budget, the Executive must therefore make the decision as to whether the County Council participates in the project.

CH – Is this decision consistent with policy approved by the full Council?

Yes

D – Is this decision within the budget approved by the Council?

No

DD – Who did you consult?

What did they say?

1	Chief Executive / Strategic Leadership Team (SLT) (mandatory)	Eager to be involved and contribute to the project.
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2	Finance / Section 151 (mandatory)	Funding is not available for this project in 2018/ 2019, therefore a final decision on how we proceed is required in order to include a budget to be allocated in 2018/ 2019.
3	Legal / Monitoring Officer (mandatory)	
4	Human Resources (HR)	
5	Property	
6	Information Communication Technology (ICT)	
7	Scrutiny	
8	Local Members	
9	Any external bodies / other/s	
1	Economic	The Economic Development function is supportive of the scheme. A number of STEM projects exist, but there is insufficient resources for local schools to take advantage of the existing provision. It is critical that STEM Gogledd does not duplicate the current offer.
2	Anti-poverty	
3	Crime and Disorder	
4	Environmental	
5	Equalities	
6	Outcome Agreements	
7	Other	Education: As mentioned, the service is supportive of the project but are of the view that the £150,000 requested as match funding could be utilised towards school and staff costs within the current climate.

F - Appendices:	
Annex A – STEM Gogledd Business Plan (Draft)	
Annex B – STEM Gogledd Outputs Overview	
Annex C – Energy Island Programme Developments	

FF - Background papers (please contact the author of the Report for any further information):	

Swyddfa Cyllid Ewropeaidd Cymru
Welsh European Funding Office

STEM Gogledd

WEFO no: c80947

Business Plan

June 2016

Lead Beneficiary: Gwynedd Council

Version	Officer	Submission Date
V1	Nia Medi Williams	7/7/16
V2	Nia Medi Williams	7/10/16
V3	Nia Medi Williams	18/11/2016
V4	Nia Medi Williams	16/12/2016
V5	Nia Medi Williams	02/02/2017
V6	Nia Medi Williams	17/03/2017
V7	Nia Medi Williams	23/05/2017
V8	Nia Medi Williams	19/10/2017
V9	Nia Medi Williams	17/11/2017

Freedom of Information Act: Information for Applicants

Please note that the Welsh Government, like all other public bodies in Wales and England, is under a statutory obligation, imposed by the Freedom of Information Act 2000 (the “FOI Act”), to disclose information to any person who asks for it, unless it can lawfully withhold that information in accordance with the provisions of the Act .

The FOI Act makes no distinction between information generated by an organisation and information provided by third parties. In general terms the provisions of the FOI Act apply equally to both, so if information is held by a public authority regardless of where the information originated, that information will be caught by the provisions of the FOI Act and will need to be assessed for disclosure. The only difference in the handling of third party information is the need to consult the third party prior to release to establish what concerns they may have about disclosure. This does not confer upon the third party a right of veto over disclosure, it is simply an information gathering exercise so that any third party concerns are taken into account when the public authority dealing with the requests makes their final decisions on disclosure.

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- [Further Delivery Criterion: Indicators & Outcomes](#)
- [Further Delivery Criterion: Management of Operation](#)

[Section 3 - Core Criterion: Financial & Compliance](#)

- [Further Financial Criterion: Value for Money](#)
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Executive Summary

STEM Gogledd is applying for EU funding support from ESF Priority Axis 3: Youth Employment and Attainment, Specific Objective 3 to increase the take up and attainment in STEM subjects amongst 11-19 year olds in North West Wales (Anglesey, Conwy and Gwynedd), through a range of interventions that will compliment but not duplicate mainstream services.

Result Indicators

Indicator	Target
Young People 11-19 who continue to study a Maths, Science, Engineering and Technology post 16 – female	126
Young People 11-19 who continue to study a Maths, Science, Engineering and Technology post 16 – male	84
Young People 11-19 completing training in Maths, Science, Engineering and Technology subject post 16 – female	198
Young People 11-19 completing training in Maths, Science, Engineering and Technology subject post 16 – male	132

The **target participants** for this project are young people between 11-19 years old living in the North West Wales counties of Anglesey, Gwynedd and Conwy. It is likely that the bulk of the work will be targeted towards the higher end of the age-range (14-19), but due to the transformational nature of the project, and its key message, we are keen to work with younger individuals to begin the process as early as possible.

Within the Operational Programme it states “As outlined in the Strategy, Welsh GCSE entries for STEM subjects have declined by 12% over recent years¹ with a corresponding decrease in attainment levels during the period 2008-2013” We have therefore based our target on this theory, The 2014/15 academic year across Anglesey, Conwy and Gwynedd had a total of 3,140 pupils aged 15, therefore the STEM Gogledd operation proposes to increase from the 12% and work with 19% of the cohort which would be 600 students, with a proportion of 60% Female and 40% Male.

Total Target	600
Female Participant	360
Male Participant	240

The target participants for this operation have been identified through a detailed assessment of North West Wales data. The information below, is based on our current data set, but can be subject to change if we receive a new data set for the latest academic year from our partners.

¹ The Welsh Government (2012) Science for Wales, A strategic agenda for science and innovation in Wales

Target participants will be identified with the following 3 rationales (a full breakdown for the rationale can be found at *c. Further Strategic Criterion: Suitability of Investment: Need for the Operation: Target Participants*):

1. Young people in education identified by GwE the teachers/Heads that are at risk of achieving grades C/D in specified science and maths subjects and will benefit from added value inspirational engagement activities to improve predicted grades.
2. Young people in education identified in consultation with the education consortium GwE, the teachers and/or Careers Advisers that would benefit from additional STEM inspired activities to help them decide on choosing STEM options post 14, post 16 and/or post 17
3. Young people unable to access specific STEM related work placement.

STEM Gogledd will promote the Welsh Language by offering provision with activities and resources available bilingually. The Welsh Language is a key asset and strength of the labour market here in North Wales. The operation will look to increase the awareness of the benefits the Welsh Language for future employment opportunities and economic development from the intelligence already held via the Regional Skills Plan demonstrating the value and use of the Welsh language as an additional skill in the workplace in North Wales.

Description of the operation (see **STEM Gogledd Preferred Option for Delivery** Section for full details)

To enrich and promote the core STEM subject curriculum offer within schools a, through a range of bespoke interventions that will compliment but not duplicate or replace mainstream services. Analysis of mainstream provision has been carried out with the full cooperation of the partners involved in delivery and support of other STEM projects. This project is bespoke in its nature following the STEM Audit findings, discussions and consultation with partners in the Project Development Group and will deliver a service where there is currently a gap in STEM provision regionally; and not duplicating gaps in provision from Careers Wales. The Project Development has ensured that there is no duplication of mainstream services.

STEM Gogledd will contribute to the Region's Growth Vision and Regional Skills and Employment Plan to develop a vibrant and responsive future workforce to meet the future skills demands of the region. There will be particular focus on the energy and environment sector in the North West Wales region aligned with the needs of Energy Island, Horizon and its supply chain employers and the Anglesey enterprise zone objectives. The operation will aim to increase the take up and attainment in STEM subjects amongst 11-19 year olds in North West Wales, resulting in young people who continue to study STEM subjects post 16, and young people completing training in STEM subjects. In order to achieve this, the STEM Gogledd project will offer the following 3 main strands (bilingual), but they will be tailored to meet bespoke provision:

1. Coordination Function – appoint an officer responsible for coordination of STEM activities for the region.
2. Virtual STEM Hub – a web based interactive STEM Hub.
3. STEM Mentors - Personalised support and information within STEM.

Management and Delivery

The project will be managed by Gwynedd Council as Lead Beneficiary.

The other 2 Local Authorities and local employers will be partners on the project. These partners will contribute match funding for the project, form part of the Regional Management Board, along with support the successful delivery of the project.

The Lead Beneficiary and its partners all have substantial and extensive experience in the delivery of major projects, including those funded through the Structural Funds.

A STEM Gogledd Regional Team will be based in Gwynedd, and will be established to manage, coordinate and oversee the project. This small focused team will include a Project Manager and Finance & Monitoring Officer.

The delivery of the project's services across the region will be undertaken by a regional delivery team. Full details of the delivery team are detailed in Management of Operation Section. The delivery team include the following:

- STEM Improvement Support Adviser
- STEM Hub Development Coordinator
- STEM Mentors (3 posts)

Key Barriers and Risks

The **key barriers** facing identified participants can be broken down as follows:

- Lack of awareness of labour market opportunities and STEM pathway opportunities.
- Lack of inspirational STEM activities.
- Lack of STEM Co-ordination.
- Availability of resources in Welsh language.

In order to manage the **risks** within this operation, a detailed risk register has been developed; please see draft in Annex 3. The Risk Register will be reviewed and updated regularly. It has been based on the TRAC 11-24 Risk Management Plan and will address the following elements identified as being of highest risk (other risks have been scored and identified on the RAYG basis):

- Local Authority rationalisation – Capacity to deliver in the cuts agenda, increasing demands for organisations to rationalise budgets.
- Procurement timeline – potential of a low uptake of procurement opportunity.
- Quality of provision – poor quality provision and inconsistent delivery across the region.
- Engagement – lack of engagement or support for the operation.
- Safeguarding – Level of safeguarding process and protocols not adhered to. Potential risk for participants.
- Partnership working – difficulties managing a range of different services at a regional/national level. Could result in failure to achieve outputs.
- Communication ensure clear communication channels exist between Lead and Joint Sponsors, ensure clear communication channels exist between different stakeholders, this includes timely reporting to WEFO.
- Recruitment – Staffing issues.
- Outputs – failure to reach project outputs.

STEM Gogledd Business Plan – Version 9

- Match Funding – unable to evidence sufficient match funding.
- Exit Strategy – project sustainability.

Financial Profile

- Project Timeline April 2018 – December 2022
- Total project cost £2,007,214
- ESF £1,505,411
- Total Match Funding £501,804

We are currently exploring potential match funding for the project. STEM Gogledd anticipates that match funding for STEM Gogledd will be from local employers along with the 3 Local Authorities, discussions are currently ongoing. Local Employers have been approached through a formal letter sent on November 21st 2016, follow up e-mails and phone continue, with face-face meetings taking place to agree the match funding. See Annex 21 for a List of the Local Employers approached, along with a copy of the Match Funding Request Letter sent in Annex 22.

To date confirmation of match funding for the STEM Gogledd operation has been received by Gwynedd Council and Conwy County Borough Council. Isle of Anglesey County Council are presenting the case for match funding to their Working Group on December 18 2017. Further discussions are taking place with Magnox to secure funding.

Section 1

Core Criterion: Strategic Fit

Specific Objective 3

The aims of the ESF Operational Programme for West Wales and The Valleys, 2014-2020 align closely with that of this operation. STEM Gogledd will address the aim of ESF Priority Axis 3: Youth Employment and Attainment. Further it will address Specific Objective 3 to increase the take up and attainment in STEM subjects amongst 11-19 year olds in North West Wales, through a range of interventions that will complement but not duplicate mainstream services.

Wider Investment Context

Economic Prioritisation Framework²

STEM Gogledd has been developed in line with the key principles of the Economic Prioritisation Framework, and is aimed at helping to support economic growth in North West Wales. The operation is aligned closely with the guiding principles of West Wales and Valleys ESF Programme, Priority Axis 3: Youth Employment and Attainment, Specific Objective 3: To increase the take up and attainment in STEM subjects amongst 11-19 year olds in North West Wales, contributing towards maximising the impact of EU funding in the context of the wider investments being made in the North Wales economy predicted to drive sustainable economic growth and jobs in the region.

The operation also seeks to help address a key challenge for skills and employment in the North Wales region, as reported in NWEAB Region Skills and Employment Plan (2016), by contributing towards *'increasing the uptake and promotion of STEM related subjects and skills aligned to employer demands'*. The Plan which is endorsed by Welsh Government, has identified a suite of demands in terms of STEM skills and employment that will be needed to meet the needs of a growing North Wales economy, particularly in the three key economic sectors, Energy and Environment, Advanced Manufacturing and Materials and Construction, as well as in the four growth sectors, Creative Digital, Health and Social Care, Tourism and Hospitality and Food and Drink Manufacturing.

The operation will continue to work closely with the NWEAB Skills and Employment Group – the Regional Skills Partnership to ensure that it is aligned with the Regional Skills and Employment Plan and adds bespoke and appropriate value to the regional economic opportunities and the labour market demand and supply needs identified for North Wales. STEM Gogledd will also follow developments in the other NWEAB Work Streams e.g. in relation to supply chains and infrastructure so that any potential benefits can be realised.

The NWEAB has established an ESF Project Leads group which will feed directly into the NWEAB Regional Skills & Employment Group as the official WG Regional Skills Partnerships body for North Wales. With the high current level of numbers of attendees, and limited discussion time available within the NWEAB Regional Skills Group, it has been agreed with

² <http://gov.wales/docs/wefo/publications/150615theeconomicprioritisationframeworkv3.pdf>

support of the NWEAB and WG, that a dedicated ESF projects group that will allow full discussion and transparency on issues, areas of collaboration, and potential sharing of further intelligence to support client delivery. The aim is that this specific group of all dedicated Regional ESF Project Leads will initially meet monthly as projects look to complete business plans / commence operations etc., to provide a transparent and open discussion forum to share challenges, ideas, and additional intelligence as individual projects that collectively form a suite of regional skills based projects for North Wales.

Unlike other similar national projects, STEM Gogledd will actively engage and work with stakeholders from the NWEAB which include Economic Development Partnerships, Employer Forums from across North Wales to; identify regional opportunities that align to wider ESF operations to these investment actions; ensure added value to the regional skills agenda; and support ERDF Investments. Working alongside any regional ERDF developments to exploit any opportunities which may be available for young people; with the operation aiming to work with participants with a broad STEM skill set (entry level qualifications through to graduates) it could effectively supply any skills requirements. This also supports the Regional Skills and Employment Plan which identifies the need for *“Better coordinated preparation required to meet skills needs of projected growth sectors”*

In doing so, this regional specific operation will look to work alongside other national operations delivering in some areas of North Wales as STEM Cymru and Technocamps; along with any other operations delivering in the region; thus ensuring there is a parity of offer across the region based on the identified needs. This will be achieved through the county level panels and continued close working relationships with the partners already firmly established. There is good potential and an appetite to pursue cross referrals between other national STEM projects once the identification of needs has been established in order to fully meet participants needs, provided added value and achieve good outcomes.

Additional opportunities will also be extended beyond the region with North Wales being advantageously placed to the Northern Power House. With the development of infrastructure in the North which will bring significant advantages to the region, it will be important for the operation to ensure that this additional value is taken into account. The EPF identifies that this will be especially significant with key employment opportunities such as advanced manufacturing and the energy sector; especially with estimations that North Wales is to benefit from over 40,000 new jobs being created and many of these jobs will require skills that are aligned to subjects such as medicine, engineering and technology, computer science, creative, arts and design and the physical sciences; this creation of new roles will see a greater need to ensure that young people remain in the region as opposed to the high outward migration levels it currently experiences and similarly look to fill the gap and in effect ‘back fill’ roles and opportunities which may also be created in the supply chains; greater emphasis is required for strong succession planning within the region.

Other growth sectors which the operation will look to support as identified in the EPF, include the Creative Digital, Health and Social Care, Tourism and Hospitality and Food and Drink Manufacturing.

STEM Gogledd has the clear potential of contributing directly to all thematic economic opportunities in the EPF in terms of the support the operation will provide in ‘enhancing participation in STEM subject amongst young people, particularly young girls’ and in supporting ‘the development of a future skilled, agile and resilient workforce’ in North West Wales. There does appear to be a clear correlation between many of the key demand drivers identified under these opportunities and in existing capability in terms of employment opportunities for young people with the appropriate STEM skills, especially in for example in the Energy (Anglesey Energy Island developments); Food and Farming (Food and drink manufacture); Climate Change and Resource Efficiency (investment in the Anglesey and Snowdonia Enterprise Zones and the Centre for Alternative Technology); Exploitation of ICT Assets and Opportunities of the Digital Marketplace (North Wales Creative industry developments); Advanced Manufacturing (Snowdonia Enterprise Zone – Llanbedr Aviation and Centre and Enterprise Park) thematic opportunities.

Although there are considerable economic opportunities located on the A55 corridor, the operation will also need to ensure clear links to any developments which result from the Rural Development Programme, which is significant in the four North West Wales counties. In addition to those sectors mentioned above, the Construction Sector is also a regionally significant industry but there are increasing concerns regarding the ageing workforce population in North Wales given the potential investment economic opportunities which are due to start in the area. Current forecasts predict that 50,000 skilled employees, including quantity surveyors, chartered engineers and architects, are due to retire from the industry across the UK over the next 12 months which could create a large vacuum that will not be easy to fill unless action is taken.

The operation will be clear in its delivery to actively look to encourage and prioritise support the use of the Welsh Language in the working environment which aligns with the Welsh Language Strategy which identifies the need *“to increase the provision of Welsh-medium activities for children and young people and to increase their awareness of the value of the language”* and also identifies that between 1,200 and 2,200 fluent Welsh speakers are currently being lost from Wales each year.

The fundamental aim of STEM Gogledd is to work with 600 young people in targeted secondary schools in North West Wales, and develop regionally focused innovative non-core actions /solutions and STEM skills that will stimulate and motivate more young people to pursue STEM careers which are linked to opportunities identified in the North Wales Skills and Employment Plan and based on current and future employer demands. There will be particular emphasis on the range and scope of opportunities linked to the energy and environment sector. It is envisaged that the operation will also contribute towards improving the prospects of young people in North West Wales and help them to secure high value sustainable employment opportunities in their local areas, helping to restrict the flow of talented young people out of the region. These regionally developed and delivered innovative non-core actions /solutions and STEM skills supported through STEM Gogledd are aimed at enriching, promoting and adding value to the core STEM curricular subjects that are currently on offer in the schools and colleges and not duplicating provision.

Other Government Policies

The STEM Gogledd operation will support a suite of wider government policies including:

Policy statement on skills³ - The overall purpose of this statement is to provide the long-term and strategic view of how the skills system in Wales will need to evolve. The statement covers four priority areas for the Welsh Government:

1. Skills for jobs and growth – This focuses on how Wales can stimulate demand for a more highly skilled society that can drive forward our economy in the pursuit of jobs and growth.
2. Skills that respond to local needs - Describes how Wales must develop a skills system which reflects the needs of local communities, including providing a streamlined and accessible employment and skills offer for both individuals and employers.
3. Skills that employers' value - Recognises the importance of engaging employers to participate in the skills system and describes the level of co-investment needed alongside government if Wales is to remain competitive.
4. Skills for employment - Explores the role of the skills system in providing the employment support necessary to assist individuals into employment and to progress in work, both of which are central to our tackling poverty agenda in Wales.

Welsh Medium Education Strategy⁴ - This strategy outlines steps for the development of Welsh-medium and Welsh language education. The strategy recognises the need to embed processes for planning Welsh-medium provision; the need for improved workforce planning and support for practitioners; the need to ensure that our young people are confident to use their Welsh language skills in all walks of life.

National Assembly for Wales – Science, Technology, Engineering and Mathematics Skills⁵ - This follow-up inquiry by the National Assembly for Wales called for ‘a more strategic and joined-up approach to intervention in the different STEM subjects, based on a greater understanding and evaluation of their impact.’

It recognised the scale of the challenge across education settings and society to bring about the cultural change necessary for positive, gender-neutral perceptions of STEM. The inquiry by the Enterprise and Business Committee also noted that, “Wales needs to strive for excellence in STEM right through the pipeline – from the curriculum and qualifications offered in primary and secondary schools, in colleges and universities, through careers advice and work experience, and into meaningful and sustainable employment.”

The Enterprise and Business Committee (EBC) called for a coherent plan for the promotion, monitoring and evaluation of STEM enrichment activity through the National Science Academy (NSA), and across the Welsh Government.

³ <http://gov.wales/docs/dcells/publications/140129-policy-statement-on-skills-en.pdf>

⁴ <http://wales.gov.uk/topics/educationandskills/publications/guidance/welshmededstrat/?lang=en>

⁵ <http://www.senedd.assembly.wales/documents/s31151/Report%20-%20September%202014.pdf>

“The EBC’s report highlights high levels of STEM education and training activity, but notes that progress in STEM skills attainment has remained too slow.”

The inquiry presents 14 recommendations, with some in particular relevant to STEM Gogledd project development.

- Recommendation 4. Encourage schools to play a more active role in replacing the services previously carried out by Careers Wales, and support them in liaising with employers and organising relevant, timely and meaningful STEM placements for young people.
- Recommendation 6. Target interventions from year 7 onwards, so that students receive accurate and impartial careers advice before they have to make crucial subject choices, and ensure that advice is provided in person as well as online through a significantly improved Careers Wales website. STEM Gogledd propose to develop an online resource, the STEM Hub will offer participants access to a “one stop shop” of all the STEM provision information in North West Wales including sign posting facility with links to other providers’ resources including Careers Wales. .
- Recommendation 14. Address the lack of availability of STEM teaching materials in the medium of Welsh.

The STEM agenda is therefore vitally important for Wales, and will become even more so in future, with the increase in demand of STEM employment opportunities. This requires a more strategic and joined-up approach to interventions in the different STEM subjects, based on a greater understanding and evaluation of their impact. Interventions in getting young people interested in STEM, girls especially, and in influencing the key influencers—parents and teachers—need to start as early as possible.

It identifies the need to see changes in the STEM curriculum to focus on the qualification needs of the young person in their chosen career or learning pathway, not what might be convenient or desirable for the school.

Delivering Science for Wales 2015-16: Annual Report on our Strategy for Science in Wales⁶

- “The ‘Women in Science’ group’s report Talented Women for a Successful Wales was published on International Women’s Day – 8 March 2016. It seeks to make practical recommendations to reduce the barriers at all levels from education to recruitment, retention and promotion, including: **Stronger links around STEM**, between schools, colleges and the business community.” (PAGE 3) “There are, fortunately, **many useful initiatives** to increase the numbers of **girls taking certain STEM-related subjects** but there has been a **lack of longitudinal tracking to determine their impact.**” (PAGE 17)

Talented Women for a Successful Wales a report on the education; recruitment; retention and promotion of women in STEM-related study and careers⁷ - This report makes recommendations to address the under-representation and poor retention of women in

⁶ <http://www.lsrnw.ac.uk/files/2016/06/160331-science-for-wales-report-2016-en.pdf>
<http://gov.wales/topics/science-and-technology/science/?lang=en>

⁷ https://www.academia.edu/23616040/Talented_Women_for_a_Successful_Wales_a_report_on_the_education_recruitment_retention_and_promotion_of_women_in_STEM-related_study_and_careers

STEM in Wales, based on four major themes – education, recruitment, retention and promotion. The under-representation of women in the STEM workforce is a critical issue for Wales. Addressing the factors which affect women’s decisions to enter, remain or return to STEM education and careers will have a profound effect on the talent available to business and the research community in Wales and by extension the well-being and prosperity of our society. Children start to formulate ideas about gender from a very early age and those ideas can become relatively fixed by the ages of 10-14. The National Assembly for Wales Enterprise and Business Committee called for ‘a more strategic and joined-up approach to interventions in the different STEM subjects’ and pointed out that ‘getting young people interested in STEM, especially ... need[s] to start as early as possible.’ Better links between industry and schools would be beneficial, as would allowing children access to broad range of female role models in STEM careers, at all levels. Careers education and information provided within the school or college environment needs to be improved and provided without gender bias to allow children to explore the wealth of STEM opportunities open to them. All children need to be exposed to what is fascinating and rewarding about STEM in the world around them.

Science, Technology, Engineering and Mathematics (STEM) in education and training⁸ - The recent Welsh Government publication ‘Science, Technology, Engineering and Mathematics (STEM) in education and training – A delivery plan for Wales’, has a clear strategic vision that places the development of STEM skills and knowledge at the heart of their education improvement plan, as well as a bedrock for innovation in business and industry and is essential to the development of a prosperous and sustainable knowledge economy. The timely publication of this delivery plan for Wales has called for a revised direction of the original STEM Gogledd proposal, in order to align closer to, and complement the national strategic policy direction. Thus, responding to, and beginning to address some of the main local and national challenges.

Review of Qualifications for 14-19 year olds in Wales⁹ - The Review of Qualifications for 14-19 year olds in Wales sets out the vision of ‘qualifications that are understood and valued and meet the needs of our young people and the Welsh economy’. The review sets out the findings and has 42 recommendations to the Welsh Government. Recommendation 17 states that “Providers should engage more effectively with partners such as employers to deliver qualifications within and elements of the Welsh Baccalaureate including work experience, work-related education, skills-based or enterprise elements. The Welsh Government should support such collaboration.”

Careers and the world of work: a framework for 11 to 19-year-olds in Wales¹⁰ - STEM Gogledd will add value to the Careers and World of Work: a framework for 11-19 year olds in Wales by promoting STEM learning experiences across the curriculum. This curriculum does not have specific requirements for schools in terms of contact with and experience of employer engagement. The learning outcomes can be achieved from hypothetical and simulated experiences, research, data analysis, narrative analysis and presentations. STEM

⁸ <http://gov.wales/docs/dcells/publications/160311-stem-delivery-plan-en-v2.pdf>

⁹ <http://gov.wales/docs/dcells/publications/121127reviewofqualificationsen.pdf>

¹⁰ [https://www.careerswales.com/prof/upload/pdf/Careers_Wow_WEB_\(E\).pdf](https://www.careerswales.com/prof/upload/pdf/Careers_Wow_WEB_(E).pdf)

Gogledd will provide the opportunity for schools to achieve a tangible relationship between employers, STEM subjects and the Careers and World of Work framework based on clear regional demand and opportunity. There is potential added value benefit to be achieved via STEM Gogledd from the expectation to enhance awareness of learner's 'Attitudes and Values (11-19)' underlying the preparation for the world of work.

Whilst the Careers and World of Work Framework is compulsory for all schools the interpretation of the detail within the framework can vary greatly from school to school. For example there is no compulsory and statutory requirement to ensure that real work experience outside the school takes place. This has resulted in a wide range of practices across the region relating to real work experiences that pupils are exposed to.

Welsh Baccalaureate¹¹ - The Welsh Baccalaureate is undertaken by all secondary schools in the region of the operation and includes the opportunity for pupils to undertake an 'Enterprise and Employability Challenge' option. This is optional and not prescriptive. STEM Gogledd will offer to facilitate this as part of the Menu of Services and offer to coordinate STEM activities with partners such as GwE, the regional Education Consortium to add value to STEM related activities as part of the Welsh Baccalaureate. STEM Gogledd can add value to the Welsh Bac. By linking schools within the region with STEM related employers who have a real opportunity to develop learner's skills and attributes to enhance their generic and transferrable employability skills whilst at the same time enhancing their awareness of STEM employers and achieving the outcomes of the qualification. The relationship formed between the school and employers can then be sustained and extended for various other projects and careers and world of work focussed activities, based on regional need and demand, and facilitated by a project with genuine regional and local understanding of key and associated drivers.

Skills implementation Plan Delivering the policy statement on skills¹² - This skills implementation plan has been developed to inform future action in relation to post-19 skills and employment policy. The plan follows from the policy statement on skills published by the Welsh Government in January 2014. The aim of the plan is to provide details of the actions to be undertaken by the Welsh Government working with employers, individuals, trade unions and delivery partners.

As presented within the policy statement on skills, our ambition remains to develop a skills system in Wales that supports our future competitiveness, helps us evolve into a highly skilled society as well as tackle poverty, and is sustainable against the backdrop of ever scarcer resources. Our primary focus will continue to be on raising productivity, reducing barriers into work and supporting people into sustainable employment. The actions described will set the foundation for developing a sustainable skills system in Wales capable of responding to an increasingly global market for skills, and prepare the ground for conditions beyond the next round of European funding. Building on our policy statement on skills our long-term outlook for the skills system in Wales focuses on: Skills for jobs and growth focusing on higher levels of skills development across the workforce, ensuring that vocational routes are valued and supporting employers to work collectively in responding to

¹¹ <http://www.wjec.co.uk/qualifications/welsh-baccalaureate/welsh-bacc-from-2015/ks4-national-foundation/>

¹² <http://gov.wales/docs/dcells/publications/140714-skills-implementation-plan-en.pdf>

their skills needs. Skills that respond to local needs, providing an integrated, streamlined and accessible skills and employment offer for individuals and employers and devolving responsibility to delivery partners to develop flexible responses based upon the needs within local communities. Skills that employers value Working with employers to develop adult vocational qualifications and apprenticeship frameworks and supporting them to fully utilise the skills of their workforce through developing a culture of high performance working and investment in skills alongside government. Skills for employment Supporting individuals to enter employment through access to skills information and work experience opportunities and aspiring that all working adults have a minimum level of literacy, numeracy and ICT skills to support their career progression.

WISERD¹³ - WISERD Education is a £1m project following 1,200 pupils aged 5-17 years as they progress through their education. It is designed to strengthen educational research in Wales, funded by the Higher Education Funding Council for Wales (HEFCW). During April and July 2014 WISERD surveyed 3 cohorts, Year 7, Year 9 and Year 11 students. The Year 11 findings concluded that “pupils reported that teachers were the most influential group when it came to influencing their thoughts about careers and further education”, this was compared to Careers Teachers, Carers Wales, Employment Agencies, Teacher, Friends and Siblings.

QUALIFIED FOR LIFE, A curriculum for Wales – a curriculum for life¹⁴ - A new curriculum for Wales is being developed, with the aim of being available in schools by September 2018. The new curriculum will have more emphasis on equipping young people for life. It will have 6 areas of learning and experience including “Mathematics and numeracy” & “Science and Technology”. The STEM Gogledd Project Development Group includes representation from the local 14-19 Coordinators, GwE and a practising teacher. We are including their comments and ongoing developments within the education sector as the project evolves and will continue to change. STEM Gogledd will be flexible in its contents and approach in order to accommodate and include curriculum changes as these priorities emerge during the next year and take advice from our regional partners in education. We would very much welcome the opportunity for STEM Gogledd to take the lead if there are opportunities to work with the Pioneer Schools in the region.

Minister Statement “New national network of excellence for science and technology to be established”¹⁵ – Education Secretary Kirsty Williams announced on January 7th that more than £4M will be invested to establish a new network that will target the improvement of teachers’ skills in science and technology and improve pupils’ experience of the subjects while they are at school. This will involve schools working with the science and technology departments of universities, education consortia, further education and other experts. “The new Science and Technology network of excellence will:

- Draw together cutting edge knowledge for teaching practice in science and technology for 3 to 18 year olds.

¹³ <http://wiserd.ac.uk/wiserd-education/en/about-project/key-findings/links/>

¹⁴

¹⁵ <http://gov.wales/newsroom/educationandskills/2017/new-national-network-of-excellence-for-science-and-technology-to-be-established/?lang=en>

- Co-ordinate the development and delivery of recognized science and technology professional development for teachers, based on global and local evidence of what works.
- Improve pupils' experiences of science and technology in schools across Wales.
- Enable schools to work together to develop courses, teaching resources and class-based research.“

Enrichment and Enhancement¹⁶ - This evidence suggests that the role of enrichment and enhancement activities is increasing pupil motivation and engagement in science. Noted that STEM enrichment and enhancement provision is available by a wide range of bodies, including higher education providers, local authorities, national bodies and small companies, this makes the range of choice available to teachers very broad and overwhelming. From this research it is apparent that different activities appeal to different students, the STEM Mentor will be able to support each individual and develop a unique learning plan.

UK Policies

The Royal Society: Increasing the Science Pool¹⁷ - This report considers the 'pool' of the UKs 16-19 year old students taking mainstream science and mathematics combinations suitable for entry to higher education. The Royal Society has identified the role science plays in the UK's economic growth. Businesses are appealing for more employees with better science, technology, engineering and maths skills. With insufficient numbers of STEM graduates for the needs of higher education and employment. In order to address these issues identifies The Royal Society notes the following should be addressed:

1. The size of the 'pool' in terms of the number and the proportion of 16-19 year olds studying mainstream science and mathematics qualifications needs to increase in England, Wales and Northern Ireland.
2. The careers information, advice and guidance available to this 'pool' of 16-19 year olds must enable them to make subject choices that will allow smooth transfer to STEM higher education courses.

Vision for Science and Mathematics Education¹⁸ - Included in this report is the vision for Science and Mathematics by 2030, and includes a 20 year plan. The vision highlights the need to link people's learning and skills to current and future needs of the economy. The vision recognises the importance for students to understand the significance of STEM through better careers awareness and guidance. With a recommendation for careers information, advice and guidance to be an essential part of the school/college week from early secondary school; along with a need to increase parents' understanding of how STEM offers many and varied employment opportunities for all children. The vision notes, if schools are to offer excellent careers advice and work experience they need to have a stronger relationship with employers. Work experience should be planned and delivered with the school's local context as well as the labour market in mind. The report refers to the importance and growth of social media for teenagers, and is suggested as a new and innovative informal means of delivering careers advice.

¹⁶ <https://teachitbetter.wordpress.com/2012/08/10/enrichment-and-enhancement/>

¹⁷ https://royalsociety.org/~media/Royal_Society_Content/education/policy/state-of-nation/2011_02_15-SR4-Summary.pdf

¹⁸ <https://royalsociety.org/~media/education/policy/vision/reports/vision-full-report-20140625.pdf>

Growth Through People¹⁹ - Included within the priorities for action in this document is that “education and employers should be better connected”.

The level of engagement between education and businesses needs to increase. Exposure to the world of work should be central to every young person’s educational experience. Combined with robust and accessible labour market information, this is the backbone of a high quality careers offer for young people. “Experience of work and good quality careers information have a vital role in preparing young people for work and tackling occupational segregation. Schools must play their role in challenging the gender stereotypes, working with employers and union learning reps to do so.” Gail Cartmail, Assistant General Secretary, Unite the Union.

In order to better connect education and employers, the following is required:

- In order to create new pathways into work we need to start much earlier. All schools should have links with local businesses and use those links to inform and inspire young people about the breadth of career opportunities available. This includes access to labour market information, work experience and employer engagement. Further education colleges should be supported to work with employers to deliver higher level technical and professional education to meet the UK’s technical skills gaps.

Closer collaboration between employers, colleges and universities is essential to ensure there are seamless opportunities to work and learn over the course of longer working careers.

Making it all add up, Business priorities for numeracy and maths, CBI²⁰ - This study highlight that at present not enough Young people leave school and college with the numeracy and maths skills they need for work and life. The study refers that the UK need to do more to improve this, including: “All Young people should leave formal education with the confidence and ability to use and apply numeracy and maths skills in the workplace or in their further study; More Young people must be encouraged to continue their numeracy and maths education post-16 to support the UK’s need for highly numerate technicians and employees with high-level science, technology Engineering and maths (STEM) skills”. IN order to achieve these outcomes, recommendations include “ensure all Young people continue with numeracy and maths in post-16 education and training; business must play its role to promote the importance of numeracy and maths.”

Why your business should go back to school: How you can inspire the next STEM generation, Project Enthuse²¹ - This document provides guidance for businesses and organisations looking to provide support and inspiration for science, technology, engineering and maths in schools. The guidance has been developed following consultation with teachers. The aim is to showcase the opportunities offered by studying STEM subjects to Young people, and encourage them to continue with science and maths post-16. “Research shows that we can do this by helping more businesses to bring real-world context and

¹⁹ https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/378810/14.11.26_GTP_V18.3_FINAL_FOR_WEB.pdf

²⁰ www.cbi.org.uk

²¹ <https://www.stem.org.uk/eLibrary/resource/169379/project-enthuse-why-your-business-should-go-back-school-how-you-can-inspire>

inspiration into the classroom in a way that has genuine impact. We know that contextualising learning and widening the horizons of students by including examples of how STEM knowledge and skills are used in society and the workplace have a positive effect on engagement and attainment.” The guidance suggests that businesses should provide real industry role models at all levels to give young people insights into STEM-related jobs.

Careers education: International literature review, (July 2016)²² – This report provides an overview of the evidence-base underpinning careers education and its impact on pupils’ skills and outcomes. This report highlights that mentoring can lead to better and positive outcomes within education.

Regional & Local Strategies

NWEAB Regional Skills and Employment Plan²³ - The Skills and Employment Plan has been developed by the North Wales Skills and Employment Steering Group, which is a subgroup of the North Wales Economic Ambition Board. This group has now been recognised by Welsh Government as the official Regional Skills Partnership for North Wales, and has received Ministerial endorsement of the Plan as it provides an assessment of current skills and labour issues facing North Wales. The Regional Skills Plan also clearly identifies present and future demands within the region for skills and labour, and outlines the regional interventions required to address these.

The long term aim of the plan is that the region will have a competitive labour market, with a supply of high level skills, particularly in key growth sectors. To have excellent skills levels at all ages, and a demand-led education system reflecting the priorities of employers in the region’s education curriculum. This will enable the labour market to have the skills and qualifications to access jobs as they rise.

The priority sectors identified as part of the Plan is Energy & Environment, Advanced Materials & Manufacturing and Construction, as well as the following growth sectors Creative & Digital, Health & Social Care, Tourism & Hospitality and Food & Drink Manufacturing.

One of the risks identified is for the labour market in North Wales, with the combination of an aging population, lack of succession planning by employers, inward migration of retirees, and the challenges around the retention of young people on completion of their studies.

The plan identifies the need to support closer ties between employers and our education providers, to address the potential risk that the region does not have the appropriate skills for the potential employment opportunities.

The reprioritising of Careers Wales resources and target groups across Wales, has affected opportunities for work experience and placements for pupils have been significantly affected, as a result there is no longer a consistency of approach to support both young

²² https://educationendowmentfoundation.org.uk/public/files/Publications/Careers_review.pdf

²³ http://issuu.com/nweab/docs/skills_plan_final_web_file

people and employers. In light of the forecast growth of the economy work is needed across education providers to support greater links with employers. Specific targeting within schools at an earlier age is needed, and addressing the deficit in careers guidance and work experience for schools across the region.

STEM Gogledd is responding to challenges that have been identified for each of the priority sectors in the Regional Skills and Employment Plan, in particular for the:

- Energy & environment Sector – need to expand education and skills provision regionally to stimulate and inspire future career pathways in the sector as a response to an aging current workforce, and a need for greater technical STEM related skills to meet employer and technological demands.
- Gender Equality – raise awareness amongst young people, particularly females, of the opportunities that exist within the sector. This will help change perceptions of the industry and address future skills gaps.

Promote the increase in those studying STEM subjects to meet the needs of key sectors such as Energy, in addition to promoting the transferrable value of generic STEM competencies increasingly required across the North Wales region's other growth sectors such as Manufacturing and Construction, Health and Social Care, Creative and Digital, Food & Drink, as well as growing elements of the Tourism Industry.

Previous research commissioned by the Regional Skills Plan within the NWEAB on STEM Activities across North Wales highlighted the lack of coordination and infrequency of delivery often by national delivery agents or project who do not always possess direct regional economic awareness of future opportunities related to STEM. The research clearly articulates that, there is need for a coordinated approach to the promotion of additional employability skills expected within the workplace.

The plan recognises that the Welsh Language is a key asset and strength of the labour market in North Wales, and courses for those aged 16 and above delivered through the medium of Welsh to support the use of the language within the workplace should be further encouraged and developed.

Wylfa Newydd Project: Statement of Community Consultation²⁴ - The Wylfa Newydd Project will bring significant investment and benefits to the economy of Anglesey and North Wales. An estimated 8,000 to 10,000 construction workers will be required during peak periods. This will include construction workers at the Power Station Site, Off-site Power Station Facilities and Associated Developments. The project will also create and support further employment and supply chain opportunities in support services and industries. Once the Power Station will be operational, it is anticipated that up to 850 permanent jobs will be created, and will include a range of roles.

A Single Integrated Plan for Anglesey and Gwynedd 2013-2017²⁵ - The Plan focuses on tackling many major complex and long term issues. The plan seeks to create a more

²⁴ <http://consultation.horizonnuclearpower.com/>

²⁵ <https://www.gwynedd.llyw.cymru/en/Council/Documents---Council/Strategies-and-policies/Single-Integrated-Plan.pdf>

prosperous and sustainable economy. This will be done by improving economic performance and skills to create/maintain jobs; ensuring that there are opportunities available for young people. The plan includes a list of principles including: to have a skilled workforce – by developing people’s skills so that they can make the most of the employment opportunities that may develop in the future.

- Economy – Improve the population’s skills in order to meet the opportunities of the future economy; support and encourage business opportunities and the growth of diverse employment; develop skills to meet the demands of employers. In achieving this aim is that people will have the education and essential skills to secure employment.
- Education – Foster a culture of high achievement and high aspiration in schools, colleges and training setting. By achieving this, the aim is that young people’s grades at GCSE level will improve.

GwE – GwE is the fully bilingual school effectiveness and improvement service for North Wales, and works alongside and on behalf of the Local Authorities of Conwy, Denbighshire, Flintshire, Gwynedd, Wrexham and Anglesey to develop excellent schools across the region and to improve outcomes for pupils by ensuring effective leadership at all levels and quality teaching and learning in all classrooms.

STEM Gogledd have had positive discussions with GwE to discuss collaboration. GwE have confirmed that they will work with STEM Gogledd to develop the role of the STEM Coordinator which will be modelled on the GwE Improvement Support Adviser.

GwE fully support the aims and objectives of STEM Gogledd as its focussed on improving standards and learning outcomes. STEM Gogledd reinforces GwE’s aims, in particular to “improve learning outcomes for each young person”²⁶. GwE have confirmed that they will work with STEM Gogledd throughout the lifetime of the project.

Gwynedd

Gwynedd Council Strategic Plan 2013-2017²⁷ - STEM Gogledd directly addresses the; Priorities for the Children and Young People Theme: Raising the Educational Standards of Children and Young People, Better Preparing Young People for Living and Working Locally; and Priorities within the Economy Theme, Improving the strength and robustness of business and retaining the economic benefit in the local economy.

Expected outcomes for the Children and Young People is theme is Percentage of pupils aged 16 who achieve the Level 2 Threshold (5 A* – C Grades) or equivalent

Expected outcomes for the Economy theme are Number of high value jobs that have been created; Number of new jobs created with the support of the Council.

Strategaeth Ansawdd Addysg Gwynedd – The Gwynedd Education Quality Strategy is aimed at ensuring schools has the provision to equip children and young people to achieve the

²⁶ <http://www.gwegogledd.cymru/Content/Uploaded/Downloads/GWE/d9c2ec21-0ce2-41f7-ae4a-d077f4f2ec00.pdf>

²⁷ <https://www.gwynedd.gov.uk/en/Council/Documents--Council/Strategies-and-policies/Gwynedd-Council-Strategic-Plan-2013-17.pdf>

highest standard and nurture the qualifications and skills needed to live and flourish locally. The strategy noted that Key Stage 4 standards in Mathematics need improvement.

Anglesey

Anglesey Corporate Plan 2013-2017²⁸ - The aim of the plan is that by 2017 Anglesey Council will be a professional and well-run council, innovative and outward looking in their approach committed to developing their people and partnerships in order to deliver efficient and effective services of good quality. Within the Anglesey Corporate Plan there are priorities including Regenerating Communities and Developing the Economy; Improving Education, Skills and Modernising Schools.

The economy is a significant issue for many with new job creation seen as critical to provide a sound base for improving quality of life. The Energy Island Programme and recently designated Enterprise Zone status provides a once in a generation opportunity to create substantial new jobs as a result of the planned investment and growth potential of the low carbon energy sector. The Council will look at developing schemes which increase employment opportunities for young people, improve infrastructure and support the supply chain. This will hopefully result in an increase in employment opportunities, particularly within the low carbon energy sector, a reduction in youth out-migration.

The Council wants every child, young person, and learner, wherever they are and respective of background and circumstance, to achieve their full potential and play an active role as future responsible citizens and community champions. In this respect an accepted priority for the Council is to challenge current thinking, encourage innovation and develop a school infrastructure that will drive up standards of teaching and attainment, reduce surplus places, improve educational outcomes for children and young people and be responsive to our socio-economic and community improvement programme. The Council promise to continue to raise the standards in educational attainment, rates and attendance; adopt and deliver a regional skills strategy which enables Anglesey and North Wales to up-skill its workforce and align itself with future opportunities.

Energy Island Potential Opportunity and Economic Impact²⁹ - The Energy Island vision is to create a world-renowned centre of excellence for the production, demonstration and servicing of low carbon energy. In order to realise the Energy Island there is a need to focus on a limited number of opportunities that can deliver the right mix of ambition, impact and profile. These can play a significant role in a more resilient, diverse and prosperous economic future for Anglesey and North West Wales. The critical opportunity is the potential to deliver economic development and regeneration through the development of the low carbon economy, this means capturing jobs, engaging and linking individuals and communities to jobs through education and training and placing Wales as a leading location for energy research. Re-training and skilling the potential workforce for the new build and wider energy market should be supported to maximise the benefits for the local area in the immediate and longer-term future. STEM Gogledd will have particular focus on Energy Island opportunities and the energy and environment sector in the region.

²⁸ <http://www.anglesey.gov.uk/Journals/2014/04/02/u/s/p/corporate-plan-2013-2017.pdf>

²⁹ http://www.anglesey.gov.uk/Journals/public/attachments/126/Energy_Island_Exec_Summary_english.pdf

Conwy

Conwy County Borough Corporate Plan 2012-17³⁰ - One outcome for the plan is that people in Conwy are educated and skilled. The aim is to improve local employment opportunities and reduce the outward migration of young people, improve skills for employment and improve educational attainment. This will be achieved by working in collaboration with partners to deliver the regional school improvement agenda to drive up standards for the attainment in Basic Skills and GCSE Core Subjects. As well as support the development of appropriate Science and Technology courses within schools to help young people gain skills and qualifications to improve their employment opportunities.

Grŵp Llandrillo Menai

Strategic Plan 2015-2018³¹ - The Grŵp Llandrillo Menai Strategic Plan sets out how the organisation will be run during the period 2015-2018. GLIM are committed to inspire and motivate their students to succeed with opportunity employment and prosperity in the region. As part of the Plan, GLIM have set out their Strategic Goals:

- Achieve excellent student success – by increasing the proportion of students who progress to employment, apprenticeships or higher learning.

Support employer skills needs in a growing North Wales economy – by working with employers to identify skills and training requirements.

Careers Wales (see Annex 31)

The Careers Wales remit is to build capacity in schools and colleges with emphasis on targeting those in Careers Coordinator roles. There is evidence from regional learner voice surveys and increasing concern of the difficulty in providing up to date and relevant careers and labour market information to reach young people in schools who no longer have those traditional Careers Coordinator roles, partly due to changes in resources. The North Wales Economic Ambition Board Regional Skills and Employment Plan 2016 have alluded to this. <http://regionalskillsandemploymentplan2016.co.uk/>

STEM Gogledd will complement and add value to the Careers Wales offer in schools and enhance the value by offering the continued mentoring support to the young people and Careers Coordinators in schools who wish to engage in enhanced STEM provision; and not duplicate gaps in provision. Careers Wales can incorporate the STEM Coordinator of this operation to provide regional labour market information and regional employer contacts linking to the growth and priority sectors of the region. Careers Wales are a valued partner fully involved in the STEM Gogledd Project Development Group and have provided a clear statement supporting STEM Gogledd's development and delivery in the region to complement Careers Wales core services.

Study into “STEM” Related Activities in Gwynedd and Mon³² - Dateb was commissioned by the Welsh Assembly Government to gather evidence on what is being done to promote and encourage the study of science, technology, engineering and maths (STEM) subjects among

³⁰ http://www.conwy.gov.uk/upload/public/attachments/593/conwy_cbc_corporate_plan_201217_summaryfinal.pdf

³¹ <https://www.gllm.ac.uk/policies/>

³² Study into 'STEM' related activities in Gwynedd and Mon – Final Report, 10 March 2011

young people (aged 7 – 18) in Gwynedd and Môn and to identify any duplication or gaps in the nature of STEM engagement activities being undertaken. The key recommendation of the study were that no single organisation is resourced to coordinate STEM promotion and curriculum enhancement activities and contributors commented that things tend to happen in an uncoordinated and ‘ad-hoc’ fashion. A number of STEM related activities are designed to ‘enthuse’ youngsters about STEM in the abstract and do not necessarily seek to promote the study of STEM subjects at school or to promote a link between STEM related skills and attractive careers opportunities. A number of STEM related activities delivered locally are ‘one off’ events, which means that the messages transmitted are not necessarily reinforced. Over the years, a number of STEM promotion or curriculum enhancement programmes have only been available in English, which has made them inaccessible for some schools. Generally, it was thought that there is a wide range of STEM promotion or curriculum enhancement activities on offer across all Key Stages, but schools are not necessarily well placed to identify what best suits their needs. A key strength of STEM Gogledd is it’s USP in developing a coordination function that will prioritise, signpost and alleviate the current confusion amongst professionals of ‘best fit’ resources and opportunities that will complement the curriculum, enrich learning experiences and add value for the participants to achieve good outcomes in STEM subjects and for the region to have a STEM skilled workforce.

Integration

ESF Structural Funds:

STEM Gogledd will work alongside other operations in place specifically those already in existence such as STEM Cymru and the soon to be developed Technocamps and Tri Sci Cymru, along with other operations delivering in the region; thus ensuring there is a parity of offer across the region based on the identified need.

STEMCymru II – STEMCymru II is a well-established operation delivered within the Convergence areas across Wales by The Engineering Education Scheme Wales (EESW). STEMCymru II builds on the success for the STEMCymru project continuing to encourage young people to increase the take up of and attainment levels in STEM subjects. STEMCymru II delivers a range of exciting STEM engagements and activities linked to employers within the industry.

Gwynedd Council Officers who are leading on the STEM Gogledd operation have met with the STEMCymru II Manager on two occasions, in order to outline the operations, discuss any collaboration, ensure no duplication, but ensure that the operations can complement each other. A STEMCymru II representative was invited to the STEM Gogledd Project Development Group meeting in order to introduce the operation, to ensure that all PDG members are fully aware when developing the STEM Gogledd operation. STEMCymru II has a representative on the STEM Gogledd Project Development Group which ensures regular updates between both operations.

STEM Gogledd and STEMCymru II have identified that both projects can complement each other. As STEM Gogledd will have a direct link within schools through the STEM Mentor roles, this could be a means to refer eligible participants on to STEMCymru II via the STEM Hub. By this means both projects will add value to each other and promote collaboration.

Roberts Cater CEO of Engineering Education Scheme Wales Ltd / STEM Cymru has provided us with the following statement:

“Thank you for the update on your Operation. It has changed substantially from the outline given on the WEFO web site. The new proposal has less similarity with STEM Cymru2. It seems you are setting up a ‘gateway’ and coordinating role for STEM activity in North West Wales. This will be OK as long as the information you give schools is accurate, up to date and unbiased.”

Technocamps: Enhancing STEM Attainment – The Technocamps operation proposes to enhance STEM attainment, following on from the success of the Technocamps workshops and master classes to increase the numbers of Welsh pupils studying Computer Science at higher level. The operation will be focused on prolonged engagement, with participants who have received substantial intervention from the project being encouraged through continued engagement to choose to study STEM subjects at post-16 level. Technocamps proposed to work with participant from schools that are not currently offering Computer Science as an option at GCSE, as well as those that have only recently started to offer it but find difficulty in recruiting and delivery.

A representative from Techniquest Glyndwr is part of the STEM Gogledd Project Development Group; the officer has had an active role in developing the business plan contributing towards workshop activities, as well as provide clear guidance on how STEM Gogledd can work with and complement their programme of activities without duplicating. STEM Gogledd will be able to signpost schools/pupils to other STEM interventions and opportunities if relevant to their needs in order to enrich their STEM curriculum offer and pupil experience.

Tri Sci Cymru – The Tri Sci Cymru operation is specifically aimed at encouraging STEM take-up in relation to GCSE triple science (Biology, Chemistry and Physics). Tri Sci Cymru operates by seeking to increase Science Capital capacity by a targeted suite of intensive STEM enrichment interventions; strategically targeting cohorts of 11-14 year old pupils sourced from 20-30 schools within West Wales and Valleys area which will include a limited number of schools strategically identified from within the eligible North Wales area.

Russ Williams, National Science Academy Project Manager has provided the following statement:

“Further to the recent North Wales Economic Ambition Board meeting which convened at the Conwy Business Centre on the 10th October 2018, the meeting provided an opportunity to discuss STEM Gogledd proposal alongside principally the Tri Sci Cymru proposal together with the approved EESW STEM Cymru project.

The above examined the respective projects; after close examination and detailed discussion, a consensus was reached to the effect that all respective projects complement each other; there is no duplication or competition regarding delivery or target participants. Consequently, commenting from a Welsh Government National Science Academy (NSA) perspective,

the Tri Si Cymru project is able to deliver and work in partnership with STEM Gogledd project (and EESW STEM Cymru); providing synergy and complementary added value.”

Regional Engagement Team - STEM Gogledd have consulted with the Regional Development Team throughout the development of the operation. Carwyn Jones-Evans, Regional Engagement Team Manager has provided the following statement to include within the Business Plan:

“As a Regional Engagement Team, we are usually formally consulted by WEFO for regional proofing once an operation has progressed into the Business Planning stage. However, in this instance – we have been engaged with you from an early stage, and have had the opportunity to discuss the proposal with you at length on numerous occasions and have had the opportunity to feedback to support its development.

In this regard, the outcome of the meeting that we as a RET facilitated between STEM Gogledd (Ffion Jones NWEAB representing), STEM Cymru 2 (Lisa Morgan) and Tri-Sci Cymru (Russ Williams) on 10/10/17 was positive and supportive of the proposal. Having had the opportunity to discuss and explore the offer of the 3 operations in detail, it was apparent that STEM Gogledd has a complementary role in adding value to regional & national STEM delivery. From a delivery perspective, all partners were content that each operation is focused on a different aspect of STEM support – and could see a clear differing role for all 3 operations.

From a Regional Engagement perspective, we are content with the regional proofing for STEM Gogledd, as it has been developed in consultation with regional partners, based on strong evidence of regional need to co-ordinate and strengthen STEM support, and has been discussed on numerous occasions at the Regional Skills Partnership. As such, we would not be consulting again as part of our processes.

In conclusion therefore, we would lend our full support to the operation in proceeding and look forward to working with you to support its delivery - ensuring the link is maintained between these operations for the benefit of the wider STEM agenda in the region.”

Other programmes:

Techniquet Glyndwr – The Centre is located at Glyndwr University, Wrexham. It is operated by North Wales Science, with the following principal objectives:

- To promote the advancement of education and learning, particularly amongst children, of science and technology and in particular (without limiting the generality of the foregoing) to do so by maintaining and carrying on an exhibition to explore various scientific concepts and to encourage an awareness amongst such children of the significance of science and technology in society;
- To promote public understanding of science and technology through the delivery of educational programmes, science festivals and other such activities as the company may deem necessary.

A representative from Techniquet Glyndwr is part of the STEM Gogledd Project Development Group; the officer has had an active role in developing the business plan contributing towards workshop activities.

A further mapping exercise has been undertaken, to map the proposed STEM Gogledd operation with other key STEM provision in North Wales. See Annex 4.

STEM Ambassadors – STEMNET create opportunities to inspire young people in STEM, working with schools, colleges and STEM employers. STEMNET run the UK's only network of STEM Ambassadors, with over 30,000 volunteers. STEM Ambassadors volunteer their time and support to promote STEM subjects.

STEM Gogledd Project Development Group includes one of the Region's STEM Ambassadors, Keith Jones, and has taken much advice and input from his expertise and experience in order to produce a project which meets the needs of the region and STEM sector. STEM Gogledd is an intervention that will add value and complement the role of the STEM Ambassadors and not duplicate their efforts or confuse participants. STEM Gogledd have identified the gaps that the current STEM Ambassadors do not provide on a small group or one-to-one bases to the identified target group and add value and a clear link and continuation from any STEM Ambassadors input. The STEM Gogledd intervention is a tool for coordinating and joining up all other STEM interventions direct with the individual participants in line with the region's economic needs.

There is no transnational activity planned within this operation.

Engagement to date

The planning of the project has been done directly and collaboratively across the region with key partners currently involved in delivering other STEM related core services and projects. The nature of the Project Development Group is based on transparency, consultation, direct involvement, influencing, suggesting and feedback. Consultations have taken place on a regional level, with all 4 local authorities (including Schools, 14-19 Networks, Education Department and Economic Development Teams), Grwp Llandrillo Menai, Coleg Cambria, Bangor University, Glyndwr University, Careers Wales, GWE and employers.

A consultation was undertaken with young people at the Skills Cymru event on 08/10/2016 at Venue Cymru, Llandudno; see full results of the consultation in Annex 5. Over 30 young people participated in completing an online questionnaire, with equal participation by males and females. All who participated were at school with the majority either in Year 10 or 11. Pupils from across the region participated. 61% of participants noted that they are not aware of the STEM related employment opportunities available locally. Only 42% of participants noted that their schools offered work experience placements with STEM employers. Question 15 consults on the type of opportunities young people would like offered within the future, in order to support this suite of opportunities we could conclude that a coordination role would be required across the region. This requirement would offer a service that is above and beyond what Careers Wales currently offer. The Coordination role would support to manage the relevance, timing and volume of information related to STEM and school subjects in order to be informed about future opportunities. The consultation and evidence suggests that there is a need for stronger and clearer links with the STEM curriculum subjects as part of the coordination function.

Engagement of Partners

The development of the operation has been led by all local authorities, the FE colleges, HE Colleges and Careers Wales in the region, and overseen by the North Wales Economic Ambition Board. The operation has also engaged and liaised with a range of partners in each local area.

Lead Beneficiary is Gwynedd Council.

Local Authorities

LAs have statutory responsibility for education provision for education up to 16. STEM Gogledd seeks to encourage the take up of STEM subjects. All LAs have been involved in the development of the operation. All are contributing to the management of the operation. The Operation has established a STEM Gogledd Project Development Group whose membership includes the following:

STEM Gogledd Project Development Group		
NAME	Job Title	ORGANISATION
Iwan Thomas (Chair of the Group)	Regional Programme Manager – Skills and Employment	North Wales Economic Ambition Board
Catrin Thomas	Community Learning Senior Manager	Gwynedd Council
Nia Medi Williams	Project Manager	Gwynedd Council
Christine Wynne	14-19 & Youth Engagement Coordinator	Conwy Council
Sara Fon Williams	Economic Development Officer	Isle of Anglesey County Council
Dave Perkins	Lecturer and Open Education Resource Leader	Bangor University
Scot Owen	Education Manager	Glyndwr University (Techniquet)
Catrin Williams	STEM Coordinator	Grwp Llandrillo Menai
Rhian Lloyd Thomas	Area Manager	Careers Wales
Hayley Dunne	Strategic Lead for Changing Behaviour	Chwarae Teg
Claire Burgess	Education Programme Coordinator	Horizon
Elfed Morris / Eryl Parry Jones	Manager / Project Manager	Consortiwm Addysg OI-16 Gwynedd a Mon
Ian Connor	Director	Reaching Wider
Keith Jones	STEM Ambassador	STEMnet
Lisa Morgan	North Wales Regional Director EESW	STEM Cymru
Peter Maddocks / Nicola Jones	Senior Challenge and Support Advisor	GwE
Richard Harries		Welsh Government
Dyfrig Jones	Deputy Head	Ysgol Tryfan, Gwynedd Education Department
Ffion Jones	Senior Researcher	North Wales Economic Ambition Board
Dylan Herbert	Head of Resources and Work Planning	SP Energy Networks

Pryderi ap Rhisiart / Emily Jane	/ Project Administrator	M-Sparc
Emily Williamson	Training Coordinator	Siemens
Clive Thomas	Headmaster	Ysgol Gyfun Llangefni, Anglesey Education Department
Diane Jones	Gwynedd Area Education Officer	Gwynedd Council

Please see Annex 7 for a detailed governance structure, and Annex 8 for the Forward Work Plan.

The aim of the Project Development Group (PDG) has been to direct the development of the operation, making the best use of resources regionally for the benefit of the operation; ensure that the operation adopts a teamwork approach and work collaboratively together towards the development of STEM Gogledd; ensure that it meets the needs of young people within the region, and achieves the expected benefits; take into account previous projects, models, consultations, lessons learnt, best practice and all other matters which will be pertinent for creating an operation which is fit for purpose, also ensuring that this information is shared amongst partners, for the benefit of project development and to take an operational role in the performance management of delivering the development of the project proposal to fruition.

STEM Gogledd Interactions Log

A detailed interactions log has been developed for the operation; this demonstrates the engagement to date. See a copy of the Interactions Log in Annex 19.

Private Sector Displacement

There is no equivalent private sector provision for a coordinated STEM approach to enrich and promote the core STEM subject curriculum offer within schools, which links in with the partnership approach with local authority, schools and STEM providers. This is a unique project that coordinates the joint efforts of Careers Wales, GwE education consortium, the RSP, local authorities and employers in informing and inspiring young people to engage in and make good progression with STEM subjects and STEM careers. Through discussions and endorsements, all partners agree that the best outcomes for participants are in joint efforts that recognise and make best use of each other’s strengths and expertise in a coordinated way.

The project activity included within the STEM Hub will be the result of the North West Wales STEM Audit to ensure that all opportunities and activities are available to participants.

a. Further Strategic Criterion: Cross Cutting Themes

In order to add value and raise awareness, the operation will look to adopt methods of best practice through the implementation and monitoring of Cross Cutting Themes, in particular those relating to; Equal opportunities and gender mainstreaming, Supporting the Welsh Language, Sustainable Development, Tackling Poverty and Social Exclusion.

Within North Wales public sector bodies are committed to the **Shared Equality Objectives: A collaborative working project between North Wales Public Sector organisations**³³, which includes objectives to reduce unequal outcomes in; health, education and access to information.

As the lead organisation, Gwynedd Council has equality and diversity at the heart of the organisation's values.

It will be the responsibility of the Regional Manager to consolidate and local managers deliver against CCT Objectives.

Gwynedd Council has a robust equal opportunities policy in which the principles will feature throughout including management and delivery. This operation will be developed in line with the priority specific guidance on equal opportunities, along with the key guidance document (including an emphasis on bilingual provision).

STEM Gogledd will provide opportunities for all eligible participants irrespective of race, language, sex, sexual orientation, disability, age, religion or belief and will look to work with participants to overcome any barriers which may prevent them from engaging with STEM related subjects in schools and colleges .

The operation will look to develop effective ways to target, engage and encourage young people to follow STEM related subjects in schools and colleges. The operation proposes to work closely with GwE¹ and 14-19 Coordinators, to approach schools who are currently underachieving in their A*-C grades at KS4 and post 16 and offer these schools a menu of STEM Gogledd services which will help them to add value to the National Curriculum subjects and lessons by reinforcing vocational relevance and key messages relating to STEM subjects beyond the curriculum and in their regional future and current employment context. This context will aim to provide further stimulus and inspiration to the teachers and the pupils to raise attainment and take up of STEM subjects in schools, at FE, HE and lifelong careers.

The role of the STEM Coordinator and the STEM Mentors will be key to the success of the operation. The information that is made available through partners in GwE, the 14-19 Coordinators, FE and HE, will help the STEM Coordinator and STEM Mentors to identify the participants that are most likely to need support from the project by for example: facilitating access to enhanced personalised STEM pathway information, guidance and support in their particular vocational, educational STEM choice; Raising awareness of local labour market

³³ <http://www.gwegogledd.cymru/about-us/about-gwe>

demands and employment opportunities through employer engagement in the STEM skills sector related to energy and environment in particular, as well as, supporting participants through the key transition points during the academic cycle in relation to pathways progression to promote engagement and continuation with STEM, particularly at Post 16. There will also be considerable emphasis on interventions that will encourage more girls to follow STEM careers.

Gwynedd Council has their own equal opportunity policy in which all activities and communications associated with the operation will abide by.

Participation on activities will be monitored through equal opportunities forms to gain information on participants' characteristics. This will be routinely monitored to ensure parity of offer and identify any groups who are not being adequately catered for. All recruitment undertaken as part of STEM Gogledd will be available to all, including those with protected characteristics as per the Equality Act 2010.

Equal Opportunities & Gender Mainstreaming

Gender segregation

We are aware that different approaches may be required to encourage engagement from male and female participants. STEM Gogledd will be offering targeted support for participants which will be based on need. A comparative offer irrespective of gender will be made available for all participants. Provision will look to align with sector specific areas such as engineering / construction and care, which are historically, associated with stereotypical gender roles.

Also during the mobilisation phase of the operation, induction events will take place with recruited staff to raise the awareness of gender equality.

As with all CCT's this will be monitored throughout the operation. The operation will monitor against achievement helping participants make STEM related career choices considered non-traditional –through monitoring the participant destination/outcomes and monitoring activity deemed as contributory to those sectors/roles. This will be captured through monitoring forms put in place as part of the operation e.g. exits form.

Black & Minority Ethnic

The operation will look to challenge stereotyping through the delivery and ensure equal access to all. If a participant has English as a second language which could include providing access to ESOL.

Disabled People/Work Limiting Health Conditions

The operation will look to deliver support and services to participants which remove barriers to them engaging with and participating with the operation or any activities delivered on behalf of the operations. E.g. physical barriers, provision of accessible materials and working with disability groups/organisations (when appropriate).

Supporting the Welsh Language

Language and Accessibility

Promoting the Welsh Language Commissioners' Policy Priorities³⁴ to create a future workforce which can serve a bilingual Wales; and also supporting the Welsh Language Policy present in the Lead Beneficiary Organisation (Please see ANNEX 24 for Gwynedd Council's Welsh Language policy). Gwynedd Council's policy identifies the commitment to the Welsh Language, and the ability to recruit and interview in the medium of Welsh. Where appropriate within the region posts will be made Welsh essential or desirable depending on the communities which they serve (For example in Gwynedd, all posts will be Welsh essential).

STEM Gogledd will also look to increase awareness of the benefits of the Welsh language for future employment opportunities and economic development.

The operation will ensure all materials, and publicity are aimed at the public are made available in accessible bilingual formats. E.g. Welsh/English.

Sustainable Development

Key economic drivers in North Wales are Energy & Environment, Advanced Manufacturing & Materials and Construction, as well as, the four growth sectors of Creative Digital, Health and Social Care, Tourism and Hospitality and Food & Drink Manufacturing using local and regional LMI to ensure participants are equipped to make informed decisions and develop appropriate STEM skills to career pathway development to achieve opportunities in key growth sectors e.g. providing targeted approach to participants in the low carbon sector with the opportunities to be informed of following on activity in either an academic or vocational environment.

We have a positive approach to positive environmental behaviour, and where possible this will be encouraged throughout the operation. For example to include; where possible activity will be located in areas to prevent unnecessary travel, recycling, saving energy & water, sharing transport and effective travel management.

In order to promote sustainable development, the operation will commit to producing:

- Travel Plan; which will promote sustainable transport initiatives available in the region; this will include car sharing, where appropriate.
- Eco code; which will promote resource efficiency measures and raising awareness of how this can be achieved.

Both documents will be made available on the operations webpage hosted on the lead's website for reference to stakeholders. All staff linked to the operation will be asked to read and to complete a signed acknowledgement of reading the documents.

³⁴<http://www.comisiynyddygymraeg.cymru/English/Policy,%20research%20and%20data/Policy%20priorities/Pages/Education-and-skills.aspx>

Tackling Poverty and Social Exclusion

STEM Gogledd focusses on targeted support to remove barriers to encourage take up and raise attainment levels of STEM subjects in Schools which will in line with Welsh Government' s ³⁵overall reforms contribute towards ' *reducing the impact of poverty on educational attainment ... and equip young people to reach their potential and secure sustainable employment* '.

The STEM Gogledd operation proposes to work with participants in breaking down the identified key barriers relating to the lack of awareness of STEM related employment opportunities in the North West Wales labour market and appropriate STEM pathway requirements to achieve desired employment; by ensuring that activity STEM activity taking place in North West Wales is fit for purpose, and inspires young people to follow the appropriate career path and gain the relevant STEM skills to meet both employer demands and their own expectations.

STEM Gogledd will provide support for the young people in schools and schools with low achievement levels in STEM subjects. Operation activity is aimed at adding value to the Curriculum subjects and lessons and drive up attainment.

Partners of the operation recognise concern of generational benefit culture and will work to prevent future generations experiencing poverty: to create progression opportunities and will help people to access those opportunities which will lead to sustainable employment. The operation will address key themes of the **Tackling Poverty Action Plan 2012-2016**³⁶ particularly the need to help people to improve their skills and enhance the relevance of their qualifications to lift people out of poverty. This will include:-

- o creating of a new brokerage function that young people receive properly co-ordinated support through the STEM Coordinator and STEM Mentors;
- o ensure that provision aimed at supporting young people is effective in providing the support they need;
- o strengthen employability skills and opportunities for employment;
- o focussed support on those individuals who face the greatest barriers; which will in turn impact on social mobility

STEM Gogledd will contribute to the following goals of the Wellbeing of Future Generations Act³⁷:

- **A prosperous Wales** – Participants will be supported through the STEM Mentor and the STEM Hub to access career pathway information, as well as work experience opportunities and therefore contribute to the economy and prosperity of Wales.
- **A resilient Wales** – STEM Gogledd will support participants to overcome the barriers identified, improving the take up of and attainment in STEM Subjects.

³⁵ <http://gov.wales/docs/dsilg/publications/socialjustice/120625stackpovplanen.pdf>

³⁶ <http://gov.wales/docs/dsilg/publications/socialjustice/120625stackpovplanen.pdf>

³⁷ <http://gov.wales/docs/dsilg/publications/150623-guide-to-the-fg-act-en.pdf>

- **A healthier Wales** – STEM Mentors will engage with participants and promote healthy lifestyles where appropriate.
- **A more equal Wales** – STEM Gogledd will offer provision to all eligible participants from all backgrounds.
- **A Wales of cohesive communities** – STEM Gogledd will offer provision within schools and the local community, and will promote local career pathways and opportunities.
- **A Wales of vibrant culture and thriving Welsh Language** – STEM Gogledd participants will be supported in their language of choice, with all activities and materials available bilingually.
- **A Globally responsive Wales** – STEM Gogledd will contribute towards a flourishing local economy, and will take into account any positive contribution on global well-being

Objectives, Indicators and associated targets

Maximising potential to contribute towards CCT objectives

STEM Gogledd will be committed to identifying supporting and developing the appropriate routes to enable participants to access the appropriate STEM skills education to achieve regionally relevant skills to enhance their ability to access to opportunities specifically in regional growth areas.

As part of this role the operation will:-

- Embed CCT objectives within the development of referral process for participants, delivery, and through its partnership with other stakeholders.
- Encourage participants to be more flexible and adaptable in changing labour market.
- Ensure activities will be available to all participants regardless of characteristics.
- Challenge assumptions and stereotypes.

Delivery

When delivering, all provision and materials will be available bilingually, and accessibility issues will be taken into account at all times to ensure equal access to all. To support this, the operation will commit to:

- Using a wide-range of positive imagery to represent gender, ethnicity and disability.
- Ensuring it will engage with partners and procured deliverers bilingually, if they request to do so.
- Ensuring that all training venues are physically accessible and, wherever possible, are close to good public transport routes.

BME/Migrant participants

Work is currently being undertaken on identifying potential disabled and BME/Migrant participants for the operation – the numbers are likely to be low in the population in North West Wales and also the level of support already available to these groups through existing services/charities it will need to be factored in.

Participants	Target Number	Rationale
Total Participants	600	STEM Gogledd operation proposes to work with 19% of the cohort.
Female Participants	360	STEM Gogledd operation proposes to offer targeted support for females; therefore propose to work with 60% female participants.
Male Participants	240	Based on the above, STEM Gogledd proposes to work with 40% male participants.
BME/Migrant Participants	6	STEM Gogledd proposes to work with 1% BME/Migrant Participants based on the actual participants for the Llwyddo'n Lleol project.
Disabled Participants	12	STEM Gogledd proposes to work with 2% Disabled Participants based on the actual participants for the Llwyddo'n Lleol project.

b. Further Strategic Criterion: Suitability of Investment

Need for the Operation

Target Participants

Target participants are young people between the ages of 11 and 19 years old, within an educational provision.

The target participants for this operation have been identified through a detailed assessment of North West Wales Data. The information below, is based on our current data set, but can be subject to change if we receive a new data set for the latest academic year from our partners. The following analysis has been completed with data sourced from WJEC, My Local School website³⁸ and Local Authorities.

³⁸ <http://mylocalschool.wales.gov.uk>

Target participants have been identified with the following 3 rationales:

Rationale	Breakdown	Data
School/Further Education Attainment Levels	GCSE (THESE PERCENTAGES INCLUDE INDEPENDENT SCHOOLS)	<p>According to Welsh Government data on attainment in secondary schools at GCSE and A Level for the academic year 2014/15, there were 4,383 pupils aged 15 taking GCSEs [includes independent school pupils] and 33 maintained mainstream secondary schools in North West Wales (excludes independent schools). The percentage of pupils in North Wales achieving A*-C grades in core English/Welsh First Language and Mathematics GCSEs was 82.7%. In Anglesey, this was 83.1%; in Conwy, 83.6%; and in Gwynedd, 88.9%.</p> <p>In North Wales, 64.3% of pupils aged 15 achieved A*-C in GCSE Mathematics; 85.2% in GCSE Science; and 61.1% in GCSE ICT. STEM Gogledd will use these averages as a baseline for proposed targeting of STEM Gogledd Menu of Services to enhance, add value and bring vocational relevance to specific establishments who wish to increase the attainment and take up of STEM subjects beyond 14, 16 and 18.</p> <p>Across North West Wales, GCSE Maths results ranged from 62.5% in Conwy to 66.9% in Gwynedd; and 64.5% in Anglesey. This compares to the figure of 64.4% of pupils achieving A*-C in GCSE Maths in Wales.</p> <p>Regarding GCSE Science results, 84.3% in Conwy achieved an A*-C grade; 91.8% in Anglesey; and 94.2% of pupils in Gwynedd. The figure for Wales in GCSE Science was 84% of pupils achieving A*-C.</p> <p>The greatest variance in results was in GCSE ICT with achievement of 36.2% at A*-C in Gwynedd; and 48.3% in Anglesey and Conwy. The figure for Wales in GCSE ICT was 74% of pupils achieving A*-C. ICT is not a core subject and is not offered as a GCSE and/or A Level choice in all schools.</p>
	GCSE – SCHOOLS:	<p>In 12 of the 33 secondary schools in the 4 counties of North West Wales, A*-C achievement in Mathematics was lower than achievement on an all Wales level in 2015. A*-C pupil achievement in 21 schools across the sub-region was higher than the national average level of achievement and ranged between 64.9% and 78.5%. The lower levels of achievement in the 12 schools ranged between 62.5% and 41.5% - the lowest being 23.0 percentage points below the national average.</p> <p>Better performance in terms of A*-C achievement in Science across North West Wales; however, in five of the 33 secondary schools, A*-C achievement in Science was lower than achievement on an all Wales level in 2015. A*-C pupil achievement in 28 schools across the sub-region was higher than the national average level of achievement and ranged between 84.4% and 99%. The lower levels of achievement in the five schools ranged between 83.6% and 69.5% - the lowest being 14.9 percentage points below the national average.</p> <p>Less than half (15) of the 33 schools offer ICT as a subject at GCSE. Attainment at A*-C in 12 of the 15 schools was lower than the Wales national average and ranged between 68.4% and 14.8% - the lowest performing school was 59.2 percentage points lower than the average. Only three schools achieved higher than the average, ranging between 75.6% and 96.7%.</p>

	<p>A LEVEL (THESE PERCENTAGES INCLUDE INDEPENDENT SCHOOLS)</p>	<p>In 2014/15, there were a total of 1,611 pupils aged 17 [includes independent school pupils] taking A Levels in North West Wales (entering a volume equivalent to 2 A levels). In total, 602 pupils in North West Wales studied science subjects [includes independent school pupils], including Physics, Chemistry, Biological Sciences and Other Sciences.</p> <p>In North Wales, a greater percentage of pupils (80.4%) achieved an A*-C grade in Mathematics at A Level than at GCSE (64.3%). In A Level Physics, 57.9% of 17 year olds achieved A*-C; 77.6% in Chemistry; 68.6% in Biological Sciences; and 61.6% in Other Sciences. In A Level ICT, 64.1% of pupils achieved A*-C, while at GCSE the proportion was 61.1%.</p> <p>In A Level Maths, the lowest figure for achievement in North West Wales at A*-C was highest being in Gwynedd at 87.6%, 83.8% in Conwy, and 84% in Anglesey. This compares to the figure of 85% of pupils achieving A*-C in A Level Mathematics in Wales.</p> <p>In A Level Physics, the smallest percentage at A*-C was in Gwynedd at 14.7%, and the greatest in Denbighshire at 84.6%. In the other counties, 40.5% of pupils in Anglesey achieved A*-C, and 77.5% in Conwy. The figure for Wales in A Level Physics was 74% of pupils achieving A*-C.</p> <p>Regarding A Level Chemistry, Anglesey had the smallest percentage of pupils in North West Wales achieving an A*-C grade, at 63.3%, while Denbighshire had the greatest at 82.8%. Conwy had 77% at A*-C, and Gwynedd 81.6%. The figure for Wales in A Level Chemistry was 79% of pupils achieving A*-C.</p> <p>In A Level Biological Sciences, the smallest proportion of pupils at A*-C in North West Wales was in Conwy at 56.5%, and the greatest proportion in Denbighshire at 81.4%. Anglesey had 60.1% of pupils with an A*-C grade, and Gwynedd 75.7%. The figure for Wales in A Level Biological Sciences was 71% of pupils achieving A*-C.</p> <p>A very small number of pupils were entered for Other Sciences at A Level (15 in total in North Wales) [includes independent school pupils], with the figures for Anglesey and Gwynedd unavailable. In Conwy, 37.5% of pupils achieved A*-C in Other Sciences, and 85.7% in Denbighshire. The figure for Wales in Other Sciences at A Level was 71% of pupils achieving A*-C.</p> <p>A small number of pupils were entered for ICT at A Level (142 in total in North Wales) [includes independent school pupils], with the data for Conwy unavailable. No pupils achieved an A*-C grade in Gwynedd; 58% achieved A*-C in Anglesey, and 62.9% in Denbighshire. The figure for Wales in A Level ICT was 49% of pupils achieving A*-C.</p>
	<p>A LEVEL – SCHOOLS:</p>	<p>Mathematics is only on offer in 22 of the 33 secondary schools in North West Wales. In 12 of the 22 Secondary Schools in North West Wales, A*-C achievement in Maths was lower than achievement on an all Wales level in 2015. A*-C pupil achievement in the remaining 10 schools across the sub-region was higher than the national average level of achievement and ranged between 85.7% and 100%. The lower levels of achievement in the 12 schools ranged between 84.6% and 75.0% - the lowest being 10.0 percentage points below the national average.</p>

		<p>Physics is only on offer in 13 of the 33 secondary schools in North West Wales. In five of the 13 Secondary Schools in North West Wales that offer the subject, A*-C achievement was lower than achievement on an all Wales level in 2015. A*-C pupil achievement in the remaining eight schools across the sub-region was higher than the national average level of achievement and ranged between 75% and 84.6%. The lower levels of achievement in the 13 schools ranged between 73.3% and 57.1% - the lowest three schools being 16.9 percentage points below the national average.</p> <p>Chemistry is only on offer in 15 of the 33 secondary schools in North West Wales. In nine of the 15 Secondary Schools in North West Wales that offer the subject, A*-C achievement was lower than achievement on an all Wales level in 2015. A*-C pupil achievement in the remaining six schools across the sub-region was higher than the national average level of achievement and ranged between 83.3% and 100%. The lower levels of achievement in the 15 schools ranged between 76.5% and 33.3% - the lowest being 45.7 percentage points below the national average.</p> <p>Biological Sciences is only on offer in 18 of the 33 secondary schools in North West Wales. In eight of the 18 Secondary Schools in North West Wales that offer the subject, A*-C achievement was lower than achievement on an all Wales level in 2015. A*-C pupil achievement in the remaining 10 schools across the sub-region was higher than the national average level of achievement and ranged between 74.4% and 91.3%. The lower levels of achievement in the eight schools ranged between 66.7% and 16.7% - the lowest being 54.3 percentage points below the national average.</p> <p>ICT is only on offer in nine of the 33 secondary schools in North West Wales. In four of the nine Secondary Schools in North West Wales that offer the subject, A*-C achievement was lower than achievement on an all Wales level in 2015. A*-C pupil achievement in the remaining five schools across the sub-region was higher than the national average level of achievement and ranged between 50.0% and 83.3%. The lower levels of achievement in the eight schools ranged between 38.7% and 16.1% - the lowest being 32.9 percentage points below the national average.</p>
	<p>A LEVEL – Number of Students Entered (Grŵp Llandrillo Menai)</p>	<p>According to LLWR data from Grŵp Llandrillo Menai on attainment at A Level for the academic year 2015/16, the STEM subjects with the greatest total number of students entered in North West Wales (Anglesey, Gwynedd, Conwy and Denbighshire) were Mathematics (199 students), Biology (114), Psychology (113), Chemistry (104), and Physics (79). The subjects with the least number of students entered were Creative Media/Film Studies (43 students), Electronics (40), Design and Technology (25), Computer Science (13), ICT (11), and Computing (eight). Applied Science, Engineering, and Health and Social Care are not offered as A Level qualifications at Grŵp Llandrillo Menai.</p> <p>The breakdown in the number of male and female students shows that Maths, Physics, Computer Science, Computing, and Electronics were the most popular STEM subjects amongst boys. Subjects with a greater proportion of female students were Biology (44 boys and 70 girls), Chemistry (49/55), and Psychology (20/93). No girls entered Computing, with a total of eight boys, and only one female student entered Computer Science out of a total of 13 students. Only three girls, out of a total of 40 students, entered Electronics. In Maths, 115 boys and 84 girls were entered and</p>

		59 boys and 20 girls in Physics.
	A2 LEVEL (Grŵp Llandrillo Menai)	<p>The highest attainment rates at A*-C were in ICT (all five students passed), Design and Technology (91.7%), Maths (79.2%), and Physics (72%). The lowest attainment rates at A*-C were in Computing (none of the six students passed), Psychology (59.3% of students passed), Biology (60.5%), Electronics (64.7%), Chemistry (65.6%), and Creative Media/Film Studies (66.7%). No data was available for Computer Science at A2 Level.</p> <p>In Design and Technology, six out of the seven male students achieved an A*-C grade (85.7%), and all five female students passed. In Maths, 33 out of 44 boys achieved A*-C (75%), and 28 out of 33 girls (84.8%). In Physics, 15 out of the 20 male students (75%) attained an A*-C grade, and three of the five female students (60%).</p> <p>Five of the 10 male students achieved A*-C in Psychology, and 27 of the 44 female students (61.4%). Eleven out of the 17 male Biology students (64.7%) passed, and 15 of the 26 female students (57.7%). In Electronics, 10 of the 16 male students attained A*-C (62.5%), and only one female student entered A2 Level Electronics, attaining A*-C. Eleven of the 17 male Chemistry students passed (64.7%), and 10 out of the 15 female students (66.7%). In Creative Media/Film Studies, six out of nine boys attained A*-C (66.7%), and six out of nine girls.</p>
AS>A2 Drop Out Rate (2014 & 2015)		<p>The STEM Gogledd operation has liaised with regional education partners and received data from the Welsh Joint Education Committee on pupil achievement in 2014-15. The operation has used this data specifically to demonstrate the trends in pupils progression from those who achieve A*-C at GCSE in STEM subjects at 16 through to AS and A2 at 17 and 18 and the changes which occur during those two years.</p> <p>Analysis of this data has shown that there is a significant decrease in pupils who achieve A*-C at GCSE and who then choose to continue with traditional STEM academic subjects post 16, despite having 'good' achievement grades. There is also evidence from this data of further decrease in the pupils who continue to study those academic STEM qualifications beyond AS to A2. The data shows a decrease of continuation beyond AS to A2 for Mathematics, Science, ICT and Design and Technology.</p> <p>As an example, in depth data analysis from Gwynedd and Anglesey schools shows that 2,861 pupils achieved grades A*-C in GCSE Mathematics in 2014. The number of pupils from this cohort who then stayed on in schools to study AS Level Maths was 203, and the same cohort who continued through to A2 in Maths A Level was 154. The overall regional achievement of A2 Level Maths at grade A*-C for the four counties of this operation in 2016 was 298, a significant decrease in those continuing with Maths from the overall A*-C achievement at GCSE.</p> <p>STEM Gogledd will work with regional partners, such as the GwE education consortium and 14-19 Coordinators, to offer suitable interventions, from the Menu of Services, to schools who receive support from the GwE Improvement Support Adviser relating to STEM subjects.</p>
Work Experience		There is currently no compulsory or statutory requirement to ensure that real work experience outside the school takes place. However, Secondary Schools in North Wales can choose to offer their pupils a "block" of work experience. "Block" work experience is the scheme where

	<p>students work with a placement provider for five or ten days consecutively, usually at the end of Year 10, however some schools chose to offer the block during Year 11, with schools offering further work experience then in Year 12. Schools have an additional option to offer Extended Work Experience, where students work with a placement provider one or two days a week over a period of time. It is intended for students who wish to follow a particular occupation as part of their curriculum and usually leads to, or is part of, a vocational qualification. The data analysed was from 3 of the 4 counties (Conwy, Isle of Anglesey and Gwynedd), data from the one remaining county will be included once received.</p> <p>Out of the 25 schools across the three counties, 19 of the schools offered work experience in the 2015-16 Academic Year with 16 of those offering at Year 10 and 3 schools in Year 11. Having said this, the full cohort in the schools participating in Work Experience did not attend. From the Year 10 cohort, 81% took up the offer of work experience. The 3 schools that offered Work experience in Year 11, 94% of the cohort attended,</p> <p>Out of the 17 Secondary Schools across the three counties with a Sixth Form, 9 of the schools offered their Year 12 pupils work experience. From the Year 12 cohort 70% went on a week work experience.</p> <p>Some schools do not offer Key Stage 4 or post 16 work experience, although where possible schools support post 16 to find work experience relevant to their university application.</p>
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How STEM GOGLEDD will use this data:

STEM Gogledd proposes to use this data to target potential participants in consultation with partners such as GwE and 14-19 Coordinators, to approach schools who are currently underachieving in their A*-C grades at KS4 and post 16, based on the data gathered above. The STEM coordinator will be a seconded senior post from a secondary school who will work to the STEM Gogledd brief but also aligning with the Regional Education Consortium’s model of working in schools to ensure there is consistency, clear collaboration and unity in objectives and messages. With project officers based in the region and having local and regional knowledge, these schools will be offered a menu of STEM Gogledd services which will help them to add value to the National Curriculum subjects and lessons by reinforcing vocational relevance and key messages relating to STEM subjects beyond the curriculum and in their regional future and current employment context. This context will aim to provide further stimulus and inspiration to the teachers and the pupils to raise attainment and take up of STEM subjects at FE and HE and lifelong careers.

STEM Gogledd proposes to use the work experience data as another means of targeting potential participants. STEM Gogledd will also target schools who do not currently offer their students work experience, and target participants with an interest to have a STEM related work experience placement.

How will STEM Gogledd contact schools/collages? How will STEM Gogledd build relationships with schools/colleges?

The STEM Gogledd Project Development Group has representation from education including Deputy Head Teacher from Ysgol Tryfan, STEM Coordinator from Grŵp Llandrillo Menai, Education Manager from Techniquet Glyndwr, GWE Representative, 14-19 Network Coordinators and Gwynedd and Anglesey Post-16 Education Consortium Manager. The Project Development Group has been involved in the business plan development, and will be a key part of rolling out this project.

The STEM Gogledd project has been discussed and introduced to the regional education consortium, GwE, who will facilitate the appointment of an appropriate regional STEM coordinator post with STEM Gogledd from an education background. There will also be presentations through the Head Teacher Forums, 14-19 Network, and Gwynedd and Anglesey Consortium Meetings. Presentations to these key groups will form part of the school buy in.

Identifying and overcoming the barriers

The Project Development Group participated in a brainstorming exercise; during the workshop 5 topics were discussed:

1. Identifying the barriers facing young people;
2. How will the project overcome these barriers;
3. Brainstorming the evidence;
4. Meeting the outcomes;
5. Activities and delivery.

The information for this section of the Business Plan was drawn up from this initial workshop which formed part of the project development. The Project Development Group consists of a group of experts who have expertise and experience working with young people on a daily basis. The Project Development Group has the following representatives Engagement Progression Coordinator, 14-19 Network Coordinator, Local School Deputy Head, Careers Wales, Further Education and Higher Education. Please see Annex 6a and 6b for Minutes and Workshop Notes.

The barriers identified facing young people were the following:

1. Lack of awareness of the local and regional economic need and employment opportunities. Including the spectrum of STEM related careers; to include not only high skilled STEM subjects;
2. Lack of awareness of pathway opportunities in STEM Industry and Learning. Mismatch of subjects in school with the opportunities available locally;
3. Lack of awareness of local and regional skills requirements in the STEM Sector;
4. Lack of knowledge by individuals/teachers and parents of the above;
5. Low employability skills;
6. Lack or no transport available, especially in rural areas to access opportunities, such as careers days;
7. Outward migration of young people away from the local area/region;
8. Anxiety of learning to a more advanced level and lack of understanding of broader opportunities within the STEM Subjects;
9. Limited teaching time and knowledge about careers;
10. Lack of self-confidence by young people. With the increasing popularity of social media, young people are faced with peer pressure that influences their subject choices/career pathways;
11. Lack of parental support;
12. Gender stereotypes. Lack of female role models in STEM Careers and pathways;
13. Lack of teaching resources and lab facilities in schools. Availability of support/resources available in Welsh Language;
14. Changes to the remit of Careers Wales has seen a gap within career provision;
15. Lack of inspirational STEM activities;

How will the project overcome these barriers?

The STEM Gogledd project will aim to contribute to overcoming the barriers identified above through the following provision:

1. Virtual STEM Club – STEM Hub that will provide access to a wide range of information/resources and provision to include career maps/pathways, labour market opportunity information.
2. STEM Co-ordinator – Facilitate communication between students/schools and industry, to identify, prioritise and promote curriculum enhancement and increase the take up and attainment in STEM subjects.

3. STEM Mentors – facilitate access to enhanced personalised STEM pathway information, guidance and support to advice on vocational, educational and post 16, 17 and 18 choices.

Current or planned provision

There is no equivalent provision available within North West Wales. Where complimentary national projects and provision exists currently operating in various locations within the region, we have consulted with them to ensure there is no duplication, but an opportunity as a proposed regionally focused and delivered project, to add value. The 'USP' of STEM Gogledd is the strategic and joined up approach to STEM extra-curricular activities in secondary education. By providing a coordination function it will identify the best fit to professionals delivering STEM subjects and activities to ensure there is synergy and added value to the curriculum, which in turn will deliver the desired outcomes to the participants via increased grades and increased interest in STEM subjects and careers. The education providers and professionals and the local economy will benefit from a more well rounded individual.

Supporting Evidence of Need

STEM Gogledd has been developed as a result of the findings a study by the North Wales Economic Ambition Board "Current STEM Provision in North Wales – primary to further education" (2014).

North Wales Economic Ambition Board "Current STEM Provision in North Wales – primary to further education". (Annex 32) This is a key document in providing local evidence of need and recommendations which largely mirror and complement the national policy drivers, influencing the direction of the STEM Gogledd project needs across North West Wales, and highlights the gaps in provision within schools and colleges across the area. This key regional document demonstrates that there is an abundance of national providers, materials and willingness to deliver STEM promotion. However, there is lack of coordination, curriculum integration, quality assurance and tangible outcomes towards raising standards. These are the key priorities in the development of a regionally focused and delivered STEM operation which will have regional insight and understanding, add sustainable value for learners in education, and will bring relevant and applicable STEM in education closer to the needs of our regional economy.

One of the key findings from a detailed audit undertaken by North Wales Economic Ambition Board in 2014 (Current STEM provision in North Wales – primary to further education), has highlighted the plethora of STEM interventions already on offer to schools and colleges across North West Wales. The audit identified that amongst the 1,674 interventions audited (not a 100% sample) 61% of these are 'one off' activities, which are creating confusion across schools in the region, and with lack of co-ordination it is proving difficult for schools and colleges to gauge the impact that these activities are having on the pupils. This audit confirmed what the original audit report by DATEB concluded in 2011 that there was lack of coordination of STEM activities and no single organisation resourced to promote curriculum enhancement

The Welsh Government's Enterprise and Business Committee's inquiry into STEM (2014) called for a more strategic and joined up approach to interventions. The EBC called for a coherent plan for the promotion, monitoring and evaluation of STEM enrichment activities. The development of STEM Gogledd responds directly to this by having a joined-up regionally focused and strategic project that understands the needs of STEM within the region, due it being based here, working with schools here, and engaged with employers here, and not being distracted by project delivery elsewhere in Wales where different drivers demand a different response.

Project STEM Gogledd Development Group members concluded that the overwhelming evidence supported that any additional STEM activity currently being developed needs to be co-ordinated to ensure it is quality assured, joined up, adds value to curricular activity and has the necessary impact on increasing take-up and attainment.

Project STEM: Book of Insights³⁹ - The Project STEM: Book of Insights explores young people's attitudes, beliefs, motivations and behaviours that have an effect on subject choice and career paths. This research interviewed young people aged 14-17 years (including year 9, year 11 and year 12/FE College), as well as teachers and parents. Young people see their parents as role models, with a vital role in their career choice, although there is a need to educate parents on the breadth of opportunities available. Celebrities and famous business people are seen as role models, with a potential to use these types of role models to inspire career pathways. The need for young people to be aware of the different career pathways available is highlighted within.

The 3 key decision points are explored including Year 9 with decisions for GCSE, Year 11 with career or subject choices, and Year 12 for employment or higher education. Noted that "subject enjoyment and teenage milestones shape the learning journey." It appears young people are uncertain of the career they may pursue, and make their subject choices at GCSE based on subject enjoyment, therefore there is a need to promote the importance of subject choices for future career pathways. "Many reported having spoken with the school's career advisor but few reported that it was worthwhile."

The Perceptions of STEM were discussed, and it's noted that they are well established. Positive and negative perceptions within STEM subjects have been highlighted, including those around gender stereotypes within the subjects; as well as the perceptions that STEM is difficult and complex. "There is a lack of awareness of the alternative carer options in STEM, as young people associate STEM subjects with the traditional career paths of scientist, biologist, engineer, doctor which require higher education, or with academic activities such as research or teaching."

³⁹ https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/351433/BIS-14-899-STEM-book-of-insights.pdf

Careers Wales Annual Destination Survey 2015:

Continuing in full time education continues overwhelmingly to be the most popular choice of destination for pupils in each of the three Year groups.

Year 11 (North West Wales data)	
Full time education (school)	47%
Full time education (college)	42%
Year 12 (North West Wales data)	
Full time education (school)	83%
Full time education (college)	12%
Year 13 (North West Wales data)	
Higher Education	64%

Project Evaluations

STEM Gogledd has been developed taking into consideration lessons learnt from previous European Funded respective evaluations.

Llwyddo’n Lleol Evaluation – Llwyddo’n Lleol’s evaluation identified the need for continued activities that increase employer engagement in education and increase awareness of local labour market opportunities, recommending that this should be included in proposals for new regional projects funded through the 2014-20 European Structural Funds. One of the project recommendations in terms of delivery was that sector events should be packaged as a series of events delivered over a period of time. The four local authorities and project delivery organisations should maintain the level of employer engagement with young people that has developed through the project. This should include maintaining links with employers and broadening their involvement in educational activities (e.g. work experience, work placements, mock interviews and mentoring). Monitoring and tracking recommendation that future projects should seek consent from participants to track their future destinations on a longitudinal basis, gaining this consent could enable a follow-up survey with a representative sample of participants to be undertaken in the longer term.

STEM Cymru Evaluation – STEM Cymru evaluation identified that Welsh medium students would definitely appreciate all materials be supplied in Welsh. Some stated that they weren’t sure of the rules although this may be a general criticism of communications, rather than specifically related to their lack of confidence in English. Expose girls to female role models who have succeeded in STEM. Fostering both situational and long-term interest in STEM, and provide concrete strategies that teachers can use to do so.

Evaluation of the Careers Information, Advice and Guidance (CIAG) Project – CIAG examined the delivery and outcomes of the project along with the impact of participation on clients. The most valued elements of the CIAG project was the general help and encouragement, the provision of advice and guidance, information on careers, information on training, and support with CVs and applying for jobs. The CIAG project has also had knowledge of the labour market and identifying appropriate and suitable opportunities.

Evaluation of the Post 16 Education Consortium for Gwynedd and Anglesey - Timing in terms of the truncated delivery period has become an issue and with it this pressure has been distributed across the schools – within the context of tightening resources then this was clearly seen to be encroaching on school time. This was not factored into the delivery cost of the project and as the Consortium has developed in its role and stature so has the time commitment of the schools / Colleges with a concomitant impact on underlying real costs.

Evaluation of Techniquet and Techniquet Glyndŵr School Services – The evaluation recommends that consideration should be given to undertaking an annual/biannual survey of schools to explore their use of external STEM support (from all providers), to identify frequency/patterns of use, perceived benefits/impacts and areas of unmet need. A need to create more widespread and active links with higher education providers and STEM employers, for example, would raise awareness of opportunities and help inform pupils' decision making about further STEM study and future careers. The centres explicitly link elements of their programmes directly to curriculum delivery, and promote them as such to the schools they engage with, to allow teachers to identify where provision can have most value. Consider new approaches that will be attractive to secondary schools, such as specific events on subject choice for secondary pupils, as well as sessions for primary pupils at key transition points (to enhance familiarity). Although not explored specifically in the study, the common issues raised about travel costs and for some schools the long distances required to travel suggest that there may be value in exploring other options for delivery.

Section 2

Core Criterion: Delivery

The ultimate change sought from the operation is to increase the take up and attainment in STEM subjects amongst 11-19 year olds.

In determining the appropriate activities to deliver this change, the PDGs further to the policy context in Section 1 to draft the Operation Logic Table (see Annex 1).

The PDG were then tasked with completing a ‘Preferred Options Matrix’ to determine their preferences as to how resources may be split between these outcomes. The PDG were asked to consider the delivery mechanisms for the activities identified, and how they would be delivered.

		PREFERRED OPTION		
		Must Have	Prepared to Consider	Might Accept
OUTCOMES	Pathways Promotion			
	Transition Programme			
	Increase Attainment and Engagement in STEM Subjects			

Following this exercise the preferred option for delivery was determined. (See Annex 9 for a completed Preferred Options Matrix).

STEM Gogledd Preferred Option for Delivery

The operation will provide the following 3 key functions:

1. Coordination Function by a “STEM Improvement Support Adviser”

The NWEAB research, carried out in 2015, concluded that there is a lack of coordination of extra-curricular STEM activities across the region, exacerbated by national projects with little knowledge of our regional drivers and demands looking to deliver initiatives and outcomes based on the needs of economies elsewhere. The North Wales Economic Ambition Board study “Current STEM Provision in North Wales – primary to further education” highlights the lack of coordination, curriculum integration, quality assurance and tangible outcomes towards raising standards. See Annex 25 for evidence of lack of coordination of STEM activities.

More recent anecdotal feedback and discussions with the regional education consortium, GwE, also confirmed the lack of coordination and how this has a negative effect on the confidence, knowledge and understanding of subject teachers. The Coordination Function would consist of a specialist “STEM Improvement Support Adviser” post, from an established teaching background with a proven track record of engaging in extra-curricular STEM activities. Negotiations have taken place with GwE to facilitate a seconded teaching post to the role of STEM Improvement Support Adviser. The post holder would need to be bilingual and be based centrally to cover the three counties of the North West Wales region of delivery. GwE have confirmed that they will work with STEM Gogledd to develop the role of the STEM Improvement Support Adviser.

Responsibilities will include:

- Source and identify the gaps in provision and best practice in STEM extra-curricular activities for secondary schools to populate the STEM Hub. With priority emphasis on the energy and environment sector.
- Consult with secondary schools on developments and progress
- Identifying the needs, contents and functions of the Virtual STEM Hub with priority focus on energy and environment.
- Ensure smooth coordination between the STEM Gogledd Project, STEM Virtual Hub and STEM Mentors.
- Ensure the project meets the ESF overall aims and objectives
- Develop impact measures and added value to individual pupils and wider curriculum
- Developing a Quality Assurance criteria for including STEM activities

2. STEM Hub (See Annex 10)

Develop a unique regionally focused web based tool for the project, which will add value for participants across North Wales. The STEM Hub service would be developed by a procured provider, with support from the project HUB Development Coordinator.

Using the good practice from the Mapping Exercise for 16-24 support provision in North Wales, transferred to an online tool, a Mapping Exercise for STEM Provision in North West Wales will be undertaken with particular focus on energy and environment. The energy and Environment STEM Provision database will be populated during the initial development phase with gaps identified and new sources being included during the delivery of the project. The STEM Hub is a dynamic source of best practice, information, coordination, inspiration and contacts.

Incorporated within the STEM Hub would be a long term learning log with a tracking tool, which would track all STEM Activity of a young person, along with their curriculum learning outcomes; academic achievement and results. Each participant will be responsible for updating their learning log during the STEM Club sessions, these sessions will be supervised by the STEM Mentor, the sessions will give each participant to reflect on their STEM learning.

The STEM Hub would be a “one stop shop” for all STEM Provision information bespoke to North Wales, including sign posting facility with links to other providers’ resources including Careers Wales.

- Identify clear links with the national curriculum to add value to the current provision, with priority to STEM Subjects
- Clear guidance and instructions for teachers
- Link to Career Pathway Maps and Job Profiles – examples of the skills, qualifications, training and competencies related to job roles within the growth sectors of the region.
- STEM Profiles of regional Employers and organisations – case studies of local people who are in STEM related careers
- Bilingual Resources - STEM Gogledd will provide Welsh Language resources where English Language only resources are available. This is considered crucial given the demography of the area.
- Interactive resources for students including Video Clips, STEM Quiz/ Career Map Quiz and STEM personality quiz.
- Menu of STEM classroom activity providers.
- Menu of regional STEM work experience employers.
- Welsh BAC Challenges - the STEM Hub would provide access to current STEM Welsh BAC Challenges for example those by Horizon. The STEM Coordinator would also develop new and exciting STEM Welsh BAC Skills Challenges with regional Energy and Environment sector employers

3. STEM Mentor (See Annex 12c)

The STEM Mentors would be delivered by a procured provider, with close links to the STEM Coordinator.

The STEM Mentor will facilitate access to enhanced personalised STEM pathway information and support their vocational, educational and STEM options. To ensure that participants are encouraged, inspired and made aware of the earning and learning opportunities available in the local and regional area.

- Three bilingual STEM Mentors will be employed through the project, these would be based centrally and cover the three counties of North West Wales. The STEM Mentors would be responsible for capturing, promoting and sharing best practice between schools.
- Using the links and information readily available from the North Wales Economic Ambition Board’s Skills Plan and Energy and Environment Directory, the Mentors will raise participants’ awareness of the needs of the local labour market and of emerging opportunities for employment through employer engagement particularly in the Energy and Environment sector.

OTHER FUNCTIONS OF THE STEM MENTOR:

- Support key transition points during the academic cycle in relation to pathways progression to promote the engagement and continuation with STEM subjects in Year 9, Year 11, Year 12 and 13.
- Employer Engagement – Energy and Environment Industry specific employer engagement opportunities adapted to participant needs
- Identify and engage with Role models to inspire energy and environmental related careers for young people.
- Industry Visits and tours - Specific focused events utilising regional employers that will be supported by activities package prior to and following the event
- Work Experience supported by activities package prior to and following the event
- Deliver STEM Hub Sessions
- Girls STEM Saturday Club, delivered and hosted in partnership with regional Energy and Environment providers
- Online Chat Support –allocated time slots where the STEM Mentors would be available for online chat sessions.
- Attend Parents and Options Evenings at schools, if required, to encourage attainment in STEM Subjects, and in order to add value to the knowledge provided to participants through this operation. This will enrich the project offer, educating parents to understand the pathway and importance of subject choices.
- Individual STEM Learning Plan

For a clear understanding of a participant’s journey on the project, we have developed three possible case studies. See Annex 12a.

See Annex 4 and 25 on how the STEM Mentor will add value to Careers Wales provision.

STEM Gogledd Young Ambassadors (‘STEMbassadors’)

Having a project timescale of 4+ years will allow STEM Gogledd to include an additional added value element to the operation which further enhances participants’ engagement in STEM, but also empowering young people themselves to engage and influence their peers. When participants have been successfully engaged in the project for 2 years and reach the end of Year 10 STEM Gogledd will promote the opportunity for those participants to become STEM Gogledd Young Ambassadors or ‘STEMbassadors’. This will be on a voluntary basis and all participants involved will be trained and supported in the role by the STEM Mentors. The responsibilities of the Ambassadors will be as follows.

1. STEM Gogledd Young Ambassadors will be trained to develop their communication and presentation skills to deliver inspirational talks to small groups of young people from year 7-9 in their secondary school on the benefits, added value and exciting opportunities that STEM subjects can provide.
2. They will write articles for their school web site and newsletter to inspire young people on the wealth of opportunities in STEM sectors.
3. They will attend the STEM Gogledd Innovation Conference and other relevant STEM events in the region to inspire young people and promote STEM opportunities.

4. They will meet with other STEM ambassadors across the STEM Gogledd operation area to showcase and discuss best practice, case studies, share resources and learn from each other.
5. They will assist in further developments of the STEM Hub contents with best practice resources, contacts, pictures, good news case studies.
6. They will be a virtual consultation group for the STEM Gogledd Coordinator to refer to for anecdotal information, focus group, consultation, feedback and evaluation on a continuous basis.

Other Options for delivery:

Further to the Preferred Options Matrix a further 3 options have been identified and considered:

1. Provision to be available for all identified target participants. Provision to include Employer Engagement at school and within the energy and environment sector, Tailored STEM Mentor Provision to include identifying and arranging work experience opportunities, Co-ordination of STEM intervention supported with a basic virtual STEM Hub for student interaction.
2. Focus on those students not achieving A*-C Grades at A-Level. Provision to include focus on the energy and environment sector, Employer Engagement at school, Tailored STEM Mentor Provision, Co-ordination of STEM intervention.
3. Do Nothing – Status Quo

Operation Delivery Model

The project will be delivered by a combination of services directly provided by the beneficiary and services procured from external service providers.

The direct service elements will be delivered via the STEM Gogledd Regional Management Team. The Regional Management Team will be responsible for the co-ordination of services across the North West Wales region, ensuring the provision meets the identified need of individual schools and students.

The STEM Hub, STEM Mentors and the project Evaluation will need to be procured. Procurement arrangements for the project will follow the Lead Beneficiary's relevant procurement policies and established WEFO guidelines on Sponsorship, Partnership and Procurement, and the Public Contracts Regulations.

(Please see Annex 28 for the Procurement Timetable.)

Funding Received in last 5 years

Cyngor Gwynedd EU Funding 2008-2015				
Project	Capital / Revenue	Grant Type	Programme	Grant
Genesis II	Revenue	ESF	Convergence	£1,018,605
Canolfan Rhagoriaeth Eryri	Capital	ERDF	Convergence	£106,675
Acedemi Hwyllo Pwllheli	Capital	ERDF	Convergence	£4,347,194
Partneriaeth Dysgu Gwynedd ac Ynys Mon	Revenue	ESF	Convergence	£462,845
Pont Briwet	Capital	ERDF	Convergence	£9,010,753
Cynllun Adfywio Blaenau Ffestiniog	Capital	ERDF	Convergence	£4,109,097
Llwyddo'n Lleol	Revenue	ESF	Convergence	£903,436
Potensial	Revenue	ESF	Convergence	1,127,412
Taith i Waith	Revenue	ESF	Convergence	£938,183
Caernarfon Town Centre and Bangor City Centre Public Realm	Capital	ERDF	Convergence	£6,136,427
Local Investment Fund	Capital	ERDF	Convergence	£1,415,215
North Wales Legal Services Collaboration	Revenue	ESF	Convergence	£177,680
North Wales ICT Collaboration Programme	Revenue	ESF	Convergence	£128,533
Gwynedd SET	Revenue	ESF/ERDF	Convergence	£178,937
Our Heritage	Capital/Revenue	ERDF	Convergence	£355,566*
Outdoor Tourism	Capital		Interreg IRELAND WALES PROGRAMME 2007 - 2013	£155,226
Greenseas	Capital	ERDF	Convergence	£145,459
Lon Las Ogwen	Capital	ERDF	Convergence	£350,240
Llwybr Arfordir	Capital	ERDF	Convergence	£2,122,583
Rural Enterprise Enabling Fund – Rural Economy	Capital/Revenue	RDP	Rural Development Plan	£647,500
Promoting Change in the Rural Economy through Innovation – Non Agriculture	Revenue	RDP	Rural Development Plan	£139,418
Promoting Change in the Rural Community – Agriculture	Revenue	RDP	Rural Development Plan	£274,362
Promoting Change in the Rural Economy through Innovation – Environmental	Revenue	RDP	Rural Development Plan	£153,190
Cymunedau Cynhyrchiol	Revenue	RDP	Rural Development Plan	£560,000
Rural Enterprise Enabling Fund – Rural Economy	Capital/Revenue	RDP	Rural Development Plan	£647,500
Llwyddo'n Lleol – Developing Enterprising Communities in Rural Gwynedd	Revenue	RDP	Rural Development Plan	£471,900
Rural Enterprise Fund – farming Families	Capital/Revenue	RDP	Rural Development Plan	£195,261
Innovative Development	Capital /Revenue	RDP	Rural Development Plan	£896,582
Enabling Diversification and Development (GWY52)	Capital/Revenue	RDP	Rural Development Plan	£575,680
Axis 3 Lead Body – CB1	Revenue	RDP	Rural Development Plan	260,957
Axis 4 Lead Body- CB1	Revenue	RDP	Rural Development Plan	142,001
Enabling Diversification and Development (GWY53)	Capital/Revenue	RDP	Rural Development Plan	£857,876
Innovation Development	Capital/Revenue	RDP	Rural Development Plan	£896,582
Enabling Farming households in Gwynedd to Diversify into Non- agricultural Enterprise	Capital/Revenue	RDP	Rural Development Plan	£461,970

Traditional Skills & Enterprise for Children	Revenue	RDP	Rural Development Plan	£54,400
The Discover Project	Capital/Revenue	RDP	Rural Development Plan	£120,123
Axis 3 Lead Body Costs – CB2	Revenue	RDP	Rural Development Plan	£542,459
Axis 4 Lead Body Costs – CB2	Revenue	RDP	Rural Development Plan	£331,878

Lead Beneficiary Record

Gwynedd County Council has led on the following projects:

Llwyddo'n Lleol

ESF funded project

- February 2010 - March 2015
- Four county project - Denbighshire, Conwy, Gwynedd, Anglesey
- Total expenditure - £3,160,595.00
- Total grant - £2,170,602.00

External evaluation and lessons learned reports already lodged with WEFO

Potensial

ESF funded project

- June 2011 – August 2014
- Four county project - Denbighshire, Conwy, Gwynedd, Anglesey
- Total expenditure - £13,562,882.00
- Total grant - £8,181,001.00

External evaluation and lessons learned reports already lodged with WEFO

Gwynedd County Council has the range of expertise in delivering EU project, we have staff available to deliver similar operations to those noted above through EU funding.

Legal Basis

Section 2 of the Local Government Act 2000 gives the Local Authorities the power to do anything which it considers is likely to promote or improve the economic, social and environmental well-being of the area.

Lead Beneficiary Governance arrangements

The proposed project management structure will include experience people in key positions who have background in the management and delivery of ESF & ERDF projects. The structure also provides specialist, professional staff at a range of levels, who can bring invaluable experience and knowledge to the management of the project.

Primary Risks and Dependencies

In order to manage the risks associated with this project a detailed risk assessment and risk management plan has been produced, a draft is included in Annex 3. The risk assessment has been scored and identified on the RAYG basis.

- Local Authority rationalisation – Capacity to deliver in the cuts agenda, increasing demands for organisations to rationalise budgets.

STEM Gogledd Business Plan – Version 9

- Procurement timeline – potential of a low uptake of procurement opportunity.
- Quality of provision – poor quality provision and inconsistent delivery across the region.
- Engagement – lack of engagement or support for the operation.
- Safeguarding – Level of safeguarding process and protocols not adhered to. Potential risk for participants.
- Partnership working – difficulties managing a range of different services at a regional/national level. Could result in failure to achieve outputs.
- Communication ensure clear communication channels exist between Lead and Joint Sponsors, ensure clear communication channels exist between different stakeholders, this includes timely reporting to WEFO.
- Recruitment – Staffing issues.
- Outputs – failure to reach project outputs.
- Match Funding – unable to evidence sufficient match funding.
- Exit Strategy – project sustainability.

The projects risk management plan will be discussed and reviewed by the Regional Steering Group, which will meet quarterly. The Regional Project Management team will be expected to adhere to the risk management plan requirements on a day to day basis.

c. Further Delivery Criterion: Indicators & Outcomes

The target groups for this operation include the following:

- Young people in education identified by the teachers that are at risk of achieving grades C/C in specified STEM subjects and will benefit from added value inspirational engagement activities to improve the predicted grades.
- Young people unable to access specific STEM related work experience.
- Young people in education identified by the teachers and/or Careers Advisers that would benefit from additional STEM inspired activities to help them decide on choosing STEM options post 14, post 16 and/or post 17.

Given the evidence and research for the STEM Gogledd operation, the outputs are realistic for the needs of the young people.

During the delivery on the operation Schools will be identified on an individual needs basis in consultation with Regional 14-19 Network Forum, discussions with Careers Wales and GWE. This will be based on the three target criteria (noted above) for identification including attainment, work experience opportunities and progression post-16. This school identification will be prioritised according to the points against the three selection criteria. The project will be introduced and presented for marketing purposes through the Head Teacher Forums, 14-19 Network, Gwynedd and Anglesey Consortium Meetings. Once the selection criteria is set, schools will then need to approach the STEM Gogledd project, or then should there be a low uptake from schools the STEM Gogledd Coordinators would approach individual schools according to this criteria. Once the school registers their interest on the project, the STEM Coordinator will work with the teachers to identify students eligible for the STEM Gogledd Project. The students will then be referred to their STEM Mentor.

The operation will be measured against the Priority Indicators. The project will enable young people to increase the take up and attainment in STEM subjects.

The information within the Operational Programme was fundamental guidance which helped ensure that the proposed activities of the operation matched the overall programme requirements.

All outcomes will be recorded and reported as part of the regular Output Monitoring Process.

STEM Gogledd research is proposing that to identify best practice for measuring STEM skills and outcomes, following enrichment interventions. STEM Gogledd will build on and develop on best practice measures to capture outcomes as a bespoke STEM Hub tool for STEM Gogledd, which complements the core aims of the operation.

STEM Gogledd will measure distance travelled, progress and outcomes which is more than achieving GCSE results, it's demonstrating the participants assessment of 'STEM Capital' at the beginning, middle and end. See Annex 35 for additional information.

Longer Term Benefits

Increase in the take up and attainment in STEM subjects amongst 11-19 years olds in North West Wales, with improved grades at GCSE in STEM subjects; increased number of A Level entries in STEM subjects; increased attainment levels in STEM subjects at GCSE and A-Level; increase the future employability of young people and be responsive to the needs of the employers and the labour market of North Wales.

STEM Gogledd will contribute towards the breakdown of traditional gender stereotypes in employment, broadening horizons for non-traditional job roles or employment sectors and addressing current under-representation of females in STEM subject in Higher Education and STEM based careers.

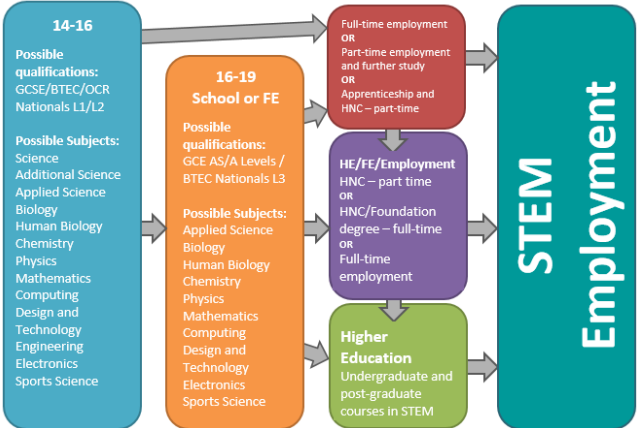
Short Medium Term

The short and medium term achievements will be measured with the use of a “soft outcome” measurement tool to establish their baseline and the monitor the progress of individual participants in relation to their confidence levels, social and communication skills. See Annex 34 for examples of the soft outcomes the operation could contribute towards.

By utilising a consistent measurement tool incorporated within the STEM Hub, through regular scheduled sessions of projects of this type of appropriate and robust measurement of soft outcome progress will be possible. Implementation of soft outcomes measurement system needs to be up and running with staff fully trained in its use and importance before a project starts so that systems are tested staff are fully conversant with how it can be used and monitoring benefits are seen as early as possible. It is intended this be undertaken during the mobilisation phase of the operation.

Output	Target	Rationale
Total Participants	600	Within the Operational Programme it states “As outlined in the Strategy, Welsh GCSE entries for STEM subjects have declined by 12% over recent years ⁴⁰ with a corresponding decrease in attainment levels during the period 2008-2013” We have therefore based our target on this theory, The 2014/15 academic year across Anglesey, Conwy and Gwynedd had a total of 3,140 pupils aged 15, therefore the STEM Gogledd operation proposes to work with 19% of the cohort which would be 600 students.
Young People 11 -19 years of age – male	240	STEM Gogledd operation proposes to offer targeted support for females; therefore propose to work with 40% male participants.
Young People 11-19 years of age – female	360	Based on the above, STEM Gogledd proposes to work with 60% female participants.
14-16 year old participants	450	(75%)
16-19 year old participants	150	(25%)
Participants with a disability / work limiting health condition	12	STEM Gogledd proposes to work with 2% Disabled Participants based on the actual participants for the Llwyddo’n Lleol project.
Migrants / BMW / Minorities	6	STEM Gogledd proposes to work with 1% BME/Migrant Participants based on the actual participants for the Llwyddo’n Lleol project.

⁴⁰ The Welsh Government (2012) Science for Wales, A strategic agenda for science and innovation in Wales

Immediate Results		
<p>Young People 11-19 who continue to study a Maths, Science, Engineering and Technology subject post 16 – male</p>	<p>84</p>	<p>Data from the 2014/15 Academic Year has been taken into consideration as rationale. Pupils aged 15 = 3,140 Pupils aged 17 studying STEM subjects at A-level = 825 Therefore during 2014/15, 25% of the cohort pursued with a STEM subject post 16.</p>
<p>Young People 11-19 who continue to study a Maths, Science, Engineering and Technology subject post 16 – female</p>	<p>126</p>	<p>STEM Gogledd proposes to increase the number of pupils following STEM Subjects post 16 by 10% to 35%. Given that STEM Gogledd proposes to work with a total of 380 participants, we would predict that at least 35% of these will continue to study STEM subjects' post 16. Continuing to study a STEM subject post 16 would include the following:</p> <ul style="list-style-type: none"> - A-Level at School or College. - Vocational Training at Level 1 or above. <p>The STEM subject or training pursued post 16 would reflect an individual's pathway, and career requirements.</p> <p>This could also include participants at 18 years old continuing to study STEM subjects' at Higher Education. $35\% \times 380 = 210$ $210 \times 60\% = 126$ female participants $210 \times 40\% = 84$ male participants</p>  <pre> graph LR A["14-16 Possible qualifications: GCSE/BTEC/OCR Nationals L1/L2 Possible Subjects: Science Additional Science Applied Science Biology Human Biology Chemistry Physics Mathematics Computing Design and Technology Engineering Electronics Sports Science"] --> B["16-19 School or FE Possible qualifications: GCE AS/A Levels / BTEC Nationals L3 Possible Subjects: Applied Science Biology Human Biology Chemistry Physics Mathematics Computing Design and Technology Electronics Sports Science"] B --> C["Full-time employment OR Part-time employment and further study OR Apprenticeship and HNC – part-time"] B --> D["HE/FE/Employment HNC – part time OR HNC/Foundation degree – full-time OR Full-time employment"] B --> E["Higher Education Undergraduate and post-graduate courses in STEM"] C --> F["STEM Employment"] D --> F E --> F </pre>

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Young People 11-19 completing training in maths, Science Engineering and Technology - male	132	As stated within the Business Plan, young people across North West Wales currently have a lack of awareness of labour market opportunities and STEM pathway opportunities. Alongside these barriers is the lack of coordination of STEM Activity across the region. STEM Gogledd proposes to address these issues, offering a coordinated approach to support young people to achieve their STEM Pathway.
Young People 11-19 completing training in maths, Science Engineering and Technology – female	198	<p>STEM Gogledd will allocate each participant with a STEM Mentor. The STEM Mentor will work closely with a participant to draw up an Individual STEM Learning Plan on the STEM Hub. Each STEM Learning Plan will include a range of interventions and activities to suit each individual’s pathway.</p> <p>Participants who complete 3 or more actions within their STEM Learning Plan successfully will be awarded a <i>STEM Gogledd Certificate</i> on completion of the projects. These actions within the STEM Learning Plan will include STEM Activity by partner organisations, employer engagement, STEM Career Research, Work Experience, Girls Saturday Club etc. See Annex 33 for examples of activities within the STEM Learning Plan.</p> <p>All evidence of successful completion of the activities within the STEM Learning Plan will be logged on the participants STEM Hub account. A Certificate will then be issued through the STEM Hub. All participants gaining this certificate will be claimed against the “completing training” result.</p>

STEM Subjects (Also refer to Annex 29)

STEM Gogledd will contribute towards the take up and attainment in STEM Subjects. STEM Subjects are defined as Science, Technology, Engineering and Mathematics. However these subjects include numerous options as part of the curriculum, these include the following:

Science	Technology	Engineering	Mathematics
Biology	Computer Science	Engineering	Mathematics
Chemistry	ICT	Construction	Further Mathematics
Physics	Computing		
Applied Science	Design and Technology		
Health and Social Care	Creative Media / Film Studies		
Psychology	Electronics		
Additional Science			
Human Biology			
Sports Science			

* The above is a non-prescriptive list of subjects that includes general subjects, STEM Gogledd could claim results with other subjects other than above.

Operation Activities

Young People 11-19 years of age (male/female)

Participants will be identified in consultation with GwE via their knowledge of school results or lack of work experience offer. The STEM Coordinator will then discuss each schools individual needs with a nominated teacher/s. STEM Coordinator and the teacher will collaborate to identify individual participants eligible for the project. Once eligible participants are identified, the STEM Mentors will work with them on an individual learning plan, with an induction session to the STEM Hub. This will aim to increase participation rate in STEM subjects’ post 16. All STEM Gogledd interventions will be recorded and participant journey of progression tracked on the STEM Hub.

Young People 11-19 who continue to study a Maths, Science, Engineering and Technology subject post 16

The 14-19 Coordinators will contribute in identifying participants post 16 and they will have an individual STEM learning plan to follow that will support their STEM studies at school, STEM Mentors will support individuals to continue their engagement with STEM, and encourage STEM subject choices post 16 to support their individual career pathway. Continuing to study STEM Subjects post 16 can include the following:

- A Level at School or College;
- Vocational Training at Level 1 or above.

Young People 11-19 completing training in Maths, Science, Engineering and Technology subject post 16

Identified participants will be allocated a STEM Mentor. The STEM Mentor will work closely with a participant to draw up an individual STEM Learning Plan on the STEM Hub. Each STEM Learning Plan will include a range of interventions and activities to suit each individual’s

pathway. Participants who complete 3 or more actions within their STEM Learning Plan successfully will be awarded a *STEM Gogledd Certificate* on completion of the projects. These actions within the STEM Learning Plan will include STEM Activities by partner organisations, employer engagement, STEM Career Research, Work Experience, Girls Saturday Club etc.

All evidence of successful completion of the activities within the STEM Learning Plan will be logged on the participants STEM Hub account. A Certificate will then be issued through the STEM Hub. All participants gaining this certificate will be claims against the “completing training” result.

STEM Gogledd Cohort - STEM Gogledd proposes to work with a smaller cohort of pupils. STEM Gogledd will not offer a blanket approach, beneficiaries will be identified on the criteria set. This is as a result of evidence on ‘localising and personalising’ STEM enrichment activities as having greater impact. Additional evidence and rationale for lower targets number to achieve higher outcomes is available in Annex 36.

Monitoring

The operation will be subject to the monitoring arrangements of the Lead Beneficiary and project staff will oversee daily functioning of the project. The lead beneficiary has extensive experience in the field of EU regulations relating to programme management including monitoring and evaluating project performance. A team of specialist officers, who already have specific skills in these areas, will ensure that regulations and output targets are adhered to.

The operation will be monitored at regular intervals, prior to the completion of the quarterly financial returns. Additionally, a full-scale audit evaluation will be undertaken. Officers of the Lead Beneficiary will undertake a programme of visits to ensure that the operation is adequately managed and any variation in the annotated outputs will either be resolved locally or reported to WEFO in circumstances that require it.

Participants will be recorded on a bespoke project database which will form part of the STEM Hub. This data base will enable the operation to record participant data relating to, progress made, skills gained, qualifications obtained and soft outcomes achieved. This bespoke project database will be in place at the start of delivery which will enable the Regional Management Team, STEM Coordinator and STEM Mentors to have constant access to all service delivery information.

This data will also feed into the NWEAB Regional Skills and Employment Data Dashboard which will gauge the regional impact and to ensure that additional accountability.

A delivery profile has been developed for this project and progress on participants activities against a range of indicators will be reported to WEFO on a regular basis. The Regional Management Team for the project will also develop additional monitoring data and there will be consultation with an independent evaluator regarding this.

Each participant will be uniquely identified. Whilst aiming to minimise the use of paper based recording, the project will also retain important documents such as those requiring a formal signature and any financial material such as invoices, which will need to be retained for audit purposes.

Incorporated within the STEM Hub will be a centralised data system relating to the project. This will enable the Regional Management Team, STEM Coordinator and STEM Mentors to monitor all participants on a regular basis. The Regional Management Team will assist the STEM Coordinator and STEM Mentors to ensure the appropriate and accurate collection of all required monitoring data. The use of an electronic recording and monitoring process will ensure that all information gathered is structured and reported in a consistent and meaningful manner.

Monitoring information gathered will be formally reported to WEFO on a quarterly basis, as part of the claim and output reporting process. Gwynedd Council will have lead responsibility for this, Gwynedd Council have vast experience of reporting project data to WEFO. We will comply with all WEFO requirements in relation to this process (Annex A).

Evaluation

Procurement of an appropriately experience evaluator will be undertaken, following a procurement process during the interim of the operation. Bids will be invited from providers who can clearly demonstrate experience and expertise in evaluating projects of this type. It is anticipated that this evaluation process will combine both formative and summative techniques in order to deliver a full qualitative and quantitative evaluation. STEM Gogledd bases its evaluation of the evaluation methodology of Potensial and will include 2 main phases:

1. Interim Evaluation report in December 2018. Take into account the operation to date, to include evaluating the following:
 - a. The overarching aims of the operation remain relevant and valid;
 - b. The effectiveness and efficiency of the operations implementation;
 - c. The cost-effectiveness of the project in relation to the activity;
 - d. The results of each activity and its impact on the operation.
2. Final Evaluation Report due in February 2020. This report will look at activity up until the end of the project, and is designed to stand alone, building upon the interim findings with new and updated evidence to report on the project as a whole. This will include the following:
 - a. Did the operation achieve the stated objectives?
 - b. Were the projected targets achieved?
 - c. What has worked well and not so well?
 - d. How has the project impacted upon its target participant group?
 - e. How has the project impacted upon the local community and economy?
 - f. Have wider socio-economic factors impacted upon the operation and either enhanced or restricted its performance?
 - g. How efficient and effective were the processes of the operation in terms of planning and implementation?

The evaluation will focus on:

1. Project Management – The effectiveness of project procedures, including coordination, partnership, how the cross cutting themes have been addressed.
2. Impact – The extent of which the process has achieved its strategic aims, objectives and output targets and impact on the target participant group according to both hard and soft outcome measurements.
3. Effectiveness – The extent which the project had engaged with and met the needs of the target participant group.
4. Efficiency and added value – The extent to which the project demonstrates value for money, and whether it has added value to existing programmes of support for young people in the area.

The following evaluation techniques are examples of techniques that may be undertaken during the interim and final evaluation:

- Scoping depth of engagement;
- Undertaking a baseline assessment;
- Management and officer interviews;
- Full case studies;
- Observation of activities;
- Direct participant contact through; questionnaires, focus groups and interviews (agreed % random sample).
- Reports received from agreed % of project activity areas to assess activity.
- Periodic interim summary reports.

The baseline activity, interim evaluation and final evaluations are not enough to ensure the success of the project. The nature of this work is such that ongoing evaluation is key to its success. Regular assessment of achievement to date will allow for ongoing adjustments as the operation is implemented and developed. Evaluation will be on-going throughout the life of the project.

The evaluation will link in closely with the monitoring process, by using the statistical data collected to analyse the projects' progress and its performance against projected outputs and impacts. Evaluation reports produced by the Regional Manager will be based on monthly monitoring reports which will need to be completed by the local Project Managers and on their own detailed assessments.

Evaluation of activity will take the following formats:

- Smaller issues may be reported back informally from the STEM Coordinator and STEM Mentors to the Regional Management Team and resolved internally.
- The day to day development of activities will be discussed in monthly and quarterly meetings of the Regional Management Team. This will allow the opportunity to raise any problems or concerns and to work both locally and regionally to resolve any issues and to share best practise. Members of external bodies and agencies maybe brought in to advise the groups where appropriate.

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- Ongoing evaluation will take place through the monitoring of progress against targets, and any issues picked up at this point, will be resolved either informally or through the Regional Management Team.
- Ongoing evaluation will also be conducted regarding specific activities, to seek the opinion of participants and allow for the identification both of problems and of examples of best practise. This will take place before commencement of activities and either at the end (in the case of shorter-term activities such as events), or periodically throughout in the case of longer-term activities, in order to monitor progress/change in attitude.
- Ongoing occasional visits will be made by the Regional Management Team to examples of each activity to monitor the quality of provision, and also to ensure that the correct message and strategic fit with the programme's key aims and objectives (including cross-cutting themes) is promoted.

All information, assessments and monitoring reports will be disseminated within the programme's key partners by means of the Regional Management Team. All such information will also be reported back to the programme sponsors, by means of:

- quarterly narrative and indicator reports;
- other written and verbal updates regarding specific new information (including the publication of any assessments or reports);
- other written and verbal updates as requested;
- a quarterly claim (to provide financial information)

Relevant information will also be passed on to other external agencies at the discretion of the Regional Management Team or Programme Sponsors

Information felt to be of interest to the general public will be made publically available. In particular the evaluations findings will be made publically available, and will be disseminated through:

- Quarterly Regional Management Team meetings;
- Meetings with relevant Management Groups of the respective Local Authorities;
- STEM Hub;
- Links with the WEFO Communications Team;
- North Wales Economic Ambition Board – Regional Skills Partnership.

A total budget of £60,000 has been attributed to the STEM Gogledd Evaluation.

Please see Annex 28 for the Procurement Timetable.

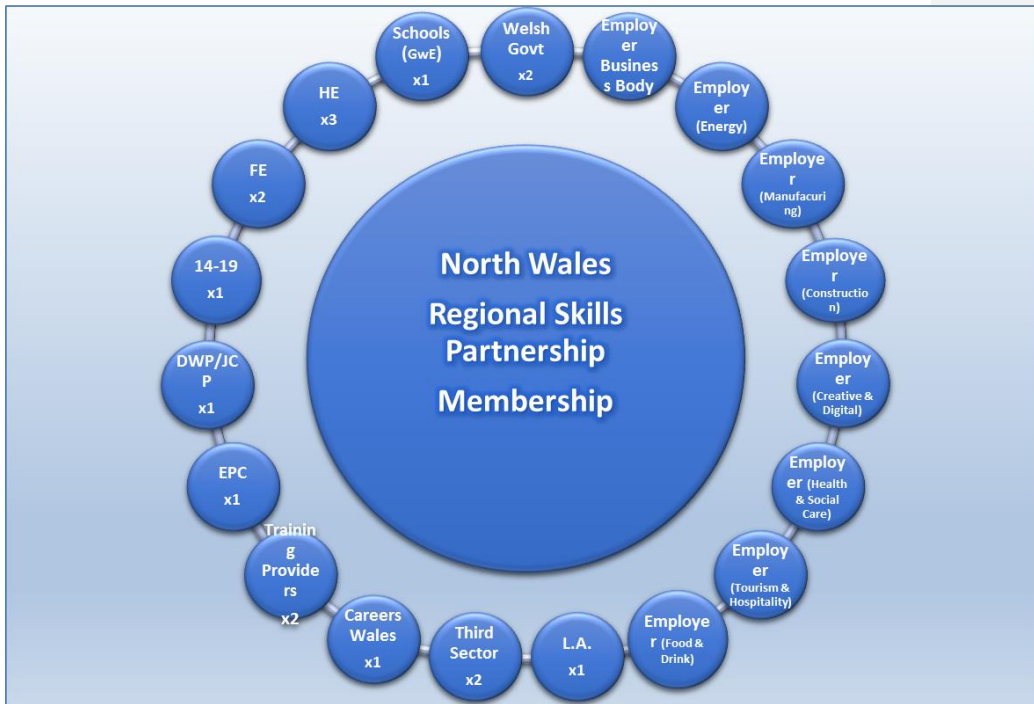
d. Further Delivery Criterion: Management of Operation

Governance Structure

The Governance structure for the STEM Gogledd operation has been included below. The NWEAB will provide the overall Regional Strategic Lead; North Wales Partners of NWEAB are Local Authorities: Anglesey, Conwy, Denbighshire, Flintshire, Gwynedd and Wrexham, North Wales FE/HE Colleges and Universities and North Wales Business Council.

The Board will be supported by the North Wales Regional Skills Partnership, one of 4 Management Boards which reports directly to the NWEAB. Membership includes:

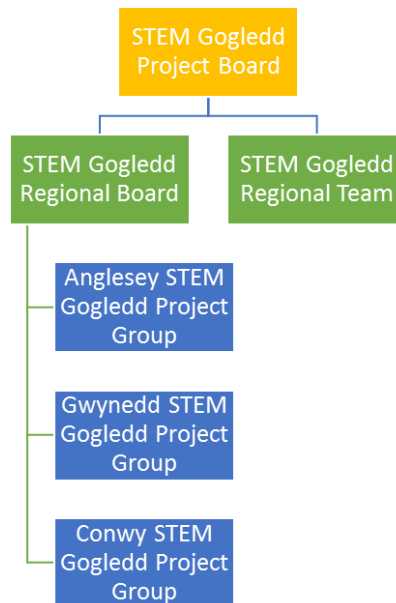
North Wales Regional Skills Partnership		
Name	Job Title	Organisation
Sasha Davies	Head of Strategic Development	Energy Sector – Horizon Nuclear Power (Chair)
Sioned E Williams	Head of Economy and Community	Gwynedd Council (Deputy Chair)
Iwan Thomas	Regional Programme Manager – Skills and Employment	NWEAB
Ffion Jones	Senior Researcher	NWEAB
Katie Edwards	Assistant Researcher	NWEAB
Meurig Thomas		Welsh Government
Jayne Roberts		Welsh Government
Edwin Owen	Chair NTFW North Wales	National Training Federation Wales
Trefor Jones	Business Development Manager	Bangor University
Dr Ian Rees	Executive Director of Regeneration and External Affairs	Grŵp Llandrilo Menai
Janine Downing	3-SET Manager	WCVA
Bev Lovatt	DWP Operations Manager	DWP
Sharon Williams	Progression Manager	EPC's
Ashley Rogers	Chairman of NWBC	NWBC
Gavin Jones	Employee Relations Manager	Manufacturing Sector – Airbus
Eiry Davies	Local Manager CITB	Construction Sector – CITB
Gareth Jones		Creative and Digital Sector
Jim Jones		Leisure and Tourism Sector
Saffron Grover	Associate Director of Communications, Marketing and Recruitment	Glyndwr University
Kevin Pascoe	Employer Engagement Manager	Open University
Vicky Barwis	Director of Employer Engagement	Coleg Cambria
Colin Brew	Chief Executive Officer	West Chester and North Wales Chamber of Commerce
Chris Wynne	14-19 and Youth Engagement Coordinator	14-19 Network
Arwyn Thomas	GwE Managing Director	GwE



STEM Gogledd will have its own project board. Membership will be drawn from the Project Development Group which includes all key stakeholders.

The balance of experience and skills within this Project Group will prove to be invaluable to the success of the project. As the project board, they will be responsible for the overall direction and management of the project within the constraints set out by the Corporate or Programme Management. The Project Board will be responsible for the success of the project. As part of directing the project, the project board will:

- Approve all major plans and resources;
- Authorise and deviation that exceeds or is forecast to exceed stage tolerances;
- Approve the completion of each stage and authorise the start of the next stage;
- Communicate with other stakeholders.



Each Local Authority will have a local steering group which will report to the Steering Group and Regional Management Team. The Regional Management Team will then be responsible for reporting to the STEM Gogledd Project Board.

Staffing Structure

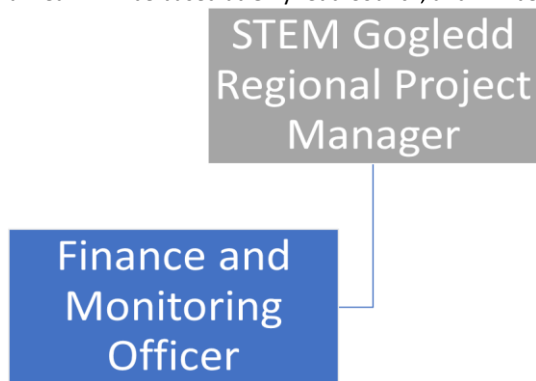
As the lead beneficiary, Gwynedd Council will have responsibility for the delivery of the overall operation. Gwynedd Council is highly experienced in the management and delivery of Structurally Funded project specifically. During the Structural Funds 2007-2013, Gwynedd successfully implemented 19 projects; in particular Gwynedd Council was the Lead Beneficiary on the Potensial and Llwyddo'n Lleol projects. We are therefore confident that we are very familiar with the technical and accounting requirements of European funding, and have developed high quality monitoring systems to ensure that these requirements are met. Within the Economy and Community department at Gwynedd Council we have a highly experienced **Strategy and Development Unit** who has kept fully up to date with new and additional requirements of the Convergence programme and is confident that existing systems can be updated and implemented.

As local authorities we are in a fortunate position of being able to draw on a wealth of knowledge in the implementation of the operation to ensure that all aspects of delivery from the development to the monitoring and financial reporting are robust at each stage. We have developed a proposed management structure which we believe allows sufficient capacity to implement these systems.

STEM Gogledd Regional Team

A comprehensive recruitment plan will be put into place as soon as the project is approved. This plan will ensure that the posts that are created through the operation are filled within a realistic timeframe to ensure that the project runs smoothly with its targets.

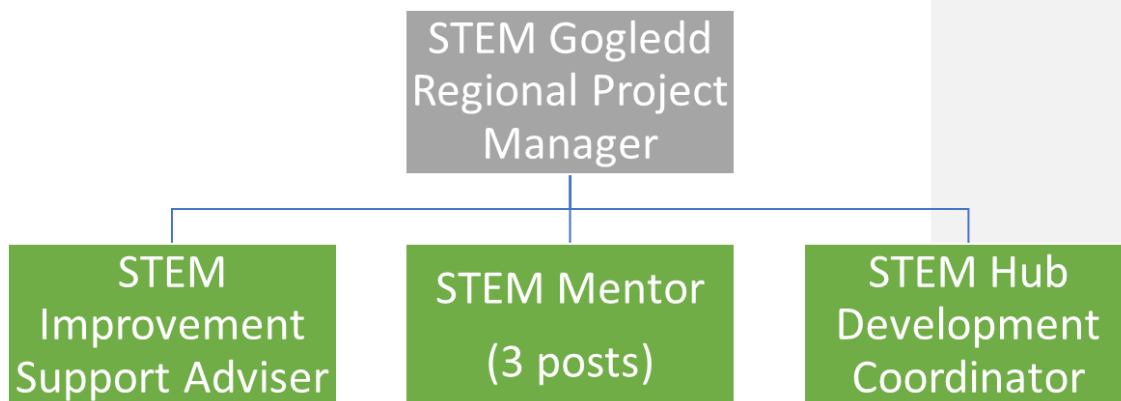
The Regional Team will be based at Gwynedd Council, and will be as follows:



Role	Purpose	Number of Posts	Direct or Match Funded
STEM Gogledd Regional Manager	To be responsible and accountable for the leadership, management and implementation of the STEM Gogledd project, in consultation with the STEM Gogledd Project Board. Ensure that STEM Gogledd is successfully delivered, in accordance with the objectives and targets contained within the project's Business Plan and Delivery Profile.	1	Direct
STEM Gogledd Regional Monitoring and Finance Officer	Assist the Regional Manager by managing the finance and outputs of this project in accordance with the Business Plan and the terms and conditions set by WEFO. Establish and implement a robust and rigorous financial/output performance monitoring system which ensures a thorough and systematic approach to the claims procedures to minimise any risk to the project of penalties. Responsibility for preparing quarterly claims.	1	Direct

STEM Gogledd Delivery Team

STEM Gogledd will appoint a Regional Delivery Team which will cover North West Wales.



Regional STEM Gogledd Delivery Team			
Role	Purpose	Number of Posts	Direct or Match Funded
STEM Improvement Support Adviser (the post will be modelled on the GwE Improvement Support Consultants post)	The STEM Improvement Support Adviser will be responsible for facilitating the e communication between students/schools and industry, promote curriculum enhancement and increase the take up and attainment in STEM Subjects. Gauge the impact STEM activities are having on participants.	1	Direct
STEM Hub Development Coordinator	The STEM Hub Coordinator will have the responsibility of establishing, developing, maintaining and populating the Virtual STEM Hub.	1	Direct
STEM Mentor	The Mentors role will be to provide information, facilitate, mentor and coach participants. Facilitating access to enhanced personalised STEM pathway information, guidance and support their vocational, educational and STEM Choices.	3	Direct

Each officer appointed to all the above posts will need to demonstrate that they have the necessary skills and experience required to fulfil the roles. Each member of staff will undergo a specific induction to the STEM Gogledd operation, which will include:

- An introduction to STEM Gogledd, its background, aims and objectives and context (including a contextual overview of the ESF Operational Programme, and relevant Strategic Framework).
- The management structure of STEM Gogledd, how the work integrates and the reporting structures.
- The technical and accounting requirements of managing and delivering the project.

All project staff will receive specific training in the managements systems which will have been developed by the Project Manager.

GwE will work with STEM Gogledd to develop the role of the STEM Coordinator, modelled on the GwE Improvement Support Adviser post.

Job Descriptions and Person Specifications for project staff are attached as Annex 14, Recruitment Procedures are attached as Annex 15.

Tender Documentation

STEM Gogledd will be undertaking a procurement exercise for the following:

1. To appoint a provider to design and develop the STEM Hub.
2. To appoint a provider to evaluate the operation.
3. To appoint a provider for the STEM Mentors.

Please see Annex 28 for the Procurement Timetable.

Copies of all tender documentations are attached in Annex 16.

Risk Management

A Risk Log has been developed for the project it includes a detailed description of the risk, consequences of the risk, the inherent risk score, mitigating actions and a residual risk score. A risk owner is also identified for each risk with regular dates for review. (See Annex 3)

The risk Management Plan will be overseen by the STEM Gogledd Steering Group which will meet quarterly, and identified officers will be expected to adhere to its requirements on a day to day basis. The Terms of Reference of the Regional Board (see Annex 26) will ensure that all potential risks are identified and addressed and that all the terms and conditions of the project are fully adhered to.

Procurement: Procurement by the project will adhere to the Procurement Guidelines set by the Lead Beneficiary's Procurement Team, and all procurement will adhere to the WEFO Guidelines. Minimisation of risk will be achieved by the inclusion of a dedicated Finance officer, as part of the Regional Management Team. This officer will be responsible for ensuring that the procurement processes being undertaken are consistent and adhere to the relevant requirements.

Project Targets – Failure to reach project outputs. Close monitoring by the Regional Management Team across the project. Regular monitoring of outputs during quarterly monitoring meetings and Regional Management Meetings. Any issues will be discussed with the PDO, RME or CCT Teams immediately if project is unlikely to achieve certain outputs.

Management and IT Systems

Gwynedd Council as lead beneficiary will be responsible for purchasing equipment as per their ICT agreements and policies.

Staff employed on the project will be provided with laptop bundles and mobile phones where appropriate. Every effort will be made to minimise costs by reusing or recycling equipment from previous EU projects.

It's anticipated that staff in particular the STEM Coordinator and STEM Mentors will work flexibly from a range of locations according to need. Gwynedd Council's lone working and flexible working policy will apply.

Email communication will predominantly be used in order to ensure that all project staff are able to communicate efficiently and consistently.

Closure / Exit Plans

Project Closure will be managed following the best practice from the 2007-2013 EU programme and will be based on the closure processes of Potensial and Llwyddo'n Lleol.

Project Closure Guidance will be issued, designed to assist the STEM Coordinator and STEM Mentors to ensure that they effectively close their respective projects in accordance with the relevant WEFO European Regulations. Draft Project Closure Form attached in Annex 17.

The Regional Management Team will work closely with all staff to ensure the process is managed effectively.

The Project Development Group agrees that this operation must aim to be sustainable. To address the barriers, we recognise the need to work collaboratively and develop processes that will help young people with the development of this operation. This is part of the long term strategy to embed the operation's activities within the partner organisations.

The Regional Management Team will lead on the development of a robust Exit Strategy which will undertake an options analysis of a range of options.

Legislation

The operation will ensure that it complies with all relevant legislation. Links with officers within Gwynedd Council will be made including Equality Officers.

Equality Act 2010 – In particular in regards to recruitment and promotion. We will ensure that all recruitment and job opportunities are made available to all individuals, including those with protected characteristics in line with the Equality Act 2010.

Disability Discrimination Act 1995 & 2005 – The Act promotes the equality of opportunity for disabled people.

Welsh Language Act 1993 and Welsh Language (Wales) Measure 2011 – Establishes the principle that the Welsh Language should be treated no less favourably than the English Language. The operation will comply with the Lead Beneficiary Welsh Language Policy and will provide all support and documentation bilingually to participants.

Well-being of Future Generations (Wales) Act 2015 – The Act aims to make the public think more about the long term, work better with people and communities and each other, look to prevent problems and take a more joined-up approach.

All Wales child protection procedures (All Wales Child Protection Procedures Review Group, 2008) – They provide a common set of child protection procedures for every safeguarding board in Wales.

Promotional Activity

Each relevant aspect of the Welsh European Funding Office Information and Publicity Guidelines 2014-2020 will be implemented, in particular:

- The use of the correct Structural Funds logos and branding on all publicity materials, stationery, literature, promotional materials, banners, website etc.
- Close liaison with the WEFO Press and PR team, especially for the sign-off of press releases, STEM Hub and other publicity materials.

Please see Annex 18 for a copy of the STEM Gogledd Communication Plan.

1. **Promote project opportunities to target participants** – Promotion through, project staff and school teacher.
2. **Stakeholders** – See stakeholder analysis below:



3. **Results and Impacts** – This operation will adhere to all the applicable requirements of structural funded projects and will seek to publicise the support provided by ESF Funding. This operation will build upon the experience gained from previous ESF funded projects in raising the profile of STEM Gogledd.
4. **Dissemination of best practice** - Evaluation reports and other promotional materials will be made publically available. Representatives of the project will attend relevant conferences to present the project through exhibitions, presentations and workshops to network with other similar organisations.
5. **Full acknowledgement of the funding from the European Union**- Full acknowledgement of the Structural Fund contribution to the project funding will be included within all press and media reports. Specific acknowledgement will be achieved in a variety of ways:
 - a. There will be formal press releases to newspapers/television/ local and national radio, on confirmation of funding and at any relevant major milestone in the life of the project.
 - b. All literature and materials for ESF will display the appropriate logos for ESF
 - c. All public notice information, e.g. recruitment processes will fully recognise and inform the reader of the contribution made to the project through the structural funds.

Our previous experience in managing ESF 2007-2013 projects has afforded us a high degree of expertise in gaining good levels of positive coverage of project activity and we will bring this to bear on the Potensial project.

6. **Where you will ensure acknowledgement of the funding received from the EU is displayed i.e. website, literature etc ensure accessibility**
 - Press Release
 - All literature and materials display ESF logo
 - All staff members will have the support and provision of ESF clearly explained to them.
 - All Delivery partners involved in the project are aware of ESF funding
 - Plaques at all main delivery sites
7. **Europe Day (May 9th)** – Europe Day will be promoted each year by means of a dedicated press release, celebrating the work of the operation to date (or over the past year) and publicising key achievements. Attendances where possible at existing events and campaigns run in each local authority area to promote Europe Day. The EU Flag will be displayed at the Lead Beneficiary HQ during the week.
8. **Beneficiary Awareness of EU Funding** – All project literature and support material including beneficiary forms will include the appropriate ESF logo and recognition of the European Funding provided. All participants will be made aware of EU funding at the point of engagement.
9. **Links with WEFO PR Team** – The project Management Team will build and maintain a close liaison with the WEFO PR Team. Any PR Activity will be sent to the WEFO PR Team for comments prior to release.

All marketing, PR, training materials will be made in accessible formats for the individual concerned and this includes large print, as well as being made available bilingually.

Section 3

Core Criterion: Financial & Compliance

Lead Beneficiary Background

Gwynedd Council is a unitary authority and was established on 1 April 1996.

Declarations

The County Council has no conflict of interest regarding the development of this Operation. There are no County Court judgements against the organisation.

Breakdown of Costs

A detailed breakdown of costs linked to the planned activities required for mobilisation and delivery is attached in The Funding Package in Annex 2.

Simplified Costs

The STEM Gogledd operation will be using the 15% flat rate (indirect) option calculated on the basis of the direct staff costs.

State Aid Status

We do not believe that State Aid regulations are applicable in this proposal.

Revenue Generation

There is no anticipated revenue generation within the STEM Gogledd operation.

Funding Package

See Annex 2 for the delivery profile.

See below a breakdown of the cost headings for the lifetime of the operation (April 2018 – December 2022 :

Cost Heading	Sub Category	Amount	Information on these costs
Administration	Administration Other	£4,713	Mobile Phone costs
Human Resources	Recruitment	£2,000	Staff Recruitment Costs
	Redundancy	£33,805	Staff Redundancy Costs
ICT	Hardware Purchase	£10,000	Purchase of laptops for all project staff
	Software Purchase	£100,000	Developing the STEM Hub
Marketing and Promotion	Advertising and Promotion	£15,000	
	Events	£30,000	2 Annual Conferences along with other regular events for example Industry Days
Professional Service	Accountancy and Audit	£10,000	Accountancy and audit costs
	Evaluation, development and monitoring	£60,000	Inception document, Mid Term and Final Evaluation.
Staff	Project Delivery Staff	£1,026,209	1 STEM Coordinator

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			1 STEM Hub Coordinator 3 STEM Mentors
	Project Management	£395,224	Project Manager Finance & Monitoring Officer
Training Costs	Training Courses	£50,000	These costs will include any costs to deliver STEM Sessions for example – Girls Saturday Club; Delivery of STEM Hub Sessions.
Travel & Transport	Travel & Transport Other	£51,678	Staff travelling costs

e. Further Financial Criterion: Value for Money

In addition to the preferred option that has been proposed within the business plan, another 3 options have been considered for delivery.

1. Preferred Option
2. Provision to be available to all identified target participants. Provision to include Employer Engagement at school and within industry, Tailored STEM Mentor provision to include identifying and arranging work experience opportunities, Co-ordination of STEM intervention supported with a basic Virtual STEM Hub for student interaction.
3. Focus on those students not achieving A* to C Grades at A-Level. Provision to include Employer Engagement at School, Tailored STEM Mentor Provision, Co-ordination of STEM intervention.
4. Do nothing

The four options for delivery were discussed by SWOT Analysis:

	Option 1 – Preferred Option	Option 2 Reduced Provision	Option 3 Focus on A-Level Students	Option 4 – Do nothing
Strength	Bespoke Support. STEM provision coordinated. STEM Expertise available for pupils. Clearly identified provision presented to pupils.		Bespoke Support for A-Level Pupils.	Continue with status quo that has been in place.
Weakness	Funding required.	Funding required. Lack of mentoring support. Universal offer. Capacity to deliver.	Funding required. Limited number of participants. Lack of transition support.	No coordination function. Young people struggle to understand the STEM provision available.
Opportunity	Coordinated approach. Quality Assured STEM Provision Pupil needs addressed. Increase in the take up of STEM subjects. Other STEM delivery agencies. Fill the gaps identified within STEM provision.	Basic Coordination function.	Increase in the take up of STEM subjects in HE. Additional mentoring support at A-Level.	Work around what’s already on offer with no additional funding.
Threat	Other projects.	Other projects.	Other projects.	Difficult to manage and quality assure with the lack of coordination.

STEM Gogledd Business Plan – Version 9

STEM Gogledd will target young people aged 11-19 years old within secondary education, with an aim to increase their take up and attainment in STEM subjects. Bespoke one to one support and group activity will form part of the success of the operation – staff resources are vital in providing dedicated support to all participants in order to achieve the operations outcomes and results.

The table below shows the cost per participant against the considered options for delivery:

Option for delivery	Target Participant	Total Project Cost	Participant Cost	Option	Rationale
Option 1	600	£2,007,214	£3,345	This is the preferred option for delivery.	TPC rationale is included within the Business Plan.
Option 2	600	£1,323,615	£2,206	This option would be a universal offer for participants, with reduced mentoring support.	TPC for Option 2 is based on the same participant number as above but with less project activity. Option 2 includes the full Regional Team as in Option 1, no mentoring support, just the Coordination Function.
Option 3	193	£1,376,655	£7,132	Option 3 would focus on students who are studying for their A-Levels, and would include bespoke support for a limited number of students.	TPC for Option 3 is based on provision for pupils studying at A-Level, with a total of 10% of the cohort (1,611). Option 3 TPC is based on a smaller regional team (1 Manager and 1 Admin Officer), as well as reduced project staff with 2 STEM Mentors and 1 STEM Coordinator.
Option 4	0	£0	£0	-	-

f. Further Financial Criterion: Long Term Sustainability

STEM Gogledd will be using the opportunity of European funding to make a difference to participants, increasing the take up and attainment of young people 11-19 years old in STEM subjects, equipping them with the information to follow a STEM career pathway. The STEM Gogledd evaluation will identify the need for continuation of the operation post funding, and this will be discussed with Local Authorities/Employers dependant on availability of budgets, together with other factors.

It is part of our long term strategy to embed these activities within each organisation. The qualitative legacy being the coordination functions of STEM activities across the region, continuing to ensure a coordinated approach to STEM activities.

The STEM Hub will be sustainable post project, and exit strategy for the STEM Hub will need to be discussed and developed with key organisations within the Region.

Project Closure

Project Closure will be managed following the best practice of the Llwyddo'n Lleol and Potensial Projects as part of the 2007-2013 programme.

Project Closure guidance will be developed and issued (see draft in Annex 17), designed to assist STEM Gogledd staff to ensure that they effectively close the project in accordance with the relevant European Regulations and Welsh Government Requirements.











Management staff on STEM Gogledd will remain in post for 3 months following closure of project delivery in order to effectively manage project closure.

Gwynedd Council will ensure adequate resources are available to plan and implement the project closure smoothly. This will include briefing project staff, ensure all those involved are aware of the closure timescales and if the activity is to be transferred to another party – how this will happen. Project participants may also need to be aware of the project closure.













In light of the Brexit decision a Closure Plan will be drafted in the first six months, in the event of an early closure of the project.















The Regional Management Team will lead on the development of a robust Exit Strategy in the first six months of the operation; this will contain an outline of processes and procedures.







Section 4 - Annexes

Annex Number	Title Document	Document
A	ESF indicators and milestones	http://gov.wales/funding/eu-funds/2014-2020/wefo-guidance/monitoring/esf-indicators/?lang=en
1	Operation Logic Table	 STEM%20Gogledd%20Logic%20Table%2
2	Delivery Profile	 Delivery%20Profile%20STEM%20Gogle
3	Risk Register	 Cofrestr%20Risg%20STEM%20Gogledd%
4	Mapping the proposed STEM GOGLEDD operation with other key STEM provision in North Wales	 Annex%204%20-%20Key%20STEM%20
5	Skills Cymru Consultation Event	 STEM%20Cymru%20Survey%20results%
6a	STEM Gogledd Workshop Minutes	 Workshop%20minutes%2023.216.docx
6b	STEM Gogledd Workshop Discussion	 Workshop%20notes.docx
7	Governance Structure	 Annex%207%20-%20Organisational%2
8	Forward Work Plan	 Gannt%20Chart.xlsx
9	Preferred Options Matrix	 Preferred%20Option%20Matrix%20BP.dc

STEM Gogledd Business Plan – Version 9

10	STEM Hub	 STEM%20Hub.docx
11	Saturday Club	 SATURDAY%20CLUB.docx
12a	Participant Journey	 Annex%2012a%20-%20Participant%20j
12b	Case Studies	 Annex%2012%20-%20Case%20Studies
12c	Menu of Services	 STEM%20Gogledd%20Menu%20of%20S
13	NWEAB Governance Structure	 NWEAB%20Structur e.docx
14a	Job Description– Regional Manager	 Job%20Description %20-%20STEM%20
14b	Job Description – Finance and Monitoring Officer	
14c	Job Description– STEM Improvement Support Adviser This Job Description will be developed in collaboration with GwE, an example Job Description http://www.gwegogledd.cymru/Content/Uploaded/Downloads/7e69451c-314b-409e-a721-84c3dbffe93c.pdf	
14d	Job Description – STEM Hub Development Coordinator	
14e	Job Description– STEM Mentors	 Job%20Description %20-%20STEM%20
15	Gwynedd Council Recruitment Policy	 Annex%2015%20-%20Gwynedd%20Cc
16	Draft Tender Documents	 Commented [NW1]: Need to be developed
17	Project Closure Form	 Annex%2017%20-%20Project%20Clos
18	Communications Plan	 Communication%20Plan%20v1.docx

19	Interaction Log	 Regional%20Interac- tions%20Log%20v1.
20	Targets	 Annex%2020%20-% 20STEM%20Gogledd
21	List of Employers approached for Match Funding Contributions	 STEM%20GOGLEDD %20REQUEST%20FC
22	Match Funding Letter	 Request%20for%20 match%20funding%;
23	Monitoring and Evaluation Template	 Commented [NW2]: Need to be developed
24	Gwynedd Council Welsh Language Policy	 PolisiIaith2016. Cymr aeg.pdf
25	Lack of Coordination	 Annex%2025%20-% %20Lack%20of%20
26	STEM Gogledd Regional Board Terms of Reference	 STEM%20Gogledd% 20Regional%20Boar
27	STEM Gogledd Regional Operational Group Terms of Reference	 STEM%20Gogledd% 20Regional%20Oper
28	Procurement Timetable	 Annex%2028%20-% 20STEM%20Gogledd
29	STEM Pathway	 STEM%20Pathways. docx
30	Match Funding Update	 Annex%2030%20-% 20Match%20funding
31	Careers Wales Declaration	 Annex%2031%20-% 20Careers%20Wales
32	Regional STEM Report	 DRAFT%20Regional %20STEM%20Repor

33	STEM Learning Plan	 Annex%2033%20-% 20STEM%20Learning%20Plan%20.xlsx
34	Impact and Soft Outcomes	 Annex%2034%20-% 20Impact%20and%20Soft%20Outcomes%20.xlsx
35	Measuring success, added value and outcomes	 Assessment%20of% 20added%20value,% 20and%20outcomes%20.xlsx
36	Additional evidence and rationale for lower target numbers achieving higher outcomes	 Annex%2036%20-% 20Evidence%20and%20Rationale%20.xlsx
37	Letter of support from GwE	 Datganiad%20yn%20% 20Ocefnogi%20STEM%20% 20GwE%20.xlsx
38	Project Timeline	 Amserlen%20prosie ct.xlsx

Output	Target	Rationale
Total Participants	600	Within the Operational Programme it states “As outlined in the Strategy, Welsh GCSE entries for STEM subjects have declined by 12% over recent years ¹ with a corresponding decrease in attainment levels during the period 2008-2013” We have therefore based our target on this theory, The 2014/15 academic year across Anglesey, Conwy and Gwynedd had a total of 3,140 pupils aged 15, therefore the STEM Gogledd operation proposes to work with 19% of the cohort which would be 600 students.
Young People 11 -19 years of age – male	240	STEM Gogledd operation proposes to offer targeted support for females; therefore propose to work with 40% male participants.
Young People 11-19 years of age – female	360	Based on the above, STEM Gogledd proposes to work with 60% female participants.
14-16 year old participants	450	(75%)
16-19 year old participants	150	(25%)
Participants with a disability / work limiting health condition	12	STEM Gogledd proposes to work with 2% Disabled Participants based on the actual participants for the Llwyddo’n Lleol project.
Migrants / BME / Minorities	6	STEM Gogledd proposes to work with 1% BME/Migrant Participants based on the actual participants for the Llwyddo’n Lleol project.

¹ The Welsh Government (2012) Science for Wales, A strategic agenda for science and innovation in Wales

Immediate Results		
Young People 11-19 who continue to study a Maths, Science, Engineering and Technology subject post 16 – male	84	Data from the 2014/15 Academic Year has been taken into consideration as rationale. Pupils aged 15 = 3,140 Pupils aged 17 studying STEM subjects at A-level = 825 Therefore during 2014/15, 25% of the cohort pursued with a STEM subject post 16.
Young People 11-19 who continue to study a Maths, Science, Engineering and Technology subject post 16 – female	126	STEM Gogledd proposes to increase the number of pupils following STEM Subjects post 16 by 10% to 35%. Given that STEM Gogledd proposes to work with a total of 380 participants, we would predict that at least 35% of these will continue to study STEM subjects' post 16. Continuing to study a STEM subject post 16 would include the following: <ul style="list-style-type: none"> - A-Level at School or College. - Vocational Training at Level 1 or above. The STEM subject or training pursued post 16 would reflect an individual's pathway, and career requirements. This could also include participants at 18 years old continuing to study STEM subjects' at Higher Education. $35\% \times 380 = 210$ $210 \times 60\% = 126$ female participants $210 \times 40\% = 84$ male participants

		<p>14-16 Possible qualifications: GCSE/BTEC/OCR Nationals L1/L2 Possible Subjects: Science, Additional Science, Applied Science, Biology, Human Biology, Chemistry, Physics, Mathematics, Computing, Design and Technology, Engineering, Electronics, Sports Science</p> <p>16-19 School or FE Possible qualifications: GCE AS/A Levels / BTEC Nationals L3 Possible Subjects: Applied Science, Biology, Human Biology, Chemistry, Physics, Mathematics, Computing, Design and Technology, Electronics, Sports Science</p> <p>Full-time employment OR Part-time employment and further study OR Apprenticeship and HNC – part-time</p> <p>HE/FE/Employment HNC – part time OR HNC/Foundation degree – full-time OR Full-time employment</p> <p>Higher Education Undergraduate and post-graduate courses in STEM</p> <p>STEM Employment</p>
<p>Young People 11-19 completing training in maths, Science Engineering and Technology - male</p>	<p>132</p>	<p>As stated within the Business Plan, young people across North West Wales currently have a lack of awareness of labour market opportunities and STEM pathway opportunities. Alongside these barriers is the lack of coordination of STEM Activity across the region. STEM Gogledd proposes to address these issues, offering a coordinated approach to support young people to achieve their STEM Pathway.</p>
<p>Young People 11-19 completing training in maths, Science Engineering and Technology – female</p>	<p>198</p>	<p>STEM Gogledd will allocate each participant with a STEM Mentor. The STEM Mentor will work closely with a participant to draw up an Individual STEM Learning Plan on the STEM Hub. Each STEM Learning Plan will include a range of interventions and activities to suit each individual’s pathway.</p> <p>Participants who complete 3 or more actions within their STEM Learning Plan successfully will be awarded a <i>STEM Gogledd Certificate</i> on completion of the projects. These actions within the STEM Learning Plan will include STEM Activity by partner organisations, employer engagement, STEM Career Research, Work Experience, Girls Saturday Club etc. See Annex 33 for examples of activities within the STEM Learning Plan.</p> <p>All evidence of successful completion of the activities within the STEM Learning Plan will be logged on the participants STEM Hub account. A Certificate will then be issued through the STEM Hub. All participants gaining this certificate will be claimed against the “completing training” result.</p>

Proposed Energy Island Related Developments



LAND & LAKES
Developing Legacies

Proposed 850 unit mixed use Development of Residential, Tourism Village and Leisure Facilities.

Orthios

Proposed Biomass / Eco Park providing Energy & Steam for Hydroponic & Aquaculture Enterprises.

nationalgrid

Connecting Proposed New Low Carbon Energy on Anglesey

Minesto

MARINE ENERGY DEVELOPER 'Deep Green' underwater kites.

morlais

OFFSHORE DEVELOPMENT West Anglesey Tidal Current Demonstration Zone 38km² of Seabed.

CYNGOR SIR YNYS MÔN ISLE OF ANGLESEY COUNTY COUNCIL **YNYS YNNI MÔN ANGLESEY ENERGY ISLAND**

ENERGY ISLAND PROGRAMME - Delivering transformational growth through attracting and de-risking low carbon energy developments.

Coleg Menai

Masterplan - Internationally renowned Energy and Engineering Facility.

Stena Line

HOLYHEAD PORT International Strategic Gateway.

Magnox

Existing Wylfa Power Station - 460MW of Low Carbon Energy End of Generation 2015.

PŴER NIWCLEAR HORIZON
NUCLEAR POWER

Proposed New Nuclear Power Station with generating capacity of around 2.7 GW of Low Carbon Energy.

SPARC

Science Park bringing together academic researchers and commercial experts. 7.8 Hectares.

ISLE OF ANGLESEY COUNTY COUNCIL	
Report to:	Executive Committee
Date:	29th January 2018
Subject:	A545 Menai Bridge to Beaumaris
Portfolio Holder(s):	Councillor Bob Parry
Head of Service:	Dewi R Williams
Report Author:	Dewi R Williams
Tel:	012488 752303
E-mail:	drwht@ynysmon.gov.uk
Local Members:	Councillor Carwyn Jones Councillor Lewis Davies Councillor Alun Roberts

A –Recommendation/s and reason/s
<p>That the Highways, Waste and Property Service receives £95k funding to appoint consulting engineers to design strengthening improvements for the A545 between Glyn Garth and Beaumaris and also to contribute towards the cost of strengthening the slope below Beaumaris Cemetery, in conjunction with Welsh Government and Beaumaris Town Council.</p>

B – What other options did you consider and why did you reject them and/or opt for this option?
<p>The alternative to improving and strengthening the A545 would be to construct a new road at a cost in the region of £30 million. That cost would be excessive and problems would remain on the A545.</p>

C – Why is this a decision for the Executive?
<p>To obtain the funding.</p>

CH – Is this decision consistent with policy approved by the full Council?
<p>Yes</p>

D – Is this decision within the budget approved by the Council?
<p>Yes</p>

E – Impact on our Future Generations(if relevant)		
1	How does this decision impact on our long term needs as an Island	It secures the future of the A545 which is the main strategic route to and from Beaumaris.
2	Is this a decision which it is envisaged will prevent future costs / dependencies on the Authority. If so, how:-	Yes, it will draw funding from Welsh Government and will prevent costly collapses below the A545 in the future.
3	Have we been working collaboratively with other organisations to come to this decision, if so, please advise whom:	Yes, Welsh Government and Beaumaris Town Council.
4	Have Anglesey citizens played a part in drafting this way forward? Please explain how:-	There have been calls from the residents of the Beaumaris area for improving this road.
5	What impact if any does this decision have on the Equalities agenda and the Welsh language	None.

DD – Who did you consult?		What did they say?
1	Chief Executive / Senior Leadership Team (SLT) (mandatory)	Supports the contents of the report
2	Finance / Section 151 (mandatory)	No observations
3	Legal / Monitoring Officer (mandatory)	Comments answered
4	Human Resources (HR)	
5	Property	
6	Information Communication Technology (ICT)	
7	Procurement	
8	Scrutiny	
9	Local Members	

F - Appendices:
Appendix A – A545 Landslides

FF - Background papers (please contact the author of the Report for any further information):

Appendix A – A545 Landslides

Background

There is a history of landslides along the A545 between Glyn Garth and Beaumaris, with major landslides above the road in 2004 (Casita) and 2015 (Beaumaris Cemetery). The latest landslide on the 22nd November, 2017 was minor but unfortunately it blocked a substantial culvert and as a consequence there was a huge flow of water along the A545 until it left the road at a gap in the wall at Plas Menai. It subsequently washed away the garden of the property.

Remedial work started immediately to provide an anchored mass concrete wall to support the carriageway, such that the road would be reopened within a week. Traffic lights remain at the location until the work of providing a retaining wall at beach level and reinstating the garden is complete. This work is expected to be completed in early February.

The Beaumaris Cemetery landslip was cleared, but remedial work to stabilise the slope still needs to be carried out. This work can hopefully proceed in February if funding can be provided by Welsh Government (WG), Beaumaris Town Council and Ynys Môn County Council. The estimated total cost for anchoring and netting this slope is £180k.

During 2016 the Highways Service funded the anchoring and netting of a potentially unstable section of the A545 some 200m to the east of Plas Menai. Small landslides were visible below the road at this location, hence early action was taken to avoid future problems at a cost of £150k.

Proposals

Initial discussions with both Ken Skates, WG's Minister for the Economy and Infrastructure and WG officers, indicate that funding would be available over the next few years to proceed with a combination of slope stabilisation and road widening on bends to strengthen and improve sections of the A545 from Glyn Garth to Beaumaris. Where possible, widening to provide room for a cycle route as part of the Wales Active Travel Act would also be included. To enable these schemes it is proposed to employ consulting engineers, specialising in slope stabilisation, to provide suitable designs for schemes at these designated locations.

Discussions have already taken place with Sir Richard Williams-Buckley the landowner above and below the A545. He is very supportive of improving the A545 and will agree to release the required land.

Funding for these designs, together with contribution towards the Beaumaris Cemetery works is anticipated to be in the region of £95k.

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ISLE OF ANGLESEY COUNTY COUNCIL	
Report to:	Executive Committee
Date:	29 th January 2018
Subject:	Rovacabin Removal
Portfolio Holder(s):	Councillor Bob Parry
Head of Service:	Dewi R Williams
Report Author: Tel: E-mail:	Dewi R Williams 01248 752303 drwht@anglesey.gov.uk
Local Members:	Not applicable

A –Recommendation/s and reason/s
 That £48k is provided to remove the Rovacabin and to clear and resurface the land below the cabin to provide additional parking spaces. This funding should be available from the saving created from the Transformation process.

B – What other options did you consider and why did you reject them and/or opt for this option?
 Discussions have already been made to empty and remove the Rovacabin as part of the Transformation process.

C – Why is this a decision for the Executive?
 Because the funding for this would need to be allocated from the Smarter Working savings.

CH – Is this decision consistent with policy approved by the full Council?
 Yes

D – Is this decision within the budget approved by the Council?
 Yes

E – Impact on our Future Generations(if relevant)		
1	How does this decision impact on our long term needs as an Island	It completes the Transformation programme.
2	Is this a decision which it is envisaged will prevent future costs / dependencies on the Authority. If so, how:-	Yes, it will prevent future maintenance costs for the Rovacabin
3	Have we been working collaboratively with other organisations to come to this decision, if so, please advise whom:	Public Consultations took place before starting the Transformatin process.
4	Have Anglesey citizens played a part in drafting this way forward? Please explain how:-	As 3 above.
5	What impact if any does this decision have on the Equalities agenda and the Welsh language	None.

DD – Who did you consult?		What did they say?
1	Chief Executive / Senior Leadership Team (SLT) - (mandatory)	SLT agreed with the content.
2	Finance / Section 151 (mandatory)	After the completion of the Smarter Working project, any underspend was transferred to the Council balances. If this cost had been included in the original plan the amount transferred to the Council balances would have been much less. It is therefore reasonable to fund the additional cost from Council balances.
3	Legal / Monitoring Officer (mandatory)	The report has been amended to include the Monitoring Officer's observations.
4	Human Resources (HR)	
5	Property	
6	Information Communication Technology (ICT)	
7	Procurement	
8	Scrutiny	
9	Local Members	

F - Appendices:
Appendix A – Rovacabin Removal.

FF - Background papers (please contact the author of the Report for any further information):

Appendix A – Rovacabin Removal

Background

As part of the Transformation process staff were moved from the Rovacabin to the Main Council Office. This provided a saving of circa £17k / annum on heating, lighting and water usage, together with circa £9k on maintain what in effect was a deteriorating building. Cleaning costs and rates are not included in this figure. Additionally, moving staff from the Rovacabin meant they could work in a better working environment, as the Rovacabin could be very cold in winter, whilst very hot in summer.

With the closure of other Council buildings such as Parc Mount, additional staff have moved to the main offices and subsequently there are parking problems at times. Providing additional parking on the footprint of the Rovacabin will ease these problems.

The Rovacabin building has been marketed, but very little interest was shown. The newest section has been sold for £5k and removed, whilst there is no interest in the older section, hence it will cost £28k to remove it. A further £20k will be required to surface the area prior to it being available for parking.

Hence a balance of £48k is required to complete this work. This sum is available from the savings created by the Transformation process and specifically Smarter Working

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ISLE OF ANGLESEY COUNTY COUNCIL	
MEETING:	Executive and County Council
DATE:	29 th January and 28 th February 2018
TITLE OF REPORT :	Amendments to Council's Constitution-Delegation to the Head of Service (Housing)
REPORT BY :	Lynn Ball Head of Function(Council Business) / Monitoring Officer
CONTACT OFFICER :	Lynn Ball Head of Function (Council Business) / Monitoring Officer 01248 752586 / lbxc@anglesey.gov.uk
PURPOSE OF REPORT :	To amend the Council's Constitution in order to facilitate a new housing initiative

1. BACKGROUND

- 1.1 The Council proposes to acquire additional social housing by means of design and build packages. A report to this effect was received and approved by the Executive on the 18th December 2017. (Attached at **Enclosure A** is a copy of the report to the Executive, and the decision record)
- 1.2 At page 5 of the report at **Enclosure A** it was highlighted that, in order to facilitate this proposed initiative, it was also desirable to amend the Council's Scheme of Delegation by extending the powers available to the Head of Service (Housing).

2. CHANGES TO THE CONSTITUTION

- 2.1 In order to amend the Constitution, full Council is required to adopt the suggested amendments; with the Executive having first had an opportunity to express a view.
- 2.2 Attached at **Enclosure B** is the current Scheme of Delegation to the Head of Service (Housing) with the proposed amendment to paragraph 3.5.3.12.2 together with additional paragraphs beginning at 3.5.3.12.46.

3. REASONS

- 3.1 At present, the acquisition and disposal of land/real property is delegated to the Head of Service (Highways, Waste and Property) under the Scheme of Delegation and the Asset Management Plan.
- 3.2 However, those powers do not extend to social housing and the Housing Revenue Account. This means a similar delegated authority to the Head of Service

(Housing) is required to facilitate the initiative adopted on the 18th December 2017. The proposed changes at **Enclosure B** are designed to that end.

4. **RECOMMENDATIONS**

4.1 That the Executive approve the proposed amendments at **Enclosure B** and commend such changes to the full Council.

4.2 The full Council approve the suggested amendments at **Enclosure B** and authorise the Monitoring Officer to make the necessary changes arising therefrom.

Enclosure A

ISLE OF ANGLESEY COUNTY COUNCIL	
Report to:	Executive Committee
Date:	18 December 2017
Subject:	Development of New Council Houses through a Design and Build Package by Developers who are Landowners
Portfolio Holder(s):	Councillor Alun Mummery
Head of Service:	Shan Lloyd Williams
Report Author: Tel: E-mail:	Ned Michael, Housing Business Manager
Local Members:	Relevant to all Elected Members

A –Recommendation/s and reason/s
<p>It is recommended that the Executive Committee on 18th December approves: -</p> <p>The purchase of new houses built by private developers through design and build packages on lands that are owned by the private developers.</p> <p>The Executive to recommend to the full Council that the Scheme of Delegation to the Head of Service (Housing) be amended to reflect the additional powers required to realise the transactions required by this scheme.</p> <p><u>Background</u></p> <p>Purchasing new houses built by private developers through design and build packages on land owned by private developers is recognised by the Welsh Government as an acceptable method of developing new social housing and is used regularly by Housing Associations.</p> <p>This approach is seen as a way of supplying new housing comparatively quickly, where the risks associated with developing new houses remain with the developer.</p> <p>In terms of securing value for money, the Welsh Government has prescribed an acceptable cost guidance, based on competitive tender prices that have been received for building social housing, for the various types of units such as flats, bungalows and houses of differing sizes and different number of bedrooms across all parts of Wales.</p>

We do not currently take advantage of this method of developing new Council houses, but if we are serious about increasing our rented housing stock and want to be seen as contributing towards the target of 20,000 additional affordable housing units during this Government's term, this method would be a highly effective way of achieving this.

Procurement Rules

The proposal to purchase land with planning permission from owner / developers, and to enter into a development agreement with the same owner / developer will not be subject to the full public procurement regime requiring an OJEU Notice provided that the value of the scheme does not exceed the current threshold of £4,104,394. Where the value is below the current threshold any agreement reached with a developer/ owner must still be conducted in line with procurement best practice and also in line with the principles of the EC Treaty to afford fairness, competition, transparency, as well as in accordance with the Councils own Contract Procedure Rules.

Site Selection

The first step we will take as a Housing Service is to check the need for rented housing across the Island, and more specifically the need for the specific types of units.

We would select sites in consultation with the Land and Assets Group as a key part of achievement of our Place Shaping Strategy.

Having identified the need for new housing, we could prepare an advert and arrange to launch our new council housing development programme over the next 4 years and invite companies/developers who already own sites with planning permission to contact the service in order to discuss the opportunities.

The advert would note the number of new Council houses we intend to buy through this method over the 4 year period.

By following the above route, we would be seen to be transparent regarding the developers we choose to work with.

Priority would be given to developers who have schemes which are 'ready to go' but obviously, in announcing a 4 year scheme, companies/developers would know that we were looking for schemes and this would give them time to look for suitable opportunities.

Over the next 4 years, we anticipate that 400 additional units of social housing will be developed on the island, 195 by the Housing Service and 205 by the Housing Associations active on the Island.

Negotiating Terms

We will agree the requirements with regard to the design and specification of any housing development and any new Council houses purchased from developers would need to comply with the Welsh Government's Development Quality Requirements for social housing.

The Welsh Government's acceptable cost guidance has been designed to reflect land and house prices throughout Wales and is accepted as providing value for money for the specifications laid out within the development quality requirements.

In accordance with the Welsh Government's guidance for package schemes with private developers, we would expect the final cost of the completed development to be within the acceptable cost guidance.

We would appoint Quantity Surveyors as professional experts on construction costs, to advise us on the building costs and to verify that the sum we would be paying the developers reflects the market price and provides value for money.

We would agree a price with the developer for the finished development but would pay by instalments as the development proceeds in accordance with the JCT's standard Design and Build Contract 2016.

The work specification, the final price and the development timescale will be agreed and included as part of the building contract. This would make the developer liable for all risks associated with the cost and the timescale of the development.

The first payment to the developer would be based on the open market value of the land, as evidenced by a report from a professional valuer, and upon receipt of this payment the ownership of the land would be transferred to the Council. We would use the valuation provided by the Property Department as an external valuation would not be required. If we were to receive any capital grants from Welsh Government towards the development, then we would use an external valuer.

As the development proceeds, Quantity Surveyors appointed by the Council will evidence, on a monthly basis, the value of the construction work carried out during the month in order to release the payment to the developer.

Prior to agreeing formally with any developer to move ahead with a development, we will conduct a financial viability assessment for the development in accordance with the process that has already been submitted to the SLT and HSB and approved by the Section 151 Officer.

Prior to agreeing formally with any developer to move ahead with a development, we will also conduct a due diligence assessment of the developer, to ascertain whether the developer has the financial capability and resources to undertake a development of this scale at this time. The Finance Team would conduct this assessment.

The Value of the Asset compared with the Cost

Very often when developing social housing, the cost of providing them to the expected specification and quality is higher than the open market value of the houses.

This should not be regarded as an obstacle to proceeding to secure the development as the asset will never be sold on the open market. The asset is for social use and it will pay for itself through the rental income received by the Council over a long-term period of approximately 45 years.

This principle is accepted and recognised as a valid method of developing affordable housing by the RICS (Royal Institution of Chartered Surveyors) in their guidance note 'Valuation of Land for Affordable Housing', April 2016.

What is essential is that we're able to prove that we get value for the public money being paid for the asset.

We can do this through the Acceptable Cost Guidance procedure established by the Welsh Government for the development of social housing, and the value for money certification we will receive from Quantity Surveyors who will be acting on our behalf in any new development.

The Council's Land and Assets Policy

The Isle of Anglesey County Council's Constitution (September 2016) permits the delegation of responsibilities to Council Officers and defines the responsibilities which are delegated to Chief Officers.

It is noted within the Council's Constitution that the Head of Housing Services is responsible for leading the County Council's Housing Strategy and the Housing Revenue Account.

The Council's Asset Management Policy and Procedures (May 2016) also notes procedures with regard to the addition to, and disposal of, Council assets which specifically excludes Social Housing and the Housing Revenue Account. This Policy sits under the Head of Highways, Waste and Property

When the Council's Asset Management Policy and Procedures was formulated, the Housing Service had not started developing new Council housing and there is certainly no provision for this type of land and assets procurement included within the policy or within corporate procurement policies and guidelines.

If we were to adopt this method of developing new Council housing, the Council's Constitution would need to be revised so that our Legal Services can be satisfied that we are complying with our relevant policies and procedures.

Any new Council housing and social housing development would sit within the Housing Revenue Account, therefore it should be stated within the Constitution that the responsibility for any addition to, or disposal of such assets would rest with the Head of Housing Services.

Proposed amendments to the Council Constitution would be to add the following points to the Delegated Authority of the Head of Housing Services:-

1. To exercise the Council's Powers and duties to acquire plots of land for the purpose of new Council housing and social housing developments in consultation with the Local Members, the Housing Portfolio Holder and in accordance with the Councils' Housing Strategy and Plans.
2. To approve and deliver new Council housing and social housing development schemes.

The HSB has already agreed that any new Council housing development scheme comprising more than 10 units should be presented to the Executive Committee for its approval.

The Head of Housing Services, in consultation with the Section 151 Officer would be eligible to approve developments of less than 10 units provided funding was available in the HRA's Business Plan and annual budget.

Conclusions

We will require further legal advice when we have agreed the number of units and areas we will be looking to develop through this method to ensure that we do not leave the Council open to legal challenge with regards to the selection of companies/developers.

We will prepare an advert noting the number of new Council houses we wish to build every year using this method in order to be completely transparent when selecting companies/developers.

We will consult appropriately with other Services and report regularly to the Housing Services Board and the Land and Assets Group regarding any opportunities which have been presented by companies/developers.

Before making a formal agreement with any developer to proceed with a development, we will undertake a financial viability assessment on the development in accordance with the process which has already been presented to the SLT and the HSB and approved by the Section 151 Officer.

Before making a formal agreement with any developer to proceed with a development, we will undertake an assessment of due diligence on the developer, i.e. does the developer have the financial capability and the resources to undertake a development on this scale at this time.

When using this method to develop Council houses, the developer is liable for the risks associated with the development and it is considered to be a secure method of developing a high number of new houses of the required standard fairly quickly.

Unless we use our borrowing cap – approximately £13m there is a risk that Welsh Government will transfer this to another Local Authority in Wales.

B – What other options did you consider and why did you reject them and/or opt for this option?

Other methods of developing new Council housing have already been approved, these include buying back former Council houses, building new Council housing on HRA land and building new Council housing on land already owned by the Council.

This latest method supplements these methods.

C – Why is this a decision for the Executive?

C1. This is a decision for the Executive as it is a new method of purchasing/developing new Council housing.

D – Is this decision consistent with policy approved by the full Council?

The full Council have approved the Housing Revenue Account Business Plan which includes a programme for developing new Council housing.

DD – Is this decision within the budget approved by the Council?

D1. Yes – it is within the approved Business Plan of the Housing Revenue Account 2017-47.

E – Who did you consult?		What did they say?
1	Chief Executive / Strategic Leadership Team (SLT) (mandatory)	The report was submitted to the SLT on 20 February. The SLT supports the recommendation.
2	Finance / Section 151 (mandatory)	The Section 151 Officer is satisfied with the financial assumptions that have been used for assessing the financial viability of new developments.
3	Legal / Monitoring Officer (mandatory)	Supportive to the recommendation. Have suggested amendments to the Council Constitution as noted within the report.
5	Human Resources (HR)	Not consulted.
6	Property	
7	Information Communication Technology (ICT)	Not consulted.
8	Scrutiny	
9	Local Members	
10	Any external bodies / other/s	

F – Risks and any mitigation (if relevant)		
1	Economic	The Council's Capital Plans are subject to the Council's procurement arrangements and use Value Wales to measure Community Benefits and are therefore supported by the Economic and Community Regeneration Service.
2	Anti-poverty	A provision of new houses will offer comfortable homes for people most in need in our communities.
3	Crime and Disorder	
4	Environmental	
5	Equalities	
6	Outcome Agreements	
7	Other	

FF - Appendices:
None

G - Background papers (please contact the author of the Report for any further information):

NOTICE of the Decisions of The Executive held at the Council Chamber, Council Offices, Llangefni on Monday, 18 December, 2017

This Notice is published at 5:00pm on Thursday, 21 December, 2017. The deadline for the receipt of requests to call-in any decision must be made to the Chief Executive by no later than 5:00pm on Tuesday, 2 January, 2018. The decisions will become effective (if no valid call-in application is recorded) on Wednesday, 3 January, 2018.

Present: Councillors R Dew, John Griffith, Llinos Medi Huws (Chair) R. Meirion Jones, R G Parry OBE, FRAGS, Ieuan Williams, Alun W Mummery and Carwyn Jones

Also Present: Councillors Glyn Haynes, Kenneth Hughes, Aled Morris Jones, R. Owain Jones, Bryan Owen, Shaun Redmond, Peter Rogers

Apologies: Councillor Dafydd Rhys Thomas

(10:00 a.m. to 10:55 a.m.)

ITEM NUMBER AND SUBJECT MATTER	3 Minutes Not applicable
DECISION	It was resolved that the minutes of the previous meeting of the Executive held on the 27 November, 2017 be confirmed as a correct record.
REASON FOR THE DECISION	Not applicable
ELIGIBLE FOR CALL-IN?	Not applicable

ITEM NUMBER AND SUBJECT MATTER	4 The Executive's Forward Work Programme Report by the Head of Democratic Services
DECISION	It was resolved to approve the updated Forward Work Programme for the period from January to August, 2018 subject to the additional change outlined at the meeting.

REASON FOR THE DECISION	To strengthen accountability and forward planning arrangements
ELIGIBLE FOR CALL-IN?	Yes

ITEM NUMBER AND SUBJECT MATTER	5 Treasury Management Mid-Year Review 2017/18 Report by the Head of Function (Resources) and Section 151 Officer
DECISION	It was resolved to accept the Treasury Management Mid-Year Review Report 2017/18 and to forward the report to the Full Council without additional comment.
REASON FOR THE DECISION	To comply with the requirements of the CIPFA Code of Practice.
ELIGIBLE FOR CALL-IN?	No. The matter is to be considered by the Full Council

ITEM NUMBER AND SUBJECT MATTER	6 Transformation of the Library Service Report by the Head of Learning
DECISION	<p>It was resolved –</p> <ul style="list-style-type: none"> • To adopt the Draft Library Service Strategy 2017-2022 • That the proposed changes in the Draft Library Service Strategy 2017-2022 be actioned as follows: <ul style="list-style-type: none"> • Close Cemaes Library, Moelfre Library and Newborough Library, continuing to investigate mitigating actions such as community access points and/or increase mobile provision in the areas affected by closure. • Develop a collaborative model with Canolfan Beaumaris in respect of Beaumaris Library.

	<ul style="list-style-type: none"> • Receive a firm commitment from Llanfaelog Community Council in respect of Rhosneigr Library by 31 January, 2018. If no firm commitment is provided then proceed to close as per the first bullet point. • Implement Option C within the Draft Library Service costings (Appendix 5 of the report) – retain 22 hours or 2/3 of the staffing from the closed libraries within the staffing structure to help with mitigation and sustain performance against the WPLS standards.
REASON FOR THE DECISION	To progress the transformation of the Library Service.
ELIGIBLE FOR CALL-IN?	Yes

ITEM NUMBER AND SUBJECT MATTER	7 Development Path for Council Housing - Design and build packages by developers Report by the Head of Housing Services
DECISION	<p>It was resolved –</p> <ul style="list-style-type: none"> • To approve the purchase of new houses built by private developers through design and build packages on lands that are owned by the private developers. • To recommend to the Full Council that the Scheme of Delegation be amended to reflect the additional powers required to realise the transactions required by this scheme.
REASON FOR THE DECISION	To facilitate the development of new Council housing
ELIGIBLE FOR CALL-IN?	Yes

CONFIDENTIAL ITEM

ITEM NUMBER AND SUBJECT MATTER	9 Schools' Modernisation - Llangefni Area - Strategic Outline Case/Outline Business Case Report by the Head of Learning
DECISION	It was resolved to defer consideration of this matter to a later date.
REASON FOR THE DECISION	To progress the School Modernisation Programme
ELIGIBLE FOR CALL-IN?	Yes

3.5.3.12 Head of Service (Housing)

3.5.3.12.1 lead Anglesey County Council's housing strategy and the management of housing stock; providing strategic and operational leadership across the service to ensure Anglesey's public housing stock demonstrates excellence against the Welsh Housing Quality Standard. Develop the strategy and effective delivery of a range of community related initiatives and programmes (including community safety and social cohesion)

3.5.3.12.2 provide the strategic leadership for the following diverse range of services, projects and initiatives which focus resources on the development of an efficient and effective organisation:

Generally

- Housing Strategy
- Housing Revenue / Finance
- Allocations / Homeless
- Tenant Management
- Housing Estate Management
- Supporting People
- Building Housing Maintenance Unit
- Community Safety, Social Cohesion (gypsy travellers etc.) Anti-Poverty Policy, Communities First
- Social Housing Development (to include the acquisition and/or disposal of land and/or housing units for the purpose of increasing/managing the Council's social housing stock)

Specifically

3.5.3.12.3 lead the strategic and operational housing agenda across the Council; ensuring key housing messages are co-ordinated and consistent across Anglesey and that they reflect the community and social development agenda

3.5.3.12.4 develop a range of integrated and effective community initiatives to tackle safety, cohesion, poverty and community empowerment as part of a coordinated "place" approach to housing

3.5.3.12.5 ensure that statutory functions are discharged in accordance with homelessness legislation and disabled facilities grants, and support other social care responsibilities around quality and access to provision

3.5.3.12.6 manage housing capital and revenue budgets for both public and private housing sectors, driving value from funding and drawing wider income generation where possible

Manage, maintain, issue, develop, approve, administer, determine and implement the following services:-

3.5.3.12.7 day to day management of Council's housing stock including garages

3.5.3.12.8 day to day management of repairs and maintenance of Council housing stock including garages

- 3.5.3.12.9 capital/revenue planned maintenance programme
- 3.5.3.12.10 the Council's Housing List
- 3.5.3.12.11 allocation of tenancies
- 3.5.3.12.12 allocation of temporary housing including emergency accommodation (up to 2 years)
- 3.5.3.12.13 transfers
- 3.5.3.12.14 exchanges
- 3.5.3.12.15 national/local mobility schemes
- 3.5.3.12.16 successions in accordance with Sections 87/89 Housing Act 1985
- 3.5.3.12.17 homelessness (Part VII Housing Act 1996)
- 3.5.3.12.18 adaptations to Council property for the benefit of disabled persons
- 3.5.3.12.19 authorising terminating of tenancies
- 3.5.3.12.20 issue of Notices Seeking Possession and Notices to Quit and authorise the commencement of legal proceedings to recover possession of Council property
- 3.5.3.12.21 applications from tenants or owners (following the Right to Buy) for alterations, repairs and improvements to their property
- 3.5.3.12.22 tenancy and estate management matters
- 3.5.3.12.23 name Council estates after consultation with the local member(s) and the Community Council
- 3.5.3.12.24 to publish all information as required either by statute or by Council policy
- 3.5.3.12.25 Private Sector Renewal - Renewal Areas, Group Repair Schemes and Housing Grants including contributions from participants in accordance with the Housing Grants, Construction and Regeneration Act 1996
- 3.5.3.12.26 remove, store, dispose of or destroy (after 3 months) all goods removed from Council accommodation following the death of any tenant or where it is reasonably assumed that the property has been abandoned
- 3.5.3.12.27 recover costs from any tenant or a deceased tenant's estate
- 3.5.3.12.28 Right to Buy, including valuations and exercising pre-emption rights where housing needs exists, including plots for sale and any other property previously sold by the Council

3.5.3.12.29 the Right to Manage

3.5.3.12.30 the Right to Compensation

3.5.3.12.31 transfers/guarantees to building societies on low cost home ownership schemes

3.5.3.12.32 enter any property for the purpose of survey and examinations (Section 54 Housing Act 1985)

3.5.3.12.33 issue all notices in accordance with Section 54 Housing Act 1985

3.5.3.12.34 issue Notices and execute powers relating to Repair Notices (Part VI Housing Act 1985) Area Improvement (Part VIII Housing Act 1985), Houses in Multiple Occupation (Part XI Housing Act 1985 as amended), General Financial Provisions (Part VI Local Government and Housing Act 1989), Loans for Acquisition or Improvement of Housing (Part XIV Housing Act 1985), Grants for works of improvement, repair and conversion (Part XV Housing Act 1985), Assistance for owners of defective housing (Part XVI Housing Act 1985), Compulsory Purchase and Land Compensation (Part XVII Housing Act 1985), Miscellaneous and General Provisions (Part XVIII Housing Act 1985)

3.5.3.12.35 Low Cost Home Ownership Scheme

3.5.3.12.36 rent collection and arrears management, including former tenant arrears collection

3.5.3.12.37 Community Care Liaison and Tenant Participation

3.5.3.12.38 renovation grants, strategies, policy development, renewal areas and group repair schemes

3.5.3.12.39 Empty Properties, Houses into Homes (loans)

3.5.3.12.40 first time homeowner loans and grants for first time buyers

3.5.3.12.41 home buy equity loans and partnership with RSLs

3.5.3.12.42 housing partnership

3.5.3.12.43 Affordable housing – social housing grant / social capture grant administration; small properties grant and revenue from the Welsh Government, affordable housing developments, commuted sums budget and allocation as per TAN 2

3.5.3.12.44 Housing lead on Energy Island developments

3.5.3.12.45 Enforcement powers in respect of vacant houses

[3.5.3.12.46 to exercise the Council's powers and duties to acquire/dispose of land /housing units for the purpose of new social housing developments in consultation with local Members, the Executive member with responsibility for Housing, the Head of Service](#)

(Highways Waste and Property) and in accordance with the Council's Housing Strategy, Plans and Policies from time to time.

3.5.3.12.47 to approve and deliver new Council housing / social housing development schemes, whether in partnership with registered social landlords, developers or otherwise

3.5.3.12.48 to comply with all legal requirements in respect of tendering, procurement procedures whether internally or externally so far as they are applicable to any new housing schemes and/ or developments

3.5.3.12.49 to account and be responsible for any acquisition or disposal of assets made via the Housing Revenue Account

3.5.3.12.50 to report and seek approval from the Executive to proceed in the event that a housing development scheme comprises more than 10 units. Schemes of less than 10 units may be approved by the Head of Service (Housing) in consultation with the s151 Officer, provided that funding is available in the Housing Revenue Account's business plan and annual budget.

3.5.3.12.51~~46~~ the following powers of the Council as contained in the Anti-social Behaviour, Crime and Policing Act 2014:

- a) the power as regards injunctions contained in Part 1 of the Act;
- b) the powers relating to community protection notices as contained in Chapter 1 of Part 4 of the Act;
- c) the powers with regard to closure of premises associated with noise or disorder as contained in Chapter 3 of Part 4 of the Act;
- d) the powers of recovery and possession of dwelling houses on anti-social behaviour grounds as contained in Part 5 of the Act.

3.5.3.12.52~~47~~ to carry out the functions directed by the Chief Executive, or his/her nominee, and as described in the relevant job description as amended from time to time

DDIM I'W GYHOEDDI NOT FOR PUBLICATION

Trefniadau Diogelu rhag Colli Rhyddid / *Deprivation of Liberty Safeguards (DOLS)*

PRAWF BUDD Y CYHOEDD *PUBLIC INTEREST TEST*

<p>Paragraff(au) 16 Atodlen 12A Deddf Llywodraeth Leol 1972 <i>Paragraph(s)</i> 16 <i>Schedule 12A Local Government Act 1972</i></p> <p>[un neu fwy o /one or more of 12,13,14,15,16,17,18,18A,18B,18C]</p>	
<p>Y PRAWF – <i>THE TEST</i></p>	
<p>Mae yna fudd y cyhoedd wrth ddatgan oherwydd / <i>There is a public interest in disclosure as:-</i></p> <p>Disgwyliad am dryloywder mewn perthynas â chyflawni cyfrifoldebau statudol y Cyngor.</p> <p><i>Expectation for transparency in relation to the discharge of the Council's statutory responsibilities.</i></p>	<p>Y budd y cyhoedd with beidio datgelu yw / <i>The public interest in not disclosing is:-</i></p> <p>Mae'r adroddiad yn cynnwys cyngor cyfreithiol breintiedig sy'n nodi dyletswyddau a rhwymedigaethau'r Cyngor, yr opsiynau sydd ar gael a'r potensial i'w herio.</p> <p>Gall cyhoeddi'r adroddiad, a'r rhesymeg gyfreithiol y tu ôl i'r cyngor, gynyddu'r potensial i herio a gwanhau gallu'r Cyngor i amddiffyn unrhyw heriau.</p> <p>Mae rhagdybiaethau cydnabyddedig hefyd gan y Llysoedd sy'n diogelu braint broffesiynol gyfreithiol yn wyneb dadleuon eraill a allai gefnogi datgeliad.</p> <p><i>The report contains privileged legal advice which sets out the Council's duties and obligations, available options and potential for challenge.</i></p> <p><i>Publication of the report, and the legal reasoning behind the advice, may increase the potential for challenge and weaken the Council's ability to defend any challenges.</i></p> <p><i>There is also a recognised presumption by the Courts which protects legal professional privilege in the face of other arguments that may support disclosure.</i></p>

<p>Argymhelliad: *Mae budd y cyhoedd wrth gadw'r eithriad yn fwy o bwys/Hai o bwys na budd y cyhoedd wrth ddatgelu'r wybodaeth [* dilewch y geiriau nad ydynt yn berthnasol]</p> <p>Recommendation: *The public interest in maintaining the exemption outweighs/does not outweigh the public interest in disclosing the information. [*delete as appropriate]</p>	

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DDIM I'W GYHOEDDI NOT FOR PUBLICATION

UNEDAU DIWYDIANNOL NEWYDD YM MHENRHOS / NEW INDUSTRIAL UNITS AT PENRHOS

PRAWF BUDD Y CYHOEDD PUBLIC INTEREST TEST

Paragraff(au) 14 Paragraph(s)	Atodlen 12A Deddf Llywodraeth Leol 1972 Schedule 12A Local Government Act 1972
Y PRAWF – THE TEST	
<p>Mae yna fudd y cyhoedd wrth ddatgan oherwydd / There is a public interest in disclosure as:-</p> <p>Dylai'r Cyngor anelu i fod yn glir ac agored ynglyn â'i faterion cyllidol ac ar benderfyniadau sy'n ymrwymo'r Cyngor i wariant yn y dyfodol. /</p> <p>The Council should aim to be open and transparent in respect of its finances and on decisions that commit the Council to future expenditure.</p>	<p>Y budd y cyhoedd with beidio datgelu yw / The public interest in not disclosing is:-</p> <p>Mae yna gytundeb masnachol yn ymwneud a Menter ar y Cyd gyda thrydydd parti sydd wedi nodi'n glir nad ydynt yn awyddus i dermau'r cytundeb gael ei gwneud yn gyhoeddus ar hyn o bryd. /</p> <p>There is a commercial agreement relating to a Joint Venture with a third party who have clearly stated that they would not wish the terms of the agreement to be made public at this point.</p>
<p>Argymhelliad: *Mae budd y cyhoedd wrth gadw'r eithriad yn fwy o bwys/Hai o bwys na budd y cyhoedd wrth ddatgelu'r wybodaeth [* dilewch y geiriau nad ydynt yn berthnasol]</p> <p>Recommendation: *The public interest in maintaining the exemption outweighs/does not outweigh the public interest in disclosing the information. [*delete as appropriate]</p>	

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