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CYNGOR SIR
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ISLE OF ANGLESEY
COUNTY COUNCIL

Mrs Annwen Morgan
Prif Weithredwr – Chief Executive

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RHYBUDD O GYFARFOD	NOTICE OF MEETING
PWYLLGOR GWAITH	THE EXECUTIVE
DYDD LLUN 17 CHWEFROR 2020 10.00 o'r gloch	MONDAY 17 FEBRUARY 2020 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

Llinos Medi Huws, Carwyn Jones, R Meirion Jones, Alun W Mummery, Robert G Parry, OBE, FRAgS, Robin Wyn Williams

Annibynnol/Independent

Richard Dew, Dafydd Rhys Thomas, Ieuan Williams

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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 HER APPOINTED OFFICER

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

3 MINUTES (Pages 1 - 18)

To submit for confirmation, the draft minutes of the meetings of the Executive held on the following dates:-

- 13 January 2020 (Budget)
- 20 January 2020 (Extraordinary)
- 27 January 2020

4 THE EXECUTIVE'S FORWARD WORK PROGRAMME (Pages 19 - 32)

To submit a report by the Head of Democratic Services.

5 STRATEGIC EQUALITY PLAN 2020-2024 (Pages 33 - 96)

To submit a report by the Head of Democratic Services.

6 BUSINESS RATES DISCRETIONARY RELIEF POLICY (Pages 97 - 104)

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

7 HOUSING RENT HRA AND HOUSING SERVICE CHARGES 2020/21 (Pages 105 - 120)

To submit a report by the Head of Housing.

8 EXCLUSION OF THE PRESS AND PUBLIC (Pages 121 - 122)

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”.

9 RISK BASED VERIFICATION POLICY - BENEFIT (Pages 123 - 144)

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

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THE EXECUTIVE

Minutes of the meeting held on 13 January 2020

- PRESENT:** Councillor Llinos M Huws (Chair)
Councillor Ieuan Williams (Vice-Chair)
- Councillors R Dew, Bob Parry OBE FRAGS, Alun W Mummery and Robin Williams.
- IN ATTENDANCE:** Chief Executive,
Deputy Chief Executive,
Director of Function (Resources)/Section 151 Officer,
Director of Function (Council Business)/Monitoring Officer,
Director of Education, Skills and Young People,
Committee Officer (MEH).
- ALSO PRESENT:** Councillors Richard Griffiths, Glyn Haynes and Aled M Jones.
- APOLOGIES:** Councillors Carwyn Jones, R Meirion Jones and Dafydd Rhys Thomas.

The Chair extended her condolences to Councillor Carwyn Jones and his family on their recent bereavement.

1 DECLARATION OF INTEREST

None received.

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

None to report.

3 MINUTES

The minutes of the previous meeting of the Executive held on 16 December, 2019 were presented for the Executive's approval.

It was RESOLVED that the minutes of the previous meeting of the Executive held on 16 December, 2019 were confirmed as correct.

4 DRAFT REVENUE BUDGET 2020/21

The report of the Director of Function (Resources)/Section 151 Officer incorporating the draft Revenue Budget for 2020/21 was presented for the Executive's consideration.

The Portfolio Member for Finance reported that whilst the budgetary position for 2020/21 is better than anticipated due to an increased provisional settlement by Welsh Government the financial circumstances remain challenging. The settlement, in real terms, is only in comparison to the level of Welsh Government provision in 2012/13. He further reported that Welsh Government assumes that local authorities in Wales are to increase the Council

Tax level of 7.1% so as to balance the budget even though a better settlement has been afforded. The Council's reserves have reduced so as to meet cost pressures in areas where the demand has been and continues to increase in statutory services such as Adult Services and Education. The Portfolio Holder considered that these services base budget may need to be reviewed. He further said that he advised the Corporate Scrutiny Committee held this morning and wished to expressed to the Executive that a prudent approach need to be undertaken in terms of making recommendations with regard to the 2020/21 Revenue Budget.

The Director of Function (Resources)/Section 151 Officer outlined in detail to the Committee the sections within the report on the proposed revenue budget for 2020/21. The following matters were highlighted and reported upon:-

- The budget is prepared on the basis of the assumptions set out in the Medium Term Financial Plan approved by the Executive in September, 2019. These have been taken into account in calculating the standstill budget for 2020/21;
- The committed changes and adjustments made to the budget were set out in paragraphs 3.1 to 3.10 of the report;
- A number of contingency budgets are built into the budget to cover fixed term costs, potential risks that may require funding during the year were set out in paragraphs 4.1 (Table 1). The improved financial position in 2020/21 allows the Council to reduce the Salary and Grading Contingency as it is not expected that it will be necessary to make significant reductions in staffing numbers in 2020/21;
- Staff costs – there is uncertainty as regards to the Teachers pay award commencing September 2020 and non-teaching staff as from April 2020 – this is a risk to the budget of the Council with every 1% increase in the non-teaching pay award equating to an additional budgetary burden of £450k in costs;
- Increased demand for Adult Social Care, with rising numbers of clients across all service types and for 2019/20 the Service is expected to exceed its budget by £1.21m. The estimated net overspend for Adult Social Care, after allowing for 2 additional Welsh Government grants is £980k and this sum has been identified as the minimum additional funding required to address the budget shortfall. However, only 1 grant (Social Care Workforce and Sustainability Grant), has been confirmed for 2020/21 and whether the Council will once again receive the Winter Pressures Grant in 2020/21 is yet to be confirmed;
- Costs of school transport has exceeded the allocated budget for a number of years due to an increased demand and costs still exceed the budget by £250k and without a correction of the budget in 2020/21 this budget will overspend;
- A reduction of £800k was planned to the delegated schools budget but this was deferred for one year and funded from the additional Teachers Pay Grant and 50% of the Teacher's Pension Grant. These grants have now been transferred into the settlement and would allow the Executive to reverse the budget reduction decision if it chooses to do so;
- Based on all of the adjustments and assumptions the standstill budget for 2020/21 totals £142.203m, an increase of £6.993m on the 2019/20 final budget. The provisional settlement for local government in Wales announced in December 2019 shows an increase of £237m in the overall level of funding for Wales which is equivalent to a 5.6% increase in cash terms. However, £53.2m relates to grants transferred in and when the effect of these changes are adjusted for the true figure shows an increase in funding of £183.8m which is a 4.3% increase;
- Table 4 within the report shows the impact of various levels of Council Tax increases on Council Tax Band D. An increase of 4.64% in the Council Tax Band would be needed to meet the budget requirement for 2020/21;

- The financial position for 2021/22 is still uncertain and the return of austerity may be seen which will require further savings. £343k of savings have been identified as savings which could be implemented from April 2020 with only a minimal impact on the provision of the Council's services. If the savings were implemented and the funding used to increase the level of general balances or to fund capital expenditure in 2020/21, then this would leave the Council in a better financial position in 2021/22 as implementing either of these options does not increase the revenue budget on a permanent basis nor reduces the funding available.

Councillor Aled M Jones, the Chair of the Corporate Scrutiny Committee reported from the Committee's meeting of 13 January, 2020 to which the Draft Revenue Budget for 2020/21 was presented. He said that the Corporate Scrutiny Committee recommendations to the Executive as follows:-

- that the £800k reduction in delegated schools budget deferred from 2019/20 be not implemented;
- not to raise car parking fees for urban areas to the proposed level;
- the increase in Council Tax for 2020/21 should not exceed 5%.

He further said that the report to the Scrutiny Committee did not contain any information on Council's reserves. The Portfolio Holder for Finance reported that the report on the Council's reserves is not included within the initial budget proposals report but a full report on Reserves and Balances is considered by the Executive prior to it recommending the final budget proposals.

The Executive in noting the information presented wished to thank the staff for their work in preparing the initial budget proposals to the Committee. It was raised as to the uncertainties as regards to Teacher's pay award and pressure it places on the budget proposals on local authorities. The Leader said that WLGA is in negotiations with relevant Union representatives and Welsh Government and it is noted that it is considered that Welsh Government has afforded insufficient funding within the settlement to address the Teacher's pay award. The Director of Function (Resources)/Section 151 Officer said that WG may afford an additional grant, as was afforded last year, to cover the shortfall in the settlement to address the Teacher's pay award. However, he expressed that there is uncertainties at present if such grant will be afforded.

It was RESOLVED :-

- **To approve the Budget adjustments included in the Standstill Budget as set out in paragraph 3 to 7 of the report in Appendix 1;**
- **To approve the standstill budget for 2020/21 of £142,203m and this should form the basis of the 2020/21 revenue budget;**
- **To consult with the public and other stakeholders on a proposed increase in Council Tax for 2020/21 of between 4.5% and 5%;**
- **After allowing for the proposed increase in Council Tax and the savings to be implemented, should any surplus funding be available, the Executive should determine how to use this surplus funding (as noted in paragraph 10.5);**
- **That the Executive should seek the opinion of the public on the proposed budget strategy.**

5 CAPITAL BUDGET 2020/21

The report of the Director of Function (Resources)/Section 151 Officer incorporating the Capital Budget 2020/21 was presented for the Executive's consideration.

The Portfolio Holder for Finance reported that the Executive is required to propose a capital budget for 2019/20 which will then be presented to the Full Council at its meeting on 10 March, 2020. The report set out the proposed main capital programme for 2020/21.

The Director of Function (Resources)/Section 151 Officer reported in detail to the Committee the main points within report and the following matters were highlighted and reported upon:-

- The current Capital Strategy sets out the principles for the Council in determining its capital programme with each year's capital funding will be allocated to ensure an investment in existing assets i.e. Council buildings, vehicles, IT equipment, highways and roads;
- Reference was made to the capital funding (as shown in Table 1 of the report) which showed the anticipated capital funding available for 2020/21 that the initial local government settlement figures refers to the General Capital Grant and Supported Borrowing. The level of funding under both headings have remained fairly constant over a number of years and are not anticipated to change significantly between the provisional and final settlement;
- The position as regards to the 21st Century Schools capital programme was outlined to the Committee;
- The HRA funding is earmarked for HRA projects only. The plan allows for the use of £5.24m of HRA reserves in 2020/21;
- Reference made to the 2019/20 (committed schemes) as shown in Table 2 of the report, which will carry forward to 2020/21 but an additional £75k match funding will be required in respect of the Holyhead Regeneration (THI Phase II) scheme and it is recommended that this scheme is included in the 2020/21 capital programme;
- Refurbishing/Replacing Existing Assets (as shown in Table 3 of the report) the level of funding continues in 2021/22 and beyond, the Council's capital programme will be limited to the refurbishment and replacement of existing assets;
- Reference made to recommended 'One-Off' capital projects to be funded in 2020/21 (as shown in Table 4 of the report) which totalled £2,174m;
- Paragraph 5.4 of the report highlighted a number of projects which do not require funding in 2020/21 but may need to be funded in 2021/22 or beyond.

Councillor Aled M Jones, the Chair of the Corporate Scrutiny Committee reported from the Committee's meeting of 13 January, 2020 to which the Capital Budget for 2020/21 was presented. He said that the Corporate Scrutiny Committee recommended to support the Capital Programme of £36.903m for 2020/21.

The Leader wished to thank the Finance Scrutiny Panel for their work in respect of both the Capital Budget and Revenue Budget for 2020/21.

The Executive in noting the information presented wished it be recorded that the Council has now a strategy for the maintenance of Council's assets.

It was RESOLVED :-

- **To recommend the following capital programme for 2020/21 to the full Council :-**

	£'m
2019/20 Schemes Brought Forward	3,294
Refurbishment/Replacement of Assets	5,158
New One Off Capital Projects	2,174
Smallholdings funded from capital receipts	100
21 st Century Schools	9,039
Housing Revenue Account	17,138
Total Recommended Capital Programme 2020/21	36,903

Funded By:

General Capital Grant	2,165
Supported Borrowing General	2,364
Capital Receipts	245
Capital Reserve	500
21 st Century Schools Supported Borrowing	2,680
21 st Century Schools Unsupported Borrowing	3,679
HRA Reserve & In Year Surplus	14,228
HRA Unsupported Borrowing	250
External Grants	7,572
2019/20 Funding Brought Forward	3,219
2020/21 Total Capital Funding	36,903

- That the use of the VAT Leisure reserve and any potential capital receipts from the proposed sale of the golf course are considered by the Executive when the draft Developing Leisure Provision for Future Generations Plan is presented to the Executive. The remaining £32k is carried forward as funding to be used in 2021/22;
- To note the potential future funding requirements for 2021/22 onwards (as noted at Appendix 1, Table 3 and paragraph 5.5).

The meeting concluded at 3.05 pm

**COUNCILLOR LLINOS M HUWS
CHAIR**

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THE EXECUTIVE

Minutes of the extraordinary meeting held on 20 January, 2020

- PRESENT:** Councillor Llinos Medi (Chair)
- Councillors Richard Dew, Carwyn Jones, R. Meirion Jones, Alun Mummery, R.G. Parry, OBE FRAGS, Dafydd Rhys Thomas, Robin Williams.
- IN ATTENDANCE:** Chief Executive
Deputy Chief Executive
Director of Education, Skills and Young People
Director of Function (Resources) & Section 151 Officer
Director of Function (Council Business)/Monitoring Officer
Programme, Business Planning and Performance Manager
Programme Manager (CS)
Committee Officer (ATH)
- APOLOGIES:** Councillor Ieuan Williams
- ALSO PRESENT:** Councillor Aled Morris Jones (Chair of the Corporate Scrutiny Committee)
-

1. DECLARATION OF INTEREST

Councillor Richard Dew declared a personal and prejudicial interest with regard to item 2 on the agenda and was not present when the item was considered.

2. SCHOOLS' MODERNISATION PROGRAMME – LLANGEFNI AREA: YSGOL CORN HIR AND YSGOL BODFFORDD

The report of the Director of Education, Skills and Young People incorporating a proposal paper on schools' modernisation in the Llangefni area with reference to Ysgol Corn Hir and Ysgol Bodffordd was presented for the Executive's consideration. The report sought the Executive's approval to proceed to a statutory consultation on the proposal to "relocate and extend Ysgol Corn Hir to a different site to accommodate pupils from Ysgol Bodffordd, close Ysgol Bodffordd and review the catchment areas of Ysgol Bodffordd and Ysgol Corn Hir."

As he had declared a personal and prejudicial interest in this matter, Councillor Richard Dew withdrew from the meeting during the discussion and determination thereof.

The Portfolio Member for Education, Libraries, Culture and Youth presented the report which set out the proposal for schools modernisation in the Llangefni area with specific regard to Ysgol Corn Hir and Ysgol Bodffordd. He referred to the decision in May, 2019 which was entirely the Council's own decision made through the Chief Executive and the Executive, to rescind the original decisions in respect of schools' modernisation in the Llangefni area and to request Officers to look afresh at the various issues in relation thereto and the requirements under the School Organisation Code 2018 and report back to the Executive in due course. The proposal paper forms part of this process and represents an initial internal assessment for which the Executive's approval is sought as a basis for statutory

consultation. The cornerstone of the vision for schools' modernisation has always been the future of the Island's children with the principal objective of the programme being to create the best possible educational environment for teachers and pupils to succeed thereby promoting high standards. Change can be difficult and implementing the schools modernisation agenda to date has at times been challenging, and whilst on the one hand it has involved the closure of some primary schools, it has also meant a significant investment of £22m in education on the Island through the creation of three new schools for present and future generations. In outlining the process and timeline to be followed for statutory consultation should the proposal paper be approved, the Portfolio Member urged all interested parties and stakeholders to take part and submit their views in order to ensure the consultation is as meaningful as possible.

The Director of Education, Skills and Young People guided the Executive through the proposal paper and confirmed that it had been the subject of legal advice in terms of the process and the expectations of the Schools Organisation Code 2018. He outlined the School Modernisation Strategy key drivers for change and the criteria that must be met when those drivers are applied to education provision in the Llangefni area and said that eleven reasonable alternatives/options for the Llangefni area had been considered which encompass Ysgol Gyfun Llangefni, Ysgol Bodffordd, Ysgol Corn Hir, Ysgol Y Graig and Ysgol Talwrn. A detailed analysis of each reasonable alternative has led to the conclusion that there is no viable whole Llangefni area solution (section 5 of the proposal paper refers). As a result and because of their geographical proximity, attention has focused on a possible solution for the Ysgol Bodffordd and Ysgol Corn Hir catchment areas, and separately for the Ysgol Y Graig and Ysgol Talwrn catchment areas (addressed in detail under item 3 on the agenda).

The Officer summarised the process since June 2019 which had involved identifying the criteria for education provision in the Llangefni area and considering alternatives for the Llangefni area in totality. Since there is no viable whole Llangefni solution, the modernisation strategy has led to consideration being focused on identifying solutions based on the Ysgol Bodffordd/Ysgol Corn Hir and Ysgol Y Graig/ Ysgol Talwrn catchment areas being mindful of the challenges in those schools and the presumption against the closure of rural schools in the School Organisation Code 2018, and the need therefore to explore all reasonable alternatives to closure for Ysgol Bodffordd and Ysgol Talwrn (although unlike Ysgol Bodffordd, Ysgol Talwrn is not a designated a rural school under the Code). Thirteen reasonable alternatives (inclusive of the proposal) for Ysgol Bodffordd and ten reasonable alternatives (inclusive of the proposal) for Ysgol Talwrn were considered; the majority of those did not meet the drivers for the Llangefni area nor were they viable as regards the long-term education provision within the schools.

The Officer outlined the specific challenges facing Ysgol Bodffordd and Ysgol Corn Hir (section 6 of the proposal paper) are. Thirteen reasonable alternatives (inclusive of the proposal) for Ysgol Bodffordd and eleven reasonable alternatives (inclusive of the proposal) for Ysgol Corn Hir have been considered and analysed against the key school modernisation drivers and criteria for education provision in the Llangefni area (sections 7 and 9 of the proposal paper). Each reasonable alternative for Ysgol Bodffordd has also been assessed in relation to the likely impact on standards, the community and pupils' travelling arrangements (section 8). Section 5 of the paper sets out the reasonable alternatives for the Llangefni area which can be summarised as follows –

- Retain the status quo – leave Ysgol Gyfun Llangefni, Ysgol Bodffordd, Ysgol Corn Hir, Ysgol Y Graig and Ysgol Talwrn as they are;
- federate Ysgol Bodffordd, Ysgol Corn Hir, Ysgol Y Graig , Ysgol Talwrn and Ysgol Gyfun Llangefni (secondary school);

- federate Ysgol Y Graig and Ysgol Corn Hir (move Ysgol Corn Hir to a newly built school and increase the capacity of Ysgol Corn Hir). Extend the federation later on to include Ysgol Bodffordd, Ysgol Talwrn and Ysgol Gyfun Llangefni under one governing body.
- One new primary school for the Llangefni area to take pupils from Ysgol Bodffordd, Ysgol Corn Hir, Ysgol Y Graig and Ysgol Talwrn;
- a new all-age school for Llangefni to include Ysgol Gyfun Llangefni, Ysgol Bodffordd, Ysgol Corn Hir, Ysgol Y Graig and Ysgol Talwrn;
- conduct backlog maintenance work on all the schools;
- extend all the primary schools;
- clustering, collaboration of primary schools in the Llangefni area;
- using the schools as community hubs to accommodate/support community services e.g. health, childcare facilities, family and adult learning, community education, sport, recreation, social activity
- co-locating local services within schools
- establishing multi-site schools (KS1 – on one site) (KS2 – on another site)

He confirmed that assessment has shown that the proposal presented has a positive impact on standards, a neutral impact on the community and a negative impact on some pupils' travelling arrangements. It has also led to the conclusion that the Council would need to mitigate the effect of potential closure of Ysgol Bodffordd by working with the community to ensure the long-term viability of the present community centre and by providing a bus service from the village to the new Ysgol Corn Hir site for eligible pupils in line with the Authority's schools transport policy. Following careful consideration of the reasonable alternatives for Ysgol Bodffordd and Ysgol Corn Hir and their likely impact on quality and standards in education, the community and pupils' travelling arrangements for Ysgol Bodffordd, the Authority's preferred proposal for statutory consultation is to "relocate and extend Ysgol Corn Hir to a different site to accommodate pupils from Ysgol Bodffordd, close Ysgol Bodffordd and review the catchment areas of Ysgol Bodffordd and Ysgol Corn Hir." The proposal would entail relocating Ysgol Corn Hir to a new site with the school continuing to operate into the future; the governing body of Ysgol Corn Hir would govern the new school. The Authority would seek to ensure representation on the governing body from Ysgol Bodffordd and Ysgol Bodffordd would close.

Councillor Aled Morris Jones, Chair of the Corporate Scrutiny Committee was invited to present the Committee's perspective on the matter following its scrutiny of the proposal paper at its meeting on 14 January, 2020. Councillor Jones reported that the meeting had been well attended with representatives from Ysgol Bodffordd, Ysgol Corn Hir, Ysgol Y Graig and Ysgol Talwrn present to give their points of view. The Committee was provided with an overview of the situation in Llangefni at the outset of the meeting and after considering the case for the preferred proposal for Ysgol Corn Hir and Ysgol Bodffordd as set out in the proposal paper, the Committee was in agreement about the need for a new school for Ysgol Corn Hir but voiced some concerns about the potential closure of Ysgol Bodffordd. Although an alternative proposal to build a new school for Ysgol Corn Hir and retain Ysgol Bodffordd by federation with another school was put forward it did not gain sufficient support, with the Committee formally resolving by a majority of its members to recommend the proposal to "relocate and extend Ysgol Corn Hir to a different site to accommodate pupils from Ysgol Bodffordd, close Ysgol Bodffordd and review the catchment areas of Ysgol Bodffordd and Ysgol Corn Hir" to the Executive.

The Chair in thanking Scrutiny for its input advised that Local Member, Councillor Dylan Rees who was unable to attend this meeting due to another Council commitment had submitted comments on the matter via e-mail which she read out, and had attached to the e-mail the submission made by the Chair of Ysgol Bodffordd Governing Body to the 14th January Corporate Scrutiny Committee meeting. Councillor Rees highlights the point made

in the submission about the unfairness of the proposal which would see a new replacement school being built for Ysgol Corn Hir, but would mean Ysgol Bodffordd closing and being absorbed by the new Ysgol Corn Hir which he felt was inequitable and morally wrong and which possibly raised equal opportunity issues. The original scheme had envisaged a new school jointly for Ysgol Corn Hir and Ysgol Bodffordd and was a fairer solution. As it was, he believed that the alternative proposal put forward at the Corporate Scrutiny Committee meeting for a new school for Ysgol Corn Hir and the retention of Ysgol Bodffordd by federation with another school although it failed to gain majority support, was the best option and he asked that the Executive reconsider it.

The Executive considered the proposal paper in light of the comments made and Scrutiny's recommendation of the preferred proposal, and was keen to emphasise that the proposal is presented for the purpose of statutory consultation to enable stakeholders' views to be obtained making it vitally important therefore that all those with an interest in the matter respond to the consultation. The Executive recognised that school reorganisation can be a difficult issue and reaffirmed that the underlining rationale for the school modernisation programme remains ensuring the best possible education provision for the Island's children and improved school effectiveness across the Island's schools.

The Portfolio Member for Education, Libraries, Culture and Youth summarised by referring to the conclusion reached by the proposal paper which states that in the Council's opinion, the proposal is the optimum solution that addresses the key drivers for the Llangefni area and the key challenges faced by both Ysgol Bodffordd and Ysgol Corn Hir, and he reiterated the importance of taking part in the consultation. He proposed the report to the Executive.

It was resolved to approve the proposal to “re-locate and extend Ysgol Corn Hir to a different site to accommodate pupils from Ysgol Bodffordd, close Ysgol Bodffordd and review the catchment areas of Ysgol Bodffordd and Ysgol Corn Hir”, and authorise Officers to conduct a statutory consultation on the proposal.

3. SCHOOLS MODERNISATION PROGRAMME – LLANGEFNI AREA: YSGOL Y GRAIG AND YSGOL TALWRN

The report of the Director of Education, Skills and Young People incorporating a proposal paper on schools' modernisation in the Llangefni area with reference to Ysgol Talwrn and Ysgol Y Graig was presented for the Executive's consideration. The report sought the Executive's approval to proceed to a statutory consultation on the proposal to “increase the capacity of Ysgol Y Graig to accommodate pupils from Ysgol Talwrn, close Ysgol Talwrn and review the catchment areas of Ysgol Talwrn and Ysgol Y Graig.”

The Portfolio Member for Education, Libraries, Culture and Youth presented the report which set out the proposal for schools modernisation in the Llangefni area with specific regard to Ysgol Talwrn and Ysgol Y Graig. As he had done under item 2, he referred to the background wherein the Council had in May, 2019 through the Chief Executive and the Executive, rescinded the original decisions in respect of schools modernisation in the Llangefni area and had requested Officers to look afresh at the various issues in relation thereto and the requirements under the School Organisation Code 2018, and report back to the Executive in due course. The proposal paper forms part of this process and represents an initial internal assessment for which the Executive's approval is sought as a basis for statutory consultation. He referred to the Authority's vision in instigating the schools modernisation programme and the main objective of the programme in seeking to create the best possible educational environment for teachers and pupils to succeed thereby promoting high standards. In doing so he accepted that change can be difficult and that implementing the schools modernisation agenda to date has at times been challenging, resulting on the

one hand in the closure of some primary schools, but on the other hand leading to a £22m investment in education on the Island through the creation of three new schools for present and future generations. In outlining the process and timeline to be followed for statutory consultation should the proposal paper be approved, the Portfolio Member urged all interested parties and stakeholders to take part and submit their views in order to ensure the consultation is as meaningful as possible.

The Director of Education, Skills and Young People advised that the general introduction he had made under item 2 regarding the key drivers for change and the criteria for education provision in the context of the wider Llangefni area applied in this case also with analysis of all the reasonable alternatives for education provision in the Llangefni area (section 5 of the proposal paper) concluding that there is no viable whole Llangefni area solution. As a result, and due to their geographical proximity, attention has focused on a possible solution for the Ysgol Y Graig and Ysgol Talwrn catchment areas and separately for the Ysgol Bodffordd and Ysgol Corn Hir catchment areas (as addressed under item 2). The Officer outlined the key challenges facing Ysgol Y Graig and Ysgol Talwrn (section 6) and said that ten reasonable alternatives (inclusive of the proposal) for Ysgol Talwrn and nine reasonable alternatives (inclusive of the proposal) for Ysgol Y Graig have been considered and analysed against the key school modernisation drivers and the criteria for education in the Llangefni area (sections 7 and 8 of the proposal paper). The Officer referred to the reasonable alternatives for the Llangefni area set out in section 5 of the paper which he summarised as follows –

- Retain the status quo – leave Ysgol Gyfun Llangefni, Ysgol Bodffordd, Ysgol Corn Hir, Ysgol Y Graig and Ysgol Talwrn as they are;
- federate Ysgol Bodffordd, Ysgol Corn Hir, Ysgol Talwrn and Ysgol Gyfun Llangefni (secondary school);
- federate Ysgol Y Graig and Ysgol Corn Hir (move Ysgol Corn Hir to a newly built school and increase the capacity of Ysgol Corn Hir). Extend the federation later on to include Ysgol Bodffordd, Ysgol Talwrn and Ysgol Gyfun Llangefni under one governing body.
- One new primary school for the Llangefni area to take pupils from Ysgol Bodffordd, Ysgol Corn Hir, Ysgol Y Graig and Ysgol Talwrn;
- a new all-age school for Llangefni to include Ysgol Gyfun Llangefni, Ysgol Bodffordd, Ysgol Corn Hir, Ysgol Y Graig and Ysgol Talwrn;
- conduct backlog maintenance work on all the schools;
- extend all the primary schools;
- clustering, collaboration of primary schools in the Llangefni area;
- using the schools as community hubs to accommodate/support community services e.g. health, childcare facilities, family and adult learning, community education, sport, recreation, social activity
- co-locating local services within schools
- establishing multi-site schools (KS1 – on one site) (KS2 – on another site)

Analysis has shown that only the proposal under consideration has a positive impact on standards, the community and pupils' travelling arrangements in their totality. The assessment has also led to the conclusion that the Council will need to mitigate the effect of potential closure on Ysgol Talwrn by providing transport for eligible pupils attending Ysgol Talwrn to the newly expanded school. The assessment means that the Authority's preferred proposal for statutory consultation is to "increase the capacity of Ysgol Y Graig to accommodate pupils from Ysgol Talwrn, close Ysgol Talwrn and review the catchment areas of Ysgol Y Graig and Ysgol Talwrn." The proposal would entail Ysgol Y Graig being extended and continuing to operate into the future; the governing body of Ysgol Y Graig would govern the extended school. The Authority would seek to ensure representation on the governing body from Ysgol Talwrn and Ysgol Talwrn would close.

Councillor Aled Morris Jones, Chair of the Corporate Scrutiny Committee reported from the Committee's 14 January meeting where the proposal paper had been scrutinised with representatives of both Ysgol Talwrn and Ysgol Y Graig making a contribution to the meeting. An alternative option which was to retain Ysgol Talwrn and federate it with another school (possibly Ysgol Llanbedrgoch as the Committee was informed by the Ysgol Talwrn Chair of Governors that the two schools collaborate well) was proposed but did not garner sufficient support among the Committee's members. The Committee subsequently resolved by a majority of its members to recommend the proposal to "increase the capacity of Ysgol Y Graig to accommodate pupils from Ysgol Talwrn, close Ysgol Talwrn and review the catchment areas of Ysgol Talwrn and Ysgol Y Graig" to the Executive.

The Chair thanked the Corporate Scrutiny Committee for its detailed scrutiny of both proposal papers.

The Executive considered the proposal paper having regard to Scrutiny's recommendation of the preferred proposal and noted that the purpose of the proposal paper was to provide a basis for statutory consultation to which stakeholders were urged to respond; the importance of doing so was emphasised so that the consultation would be as meaningful as possible.

The Portfolio Member for Education, Libraries, Culture and Youth proposed the report to the Executive.

It was resolved to approve the proposal "to increase the capacity of Ysgol Y Graig to accommodate pupils from Ysgol Talwrn, close Ysgol Talwrn and review the catchment areas of Ysgol Talwrn and Ysgol Y Graig", and authorise Officers to conduct a statutory consultation on the proposal.

**Councillor Llinos Medi
Chair**

THE EXECUTIVE

Minutes of the meeting held on 27 January, 2020

- PRESENT:** Councillor Llinos Medi (Chair)
Councillor Ieuan Williams (Vice-Chair)
- Councillors Richard Dew, Carwyn Jones, R. Meirion Jones, Alun Mummery, R.G. Parry, OBE FRAGS, Dafydd Rhys Thomas, Robin Williams.
- IN ATTENDANCE:** Chief Executive
Director of Function (Resources) & Section 151 Officer
Director of Function (Council Business)/Monitoring Officer
Director of Social Services (for item 6)
Programme, Business Planning and Performance Manager
Chief Waste Management Officer (ME) (for item 7)
Scrutiny Manager (for item 5)
Project Manager (Corporate Transformation) (ATR) (for item 7)
Committee Officer (ATH)
- APOLOGIES:** None
- ALSO PRESENT:** Councillors Lewis Davies, John Griffith, Glyn Haynes, Kenneth Hughes, G.O. Jones, Alun Roberts, Dafydd Roberts.
-

1. DECLARATION OF INTEREST

No declaration of interest was received.

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

None to report.

3. MINUTES – CORPORATE PARENTING PANEL

The draft minutes of the meeting of the Corporate Parenting Panel held on 9 December, 2019 were presented for adoption.

It was resolved that the draft minutes of the meeting of the Corporate Parenting Panel held on 9 December, 2019 be adopted.

4. MINUTES – VOLUNTARY SECTOR LIAISON COMMITTEE

The draft minutes of the meeting of the Voluntary Sector Liaison Committee held on 20 November, 2019 were presented for information.

It was resolved that the draft minutes of the meeting of the Voluntary Sector Liaison Committee held on 20 November, 2019 be noted.

5. THE EXECUTIVE'S FORWARD WORK PROGRAMME

The report of the Head of Democratic Services incorporating the Executive's Forward Work Programme for the period from February to September, 2020 was presented for consideration and the following changes were noted -

• New Items

- Item 20 – Developing Leisure Provision for Future Generations Plan (for the 2 March, 2020 meeting)
- Item 33 – Corporate Scorecard Quarter 1 2020/21 (for the September, 2020 meeting)
- Items 34, 35 and 36 – 2020/21 Revenue, Capital and HRA Budget Performance monitoring reports (for the September, 2020 meeting)

• Re-scheduled Items

- Item 3 - Housing Rents and Housing Services Charges 2020/21 (brought forward from the 2 March to the 17 February, 2020 meeting)
- Item 8 – Discretionary Business Rate Relief Policy (subject to confirmation, to be brought forward from the 2 March to the 17 February, 2020 meeting)

• Other Changes

- Subject to confirmation, a new item - Risk Based Verification Policy - to be introduced for the 17 February, 2020 meeting
- Removal of item - Consultation on Lowering the Admission Age at Ysgol Llandegfan (originally scheduled for the 17 February and 27 April, 2020 meetings) - pending confirmation of its re-scheduled dates.

It was resolved to confirm the Executive's updated Forward Work Programme for the period from February to September, 2020 with the changes outlined at the meeting.

6. LEARNING DISABILITIES – TRANSFORMATION OF DAY OPPORTUNITIES

The report of the Director of Social Services incorporating a Proposal Paper for the future of Learning Disability Day Opportunities on Anglesey was presented for the Executive's consideration. The report sought the Executive's approval to formally consult on the proposal to "develop more community based opportunities for people with a learning disability, extend the provision at Gors Felen and close the services at Morswyn, Blaen y Coed and Gerddi Heulfre."

The Chair and Portfolio Member for Social Services reported that it is necessary to reshape and modernise the day opportunities services in order to –

- develop sustainable opportunities for individuals;
- further improve the delivery of the service in the most cost-effective way;
- respond to feedback from service users and their families as to what they would like day opportunities to look like in the future;
- meet the current and future needs of the people whom the Authority supports;
- meet the requirements of the Social Services Well-being (Wales) Act 2014

She highlighted that the most important people in a consultation are those who are affected by it, their families and carers and she emphasised that should the Executive decide to proceed to consultation, she was keen that it be on the basis of the following drivers -

- a focus on an outcome based approach i.e. a shift from paying for prescribed activities within a set timeframe to paying for results or outcomes which increase and individual's skills, well-being and confidence;
- to ensure the same standards of service delivery across all services with both the in-house and external services focusing on ensuring progression and achieving outcomes for individual service users;
- to ensure that resources are allocated fairly with the same assessment and access criteria for both in-house and external services;
- to ensure that there is fair pricing for services reflecting the differing needs of the individuals attending e.g. it may be appropriate to pay a premium rate to support an individual with more profound or multiple learning disabilities or complex support needs;
- providers will have greater freedom and flexibility to work with the people they support to design and co-produce the activities that will achieve those outcomes. Some of these activities may be delivered in partnership with other community groups and organisations;
- to encourage service providers, both internal and external, to develop, adapt and change in response to this new way of working;
- to encourage community based groups to offer regular supported placements that can add to an individual's skills and ensure progression.

The Director of Social Services confirmed that the case for change is based on the belief that the nature of the provision for people with learning disabilities needs to be reformed to provide better outcomes for those individuals within their local communities and to ensure that those services remain sustainable and effective into the future. The Council currently has a number of different day opportunities available to people with learning disabilities some of which are provided in-house by the Council itself and some of which are commissioned externally. Under the direction of the Adults' Services Transformation Board, a series of visits to various day centres on the Island was arranged for Elected Members in July 2019 which helped provide a clearer understanding of the services provided by the centres; additionally, a new Strategy for Day Opportunities for People with a Learning Disability has been adopted after intensive engagement with service users about what they would like to see in the form of support and opportunities for personal development and progression. The proposal paper elaborates on these elements and also identifies the key challenges facing the current in-house day centres at Morswyn, Holyhead; Blaen y Coed, Llangoed; Gerddi Heulfre, Llangoed and Gors Felen, Llangefni. The Officer said that the intent as part of the consultation, is to give a clear direction about the commitment to develop services over a period of time be that in the independent or voluntary sectors or internally within the Council in order to extend the opportunities for individuals within their communities. For those with more profound and complex needs it is considered that a single more specialised centre is required which would form part of the consultation – it is envisaged that Gors Felen could fulfil this purpose. The proposal also envisages the learning disability day opportunities provision becoming more community rather than centre based in the long-term. It is hoped that the proposal will provide greater flexibility and offer better and more varied opportunities for individuals within their local communities.

Councillor G.O.Jones, Chair of the Partnership and Regeneration Scrutiny Committee was invited to present the Committee's perspective on the matter following its scrutiny of the proposal paper at its meeting on 21 January, 2020. Councillor Jones reported that the Committee although fully supportive of the intention to modernise day opportunities services for people with learning disabilities was concerned about the reference to closing three centres which it considered premature at this time. The Committee in making the point that the consultation process should concentrate on having a dialogue with service users and their families and other stakeholders so as to create the conditions whereby they could

influence the model of delivery for the future, resolved to recommend to the Executive that it support in principle going out to consultation on the proposal to develop more community based opportunities for people with a learning disability and authorises Officers to conduct a formal consultation thereon.

Councillors Lewis Davies and Alun Roberts as Local Members spoke of their disappointment about the proposal's reference to the closure of three day centres which they felt did not provide a basis for constructive consultation wherein individuals and their families and carers could provide their views on what is important to them thereby helping to shape the form and direction of the service in future. In order to have a positive discourse with service users and their families and communities, the Local Members urged the Executive to remove the reference to centre closure from the proposal and instead focus in the first place on having a conversation with stakeholders about what they would like from the day opportunities service.

The Executive considered the proposal paper, the feedback from Scrutiny and the views of the Local Members and although accepting the central premise regarding the need to modernise the way opportunities are provided for people with a learning disability, expressed reservations about the proposal as it was currently formulated believing that it might not take the process forward in as positive a way as hoped for nor encourage as wide ranging a discussion as possible. The Executive also noted that as it is important that stakeholders and their families appreciate what modernising the day opportunities services entails and what is being proposed there needs to be an accessible and user friendly version of the proposal/consultation paper.

In light of the discussion the Chair and Portfolio Member for Social Services put forward an amended proposal which was supported by the Executive - namely that a formal consultation be conducted on the following –

- To develop more community based opportunities for people with a learning disability.
- To establish whether there are advantages to extending a day centre to meet more profound needs.
- To review the current learning disability day service provision.

It was therefore formally resolved to authorise Officers to conduct a formal consultation on the following -

- **To develop more community based opportunities for people with a learning disability.**
- **To establish whether there are advantages to extending a day centre to meet more profound needs.**
- **To review the current learning disability day service provision.**

7. EXCLUSION OF THE PRESS AND PUBLIC

It resolved –

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

8. WASTE COLLECTION AND CLEANSING SERVICE CONTRACT PROCUREMENT

The report of the Director of Function (Resources)/Section 151 Officer and the Head of Highways, Property and Waste with regard to the Waste Collection and Cleansing Service Contract was presented for consideration. The report sought the Executive's approval of service options for the purpose of final tender submissions.

The Director of Function (Resources)/Section 151 Officers recapped on the procurement process timeline under the three Stage tender method of the Competitive Dialogue Process which was the approach adopted for the tendering process for the Waste Collection and Cleansing Service contract, and he confirmed that Stage 1 involving the submission of initial draft priced solutions based on the initial service options approved by the Executive at its meeting on 17 June, 2019 had now been completed. The Executive is now required to come to a determination regarding the service options it wishes to be considered during Stage 2 (formal dialogue process) and Stage 3 (submission of final tenders) of the process in order to remove unwanted options and give bidders absolute clarity on the service configuration they should be tendering for in their final submissions following the evaluation of which the contract will be awarded and will become effective on 1 April, 2021.

The Officer referred to the Stage 1 initial range of potential costs, savings and risks in relation to the various service configurations for the new Waste Collection and Cleansing Contract as set out in the report. Based on the feedback from Stage 1, Officers have made recommendations regarding what service configuration should be considered for Stage 2 and Stage 3 of the procurement process – the Officer elaborated on those service options and the basis for their proposed inclusion.

Councillor G.O.Jones, Chair of the Partnership and Regeneration Scrutiny Committee reported from the Committee's 21 January, 2020 meeting where the report had been scrutinised and he confirmed that following discussion, and having considered the clarifications provided by the Portfolio Member and Officer at the meeting, the Committee had recommended the adoption of the service options proposed in the report.

The Executive considered the report and sought clarity and assurance on several points arising from the findings of Stage 1 of the process. Having debated the matter, and in light of Officer advice and the views of Scrutiny, the Executive was agreed in supporting the service options as recommended by the report.

It was resolved to approve the recommendations of the report with regard to the service configuration for the final tenders for the Waste Collection and Cleansing Services Contract and to authorise the relevant Officers to act in accordance therewith.

**Councillor Llinos Medi
Chair**

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ISLE OF ANGLESEY COUNTY COUNCIL	
Report to:	The Executive
Date:	17 February 2020
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 March – October 2020;</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: March – October 2020.		

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: March – October 2020

Updated: 4 February 2020



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.

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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 **March – October 2020** is outlined on the following pages.

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

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THE EXECUTIVE'S FORWARD WORK PROGRAMME

Period: March – October 2020

Updated: 4 February 2020

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)
March 2020						
1	Annual Equality Report 2018/19 Approval of report.	Social Services Portfolio Holder	Council Business	Huw Jones Head of Democratic Services Cllr Llinos Medi		Delegated decision March 2020
2	Revenue Budget Monitoring Report – Quarter 3, 2019/20 (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 Director of Function – Resources / Section 151 Officer Cllr Robin Wyn Williams	Finance Scrutiny Panel 13 February 2020	The Executive 2 March 2020
3	Capital Budget Monitoring Report – Quarter 3, 2019/20 (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 Director of Function – Resources / Section 151 Officer Cllr Robin Wyn Williams	Finance Scrutiny Panel 13 February 2020	The Executive 2 March 2020
4	Housing Revenue Account Budget Monitoring Report – Quarter 3, 2019/20 (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 Director of Function – Resources / Section 151 Officer Cllr Robin Wyn Williams	Finance Scrutiny Panel 13 February 2020	The Executive 2 March 2020

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5 Charges for non-residential services 2020/21 Approval.	A collective decision is required as the matter involves material financial considerations.	Adults' Services	Alwyn Jones Director of Social Services Cllr Llinos Medi		The Executive 2 March 2020	
6 Standard Charge for Council Care Homes 2020/21 Approval.	A collective decision is required as the matter involves material financial considerations.	Adults' Services	Alwyn Jones Director of Social Services Cllr Llinos Medi		The Executive 2 March 2020	
7 Independent Sector Care Home Fees 2020/21 Approval.	A collective decision is required as the matter involves material financial considerations.	Adults' Services	Alwyn Jones Director of Social Services Cllr Llinos Medi		The Executive 2 March 2020	
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 Director of Function – Resources / Section 151 Officer Cllr Robin Wyn Williams		The Executive 2 March 2020	

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9	Medium Term Financial Strategy and Budget 2020/21 (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 Director of Function – Resources / Section 151 Officer Cllr Robin Wyn Williams	Finance Scrutiny Panel 9 January & 13 February 2020 Corporate Scrutiny Cttee 27 February 2020	The Executive 2 March 2020	County Council 10 March 2020
10	Capital Strategy and Capital Programme	This is a matter for the Executive as it falls within the Council's Budget Framework.	Resources	Marc Jones Director of Function – Resources / Section 151 Officer Cllr Robin Wyn Williams		The Executive 2 March 2020	County Council 10 March 2020
11	Treasury Management Strategy 2020/21 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 Director of Function – Resources / Section 151 Officer Cllr Robin Wyn Williams		The Executive 2 March 2020	County Council 10 March 2020
12	Capital Budget 2020/21	This is a matter for the Executive as it falls within the Council's Budget Framework.	Resources	Marc Jones Director of Function – Resources / Section 151 Officer Cllr Robin Wyn Williams	Finance Scrutiny Panel 9 January & 13 February 2020 Corporate Scrutiny Committee 27 February 2020	The Executive 2 March 2020	County Council 10 March 2020

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13 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 23 March 2020	
14 Corporate Scorecard – Q3, 2019/20	This is a matter for the full Executive as it provides assurance of current performance across the Council.	Corporate Transformation	Carys Edwards Head of Profession – HR and Transformation Cllr Dafydd Rhys Thomas	Corporate Scrutiny Committee 9 March 2020	The Executive 23 March 2020	
15 Discretionary Housing Payments Policy Approval of amendments to policy.		Resources	Marc Jones Director of Function – Resources / Section 151 Officer Cllr Robin Wyn Williams		The Executive 23 March 2020	
16 Developing Leisure Provision for Future Generations Plan	The approval of the Executive is required as the proposed Leisure Plan involves financial investment considerations	Regulation and Economic Development	Dylan J Williams Deputy Chief Executive Cllr. Carwyn Jones	Partnership and Regeneration Scrutiny Committee 10 March 2020 Finance Scrutiny Panel 13 February 2020	The Executive 23 March 2020	

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17	CIW Inspection of Children's Services in Anglesey – Improvement Plan – 6 month Progress Report	Children's Services	Fôn Roberts Head of Children and Families Services Cllr Llinos Medi	Social Services Improvement Panel 18 February 2020 Corporate Scrutiny Committee 9 March 2020	The Executive 23 March 2020	
18	Public Speaking Protocol for Scrutiny To recommend that the Council adopts the Protocol.	Council Business	Lynn Ball Director of Function (Council Business) / Monitoring Officer Cllr Dafydd Rhys Thomas	Corporate Scrutiny Cttee 9 March 2020 Partnership and Regeneration Scrutiny Cttee 10 March 2020	The Executive 23 March 2020	County Council 19 May 2020
April 2020						
19	The Executive's Forward Work Programme (S) Approval of monthly update.	Council Business	Huw Jones Head of Democratic Services Cllr Llinos Medi		The Executive 27 April 2020	

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May 2020						
20	The Executive's Forward Work Programme (S) Approval of monthly update.	Council Business	Huw Jones Head of Democratic Services Cllr Llinos Medi		The Executive 18 May 2020	
June 2020						
21	Welsh Language Standards Annual Report 2019/20 Approval of report.	Council Business	Huw Jones Head of Democratic Services Cyng Ieuan Williams	To be confirmed	Delegated decision June 2020	
22	The Executive's Forward Work Programme (S) Approval of monthly update.	Council Business	Huw Jones Head of Democratic Services Cllr Llinos Medi		The Executive 15 June 2020	
23	Corporate Scorecard – Quarter 4, 2019/20 (S) Quarterly performance monitoring report.	Corporate Transformation	Carys Edwards Head of Profession – HR and Transformation Cllr Dafydd Rhys Thomas	Corporate Scrutiny Committee Date to be confirmed.	The Executive 15 June 2020	

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24	2019/20 Revenue 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 Director of Function – Resources / Section 151 Officer Cllr Robin Wyn Williams	Finance Scrutiny Panel Date to be confirmed.	The Executive 15 June 2020	
25	2019/20 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 Director of Function – Resources / Section 151 Officer Cllr Robin Wyn Williams	Finance Scrutiny Panel Date to be confirmed.	The Executive 15 June 2020	
26	2019/20 HRA 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 Director of Function – Resources / Section 151 Officer Cllr Robin Wyn Williams	Finance Scrutiny Panel Date to be confirmed.	The Executive 15 June 2020	
July 2020							
27	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 13 July 2020	

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September 2020						
28	The Executive's Forward Work Programme (S) Approval of monthly update.	Council Business	Huw Jones Head of Democratic Services Cllr Llinos Medi		The Executive 28 September 2020	
29	Corporate Scorecard – Quarter 1, 2020/21 (S) Quarterly performance monitoring report.	Corporate Transformation	Carys Edwards Head of Profession – HR and Transformation Cllr Dafydd Rhys Thomas	Corporate Scrutiny Committee Date to be confirmed.	The Executive 28 September 2020	
30	2020/21 Revenue Budget Monitoring Report – Quarter 1 (S) Quarterly financial monitoring report.	Resources	Marc Jones Director of Function – Resources / Section 151 Officer Cllr Robin Wyn Williams	Finance Scrutiny Panel Date to be confirmed.	The Executive 28 September 2020	
31	2020/21 Capital Budget Monitoring Report – Quarter 1 (S) Quarterly financial monitoring report.	Resources	Marc Jones Director of Function – Resources / Section 151 Officer Cllr Robin Wyn Williams	Finance Scrutiny Panel Date to be confirmed.	The Executive 28 September 2020	

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32	2020/21 HRA Budget Monitoring Report – Quarter 1 (S) Quarterly financial monitoring report.	Resources	Marc Jones Director of Function – Resources / Section 151 Officer Cllr Robin Wyn Williams	Finance Scrutiny Panel Date to be confirmed.	The Executive 28 September 2020	
October 2020						
33	The Executive's Forward Work Programme (S) Approval of monthly update.	Council Business	Huw Jones Head of Democratic Services Cllr Llinos Medi		The Executive 26 October 2020	

* Key:

S = Strategic – key corporate plans or initiatives

O =Operational – service delivery

FI = For information

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ISLE OF ANGLESEY COUNTY COUNCIL	
Report to:	The Executive County Council
Date:	17 February 2020 10 March 2020
Subject:	Strategic Equality Plan 2020-2024
Portfolio Holder(s):	Cllr Llinos Medi
Head of Service:	Lynn Ball Head of Function – Council Business / Monitoring Officer
Report Author: Tel: E-mail:	Carol Wyn Owen, Policy and Strategy Manager 01248 752561 CarolWyn@ynysmon.gov.uk
Local Members:	Not applicable
A –Recommendation/s and reason/s	
<p>Recommendation: The Executive is requested to recommend to the County Council that the Council’s draft Strategic Equality Plan for 2020-2024 be approved and to authorize officers, in consultation with the Portfolio Holder, to complete and publish the Plan by 31 March 2020.</p> <p>Reason:</p> <p>The Equality Act 2010 places a General Duty on listed public bodies which requires them, when carrying out their functions (and on other persons when carrying out public functions) to have due regard to the need to:</p> <ul style="list-style-type: none"> • eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act • advance equality of opportunity between persons who share a relevant protected characteristic and those who do not • foster good relations between people who share a relevant protected characteristic and people who do not <p>In April 2010, the Welsh Government exercised its powers to introduce Specific Duties. These are set out in the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011. Under these Regulations, all local authorities were required to publish a Strategic Equality Plan by 2 April 2012. Equality objectives are required for each of the protected characteristics, namely Age; Disability; Gender reassignment; Sex; Pregnancy and maternity; Sexual orientation; Race; Religion or belief; Marriage and civil partnerships.</p>	

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

The Plan and its objectives must be reviewed at least every four years. The current Plan, covering 2016-2020, comes to an end on 31 March 2020, by which time a new Plan for the period 2020-2024 must be published. The purpose of the Plan is to set out the steps the Council is taking to fulfil its specific equality duties.

Equality officers in all six North Wales Local Authorities, Betsi Cadwaladr University Health Board, North Wales Fire and Rescue Service, Welsh Ambulance Service NHS Trust, National Parks Authority and North Wales Police have shared good practice for many years. During 2011/12, the North Wales Public Sector Equality Network (NWPSSEN) developed a set of shared objectives which every partner has agreed to and the objectives were reviewed to coincide with the preparation of Strategic Equality Plans for 2016-20. A further review has been carried out recently to inform our Plans for 2020-2024. To ensure that our new objectives aim to address the challenges set out in the Equality and Human Rights Commission's report 'Is Wales Fairer? 2018', NWPSSEN's regional objectives for 2020-2024 are based on the six themes of life identified in the EHRC report, namely:

- 1 - Outcomes in **education** attainment and wellbeing in schools are improved
- 2 - We will take action to ensure we are a **fair employer and reduce pay gaps**
- 3 - We will take action to improve the **living standards** of people with different protected characteristics
- 4 - We will improve **health, wellbeing and social care** outcomes
- 5 - We will improve **personal security and access to justice**
- 6 - We will increase access to **participation** to improve diversity of decision-making

In addition, to address the Welsh Government's proposal to implement the socio-economic duty, the following regional objective has also been agreed:

- 7 - We will develop our knowledge and understanding of the **socio-economic duty** (when guidance becomes available) to identify the key areas of impact to be addressed under each objective.

For consistency, and as was the case with the two previous plans, we have chosen to adopt the regional objectives, as well as one additional local objective:

- 8 – We will improve the **Council's procedures** to ensure fairness for all.

Draft priorities have been identified under each of the above objectives which, alongside other improvement actions highlighted in other key corporate and service plans, should help us build a fairer society for all of Anglesey's citizens.

* Key:

Strategic – key corporate plans or initiatives

Operational – service delivery

For information

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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?
To obtain high level ownership of the Council’s equality agenda, the Executive is requested to recommend that the full Council approves the draft Plan
D – Is this decision consistent with policy approved by the full Council?
Yes
DD – Is this decision within the budget approved by the Council?
Yes

E – Who did you consult?		What did they say?
1	Chief Executive / Strategic Leadership Team (SLT) (mandatory)	The draft Plan was submitted to a meeting of the Senior Leadership Team on 27 January 2020. No changes were made to the content of the Plan.
2	Finance / Section 151 (mandatory)	
3	Legal / Monitoring Officer (mandatory)	
5	Human Resources (HR)	Specific sections of the Plan relate to Human Resources issues (ie. Our Staff; Objective 2 – we will take action to ensure we are fair employer and reduce pay gaps)
6	Property	
7	Information Communication Technology (ICT)	
8	Scrutiny	<p>The draft Strategic Equality Plan was submitted to the Partnership and Regeneration Scrutiny Committee on 4 February 2020. Consideration was given to the document and as a result of discussion it was resolved:</p> <ul style="list-style-type: none"> • To recommend that the Executive approves the Strategic Equality Plan 2020-2024 • That arrangements are put in place for the Partnership and Regeneration Scrutiny Committee to monitor progress on equality on an annual basis, as a matter of course.

* Key:
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9	Local Members	
10	Any external bodies / other/s	See page 10 of the Plan – ‘engagement, consultation and evidence gathering’.
F – Risks and any mitigation (if relevant)		
1	Economic	
2	Anti-poverty	
3	Crime and Disorder	
4	Environmental	
5	Equalities	<p>No negative impact have been identified at this stage. The purpose of the equality objectives and priorities within the Plan is to help enable the Council to meet the three aims of the general equality duty to have due regard to the need to:</p> <ul style="list-style-type: none"> - Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act - Advance equality of opportunity between people who share a relevant protected characteristic and those who do not - Foster good relations between people who share a protected characteristic. <p>In addition to the priorities and other initiatives contained in the Plan, the Council will progress the principles of equality of opportunity for people of all backgrounds and circumstances in all its plans and procedures.</p> <p>The equality impact assessment is available at Appendix 2.</p>
6	Outcome Agreements	
7	Other	
FF - Appendices:		
Appendix 1 – Draft Strategic Equality Plan for 2020-2024		
Appendix 2 – Equality Impact Assessment		
G - Background papers (please contact the author of the Report for any further information):		

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



Isle of Anglesey County Council

Strategic Equality Plan

2020 – 2024

DRAFT

March 2020

How to contact us

We welcome any comments, suggestions or feedback about this Strategic Equality Plan. Please contact us:

E-mail: equality@ynysmon.gov.uk
Telephone: 01248 752520 / 752561

Democratic Services (Equality)
Council Business
Isle of Anglesey County Council
Council Offices
Llangefni
Anglesey
LL77 7TW

We are also happy to provide this document in alternative formats on request. Please use the above details to contact us.

Foreword



Welcome to the Isle of Anglesey County Council's Strategic Equality Plan 2020-2024. The Plan sets out our ambition for equality to build a fairer society for all of Anglesey's citizens and helping us achieve our vision for an Anglesey that is healthy and prosperous where families can thrive.

Our Council Plan 2017-2022 sets our three most important priorities:

- (1) Ensure that the people of Anglesey can thrive and realise their long-term potential.
- (2) Support vulnerable adults and families to keep them safe, healthy and as independent as possible.
- (3) Work in partnership with our communities to ensure that they can cope effectively with change and developments whilst protecting our natural environment.

We believe that the equality objectives we have identified in this Strategic Equality Plan will complement our Council Plan priorities and help us deliver them in a way which will benefit all members of our community.

It is important to note that this Plan will be delivered in a challenging economic climate, where we have already had to make significant savings and there will be more difficult decisions ahead about the services we provide and how we provide them. It is inevitable that some people will be affected more than others. We will give due regard to how our decisions affect the people of Anglesey and do everything possible to reduce any negative impacts we identify.

In achieving **all** its work, the Council will continue its commitment to promoting equality and diversity. This commitment applies in terms of how we deliver our services, our responsibilities as a major employer and in ensuring that our policies, procedures and practices do not discriminate in any way.

Councillor Llinos Medi
Council Leader and Portfolio Holder for Equality and Diversity

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The Equality Act 2010

The Equality Act 2010 is about ensuring fairness and protects the following characteristics (also known as 'protected groups'):

- Age
- Disability
- Sex
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief, including lack of belief
- Sexual orientation
- Marriage and civil partnership

The promotion and use of the Welsh language is not included within the Equality Act 2010 as this aspect is covered by the requirements set out in the **Welsh Language (Wales) Measure 2011**. Under the Measure, public bodies must comply with Welsh Language Standards. The basic principles of the Standards are that the Welsh language should not be treated less favourably than the English language and that the use of Welsh should be promoted and facilitated, making it easier for people to use Welsh in their everyday lives.

It is important to include the Welsh language alongside the above protected characteristics to encourage a holistic approach to the needs of all communities in planning and delivering services.

The General Equality Duty

The Act places a General Duty on public bodies in carrying out their functions to have due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristics and those who do not.

Specific Duties

The Welsh Government introduced specific duties to help public bodies in Wales to meet the general duty. These specific duties include a requirement to develop and publish **equality objectives** and **Strategic Equality Plans** at least once every four years. **Annual equality reports** must also be produced by 31 March each year. The purpose of these reports is to demonstrate how we have met our general and specific equality duties.

Our Council

Political Structure - Anglesey's residents are represented by 30 elected members (also known as Councillors). The Council's main decision-making body is an Executive of nine members, chaired by the Leader of the Council. The Executive's decisions are held to account by two Scrutiny Committees. Further information about the Council's political arrangements, as well as details of our committees and dates of meetings, can be found on our website.

Management Structure - A new strategic management structure came into effect in August 2019, with a Senior Leadership Team which includes the Chief Executive, Deputy Chief Executive and five Directors with responsibility for:

- Council Business
- Education, Skills and Young People
- Place and Community Well-being
- Resources
- Social Services

Four Heads of Service are responsible for:

- Children and Families
- Highways, Waste and Property
- Housing
- Transformation and Human Resources

Council Priorities

Council Plan 2017-2022

The Council's aim, as stated in our Council Plan, is that we will be working towards an Anglesey that is healthy and prosperous where families can thrive. To fulfil this aim, the Council's objectives for 2017-2022 are to:

- (1) Ensure that the people of Anglesey can thrive and realise their long-term potential.
- (2) Support vulnerable adults and families to keep them safe, healthy and as independent as possible.
- (3) Work in partnership with our communities to ensure that they can cope effectively with change and developments whilst protecting our natural environment.

The Council also publishes:

- An **Annual Delivery Document** which focuses on the work we are doing to realise the targets set in the Council Plan

- An **Annual Performance Report** which looks at performance over the previous financial year against the improvements and priorities set out in the Annual Delivery Document for the same year.

Anglesey and Gwynedd Well-being Plan 2018

The Well-being of Future Generations (Wales) Act 2015 established Public Services Boards (PSB) to ensure that public bodies work together to create a better future for the people of Wales. The Act also placed a duty on PSBs to publish Well-being Plans to outline how the Boards intended to improve the well-being of the area's residents. The Anglesey and Gwynedd Well-being Plan is based on two objectives, with six priorities which the PSB will focus on to realise these objectives:

- (1) Communities which thrive and are prosperous in the long term
 - The Welsh language
 - Homes for local people
 - Effect of poverty on the well-being of our communities
 - Effect of climate change on the well-being of our communities
- (2) Residents who are healthy and independent with a good quality of life
 - Health and care of adults
 - Welfare and achievement of children and young people.

The above objectives and priorities will contribute towards tackling inequality and disadvantage to close the gap between the most privileged communities and the most deprived communities.

Strategic Equality Plan 2020-2024

This is the Council's third Strategic Equality Plan and demonstrates our continued commitment to equality. It sets out our strategic equality objectives, our reasons for choosing them and how we intend to deliver them.

To demonstrate our commitment to mainstreaming equality into the work of the Council and in line with our 'One Council' approach to service delivery, we have sought to maintain close links between this Plan and the **Council Plan 2017-2022**, which informs the decision making process at all levels in the Council.

Our Staff

Employment information and pay differences

The Council is committed to the principle of equal opportunities and equal treatment for all employees. It has a clear policy of paying employees equally for the same or equivalent work and evaluates job roles and pay grades as necessary to ensure a fair structure.

The Council is constantly striving to collect accurate information relating to different protected characteristics. Whilst accepting the rights of individuals not to disclose personal information, a fuller picture is needed to help us identify any inequalities between people with different characteristics. In 2018, the Authority introduced a number of changes to the way in which it collates data, in an attempt to obtain more data on current staff who commenced work prior to the introduction of the self-service system.

We will continue to address this through the actions we have identified under equality objective 2 – We will take action to ensure we are a fair employer and reduce pay gaps (page 19).

The employment information currently available for the Council, including the 2019 Gender Pay Gap report, is outlined in our 2018/19 Annual Equality Report

Promoting knowledge and understanding within our workforce

The Council is committed to providing learning and development opportunities to staff that enable them to perform to their best ability. We also recognise that it is important that people throughout the Council are aware of the general and specific equality duties. We have addressed this through our priority are 'a staff training programme is in place to ensure the right staff have the right skills to deliver equality improvement (Priority 8.1 – page 38).

Relevant Equality Information

The Council publishes relevant equality information within a wide range of corporate and service plans and strategies, which are available on our website. Paper copies or alternative formats are also available on request – please use the contact details on page 2 to get in touch with us.

Relevant equality information can also be found under each equality objective in this Plan, as well as the regional data and evidence report – Equality in North Wales (see the section on engagement, consultation and evidence gathering on the next page for more details).

Collecting relevant information must be an ongoing process. We will continue to do this through engagement wherever possible to gain a better understanding of the size, nature and complexity of all protected groups on Anglesey.

Key information on the population of Anglesey is outlined below.

- The estimated resident population for Anglesey was 69,961 on 30 June 2018.
- In the last five years, the population of Anglesey has seen a decrease of 0.3% (180 people).

As at 30 June 2018:

- 49.2% were male and 50.8% female.
- 25.7% were aged over 65, compared to 20.8% across Wales
- 17.2% were children aged 0-15, compared to 17.9% across Wales.

According to the 2011 Census:

- 98.2% were white, compared to 95.6% across Wales
- 0.7% were from a mixed/multiple ethnic group, compared to 1.0% across Wales
- 0.7% were Asian/Asian British, compared to 2.3% across Wales
- 0.1% were Black/African/Caribbean/Black British, compared to 0.6% across Wales
- 0.3% were from another ethnic group, compared to 0.5% across Wales
- 57.2% of people could speak Welsh, compared to 19.0% across Wales.

Source: Office for National Statistics (Infobase Cymru).

Engagement, consultation and evidence gathering

In order to develop this Plan and to choose new equality objectives and priorities, the Council has given due regard to relevant information gathered from a range of different sources, including:

- A regional engagement event held on 24 May 2018 which was hosted by the North Wales Public Sector Equality Network (NWPSSEN*)
- NWPSSEN officer workshop held on 7 June 2019 to review the regional equality objectives – see page 13 for more details.

*NWPSSEN is a group of equality officers from all six North Wales Local Authorities, Betsi Cadwaladr University Health Board, North Wales Fire and Rescue Service, Welsh Ambulance Service NHS Trust, National Parks Authority, North Wales Police and the Office of the Police and Crime Commissioner. The group has been working together since 2010 when the Equality Act came into force.

- Local engagement during a meeting of a Wellbeing Network hosted by Medrwn Môn on 25 September 2019
- Analysis of local and regional data, including *Is Wales Fairer? 2018* and a regional data and evidence report – *Equality in North Wales*.

The *Equality in North Wales* report was commissioned by the North Wales Public Services Board Officers network to gain a deeper understanding of equality data at a local level. It is a supplement to the data and findings contained in “is Wales Fairer?” and concentrating on the more detailed information available at North Wales level and more locally, if available.

Our draft objectives were shared with members of the Anglesey Wellbeing Network, as well as other stakeholders, for comment. In future, the hope is to build upon this engagement model to gain a better understanding of local needs.

Promoting equality

The following paragraphs give some examples of issues raised during our recent local engagement and what we have already been doing to promote equality in these areas:

The importance of **accessible transport** for those with a physical or sensory impairment was highlighted during regional and local engagement. The Council, its partners and community groups offer assisted community transport services across Anglesey. Examples include:

- Môn Community Transport - provides transport for disabled people who are unable to use public transport
- British Red Cross – provides a transport and service to assist people who cannot use conventional public transport
- Medrwn Môn – operates Car Linc Môn, a voluntary social transport scheme for essential journeys
- Good Turn Schemes – local community transport schemes run by volunteers who use their own cars to take people who have no means of transport on short and medium length journeys

A useful 'Anglesey Community Transport Directory' is available on Medrwn Môn's website at: <https://en.medrwnmon.org/anglesey-community-transport-directory>

The need to create **work opportunities** for people with learning impairments – and the importance of focusing on the skill, rather than the impairment, of the individual – was raised during local engagement. An internal project group has been set up within the Council to identify suitable opportunities and seek to match these opportunities with individuals who have expressed an interest in volunteering work.

The Council is also involved in a project for young people with learning impairments to prepare them for employment by giving them a range of transferrable skills and providing work experience opportunities. Project SEARCH is a national programme and Betsi Cadwaladr University Health Board was the first NHS provider in Wales to host the project, with placements at Ysbyty Gwynedd, Bangor. The overall goal is paid employment for graduates of the project, a number of whom have been successful.

We have been told locally of the importance of bringing communities together to tackle loneliness and isolation and to ensure that people are aware of what help is available to them. Ensuring that **community hubs** are available across the island to support older adults to remain independent, reduce isolation, stay active and improve personal wellbeing is a priority in our **Council Plan 2017-2022**. The Council is also working in partnership with Medrwn Môn to facilitate Place Shaping within Anglesey's communities. The aim is that communities are able to take more responsibility and ownership within their own areas. Progress against our Council Plan priorities is included in our Annual Performance Reports (see page 7).

The need to provide **appropriate support for carers** – and ensuring that they are aware of the help available to them - was raised across the themes covered during more recent local and regional engagement. In the 2011 Census, just over 8,000 (12%) of Anglesey residents reported providing unpaid care per week.

The North Wales Regional Partnership Board recognises that carers need to be supported in their vital role. This has led to the establishment of a North Wales Carers' Strategic Group who have developed a North Wales Carers' Strategy. The strategy acknowledges the importance of working in partnership with carers throughout their contact with services. Locally, a sub-group covering Anglesey and Gwynedd has been established to develop an action plan to take the strategy forward.

Assessing for impact

The Council recognises the statutory requirement to undertake equality impact assessments and that carrying out robust assessments is an effective way of ensuring that any potential areas of inequality are identified and addressed promptly

Securing a consistent approach across the authority in terms of completing effective impact assessments (EIAs) was identified as a priority back in 2011/12. Throughout this time, we have been continuously developing our arrangements, with the aim of mainstreaming this process into day-to-day work carried out within the Council. However, there is still room for improvement in terms of consistency across the Council. Priority 8.2 on page 40 sets out what we intend to do to further develop our corporate process.

Collaboration

Equality officers in all six North Wales Local Authorities, Betsi Cadwaladr University Health Board, North Wales Fire and Rescue Service, Welsh Ambulance Service NHS Trust, National Parks Authority, North Wales Police and the Office of the Police and Crime Commissioner have shared good practice for many years. During 2011/12, the North Wales Public Sector Equality Network (NWPSSEN) developed a set of shared objectives which every partner agreed to. The objectives were reviewed to coincide with the preparation of Strategic Equality Plans for 2016-20 and a further review has been carried out recently to inform our Plans for 2020-2024.

The recent review brought NWPSSEN to the conclusion that many of the barriers facing people with protected characteristics are long-standing and entrenched and it will take some time to fully address them. Our new objectives therefore cover broadly the same themes as those chosen for 2016-2020.

To ensure a clear connection between our new regional objectives and the challenges set out in the Equality and Human Rights Commission's report 'Is Wales Fairer? 2018, the wording of NWPSSEN's objectives for 2020-2024 is based on the six themes of life identified in the EHRC report, namely:

- Education
- Work
- Living standards
- Health
- Personal security and access to justice
- Participation

An additional regional objective has been chosen to address the Welsh Government's proposal to implement the socio-economic duty.

Our equality objectives for 2020-2024

As with our first two Plans, we have chosen to adopt the regional objectives, as well as one additional local objective to 'improve the **Council's procedures** to ensure fairness for all'. Our objectives for the next four years are set out below:

- Objective 1: Outcomes in **education** attainment and wellbeing in schools are improved
- Objective 2: We will take action to ensure we are a **fair employer** and reduce **pay gaps**
- Objective 3: We will take action to improve the **living standards** of people with different protected characteristics
- Objective 4: We will improve **health, wellbeing and social care** outcomes
- Objective 5: We will improve **personal security and access to justice**
- Objective 6: We will increase access to **participation** to improve diversity of **decision making**
- Objective 7: We will develop our knowledge and understanding of **the socio-economic duty** (when guidance becomes available) to identify the key areas of impact to be addressed under each of our objectives
- Objective 8: We will improve the **Council's procedures** to ensure fairness for all

The following pages explain what priorities we have chosen, why they have been chosen them and how we intend to work towards achieving them.

It is important to note, however, that our commitment to equality is not limited to the priorities contained in this Plan. We will take every opportunity to progress equality through our work at all levels within the Council to help us build a fairer society for all our citizens.

Objective 1: Outcomes in Education attainment and wellbeing in schools are improved

Priority 1.1: We will reduce the educational attainment gap between different groups

Why have we chosen this as a priority?

According to *Is Wales Fairer? 2018*, at GCSE level, attainment gaps persist for pupils in receipt of free school meals and children with additional learning needs.

Data on attainment at school-leaving age in North Wales (*Equality in North Wales: data and evidence report*) indicates:

- By gender, 58.5% of girls in North Wales achieved the Level 2 Inclusive Threshold¹ compared to 45.9% of boys. Results for 2017/18 show that Anglesey, at 19.2%, had the largest gender gap in North Wales.
- By socio-economic group, 57.9% of pupils in North Wales who were not claiming Free School Meals (FSM) achieved the Threshold compared to 27.8% of those in receipt of free school meals. At 23.8%, Anglesey had the lowest gap in North Wales but still requires improvement.

It should be noted that the level 2 Inclusive threshold will be replaced by a new measure – Capped 9 points score - as from next year.

How we plan to do this?	By when?
Maintain the performance of pupils with additional learning requirements at GCSE level so that no significant gap in educational attainment is seen.	Continuous
Halve the educational attainment gap between boys and girls achieving the Capped 9 points score at school leaving age, where it is more than 10% and to continue to address this issue across all schools.	Continuous
Implement plans to lessen the difference in performance of pupils who receive free school meals and those who do not.	Continuous through the effective use of Pupil Development Grant finance at individual school level.

Which protected characteristics does this affect? Age (including children and young people from disadvantaged backgrounds), Disability, Sex.

¹ Level 2 Inclusive Threshold requires the equivalent of five GCSEs at grade A* - C including English or Welsh first language and mathematics or equivalent qualification.

What should success look like?

Steps have been taken to address the gaps in educational attainment between different protected groups, including gaps that arise from socio-economic disadvantage.

Lead Service: Learning (with support from Social Services).

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Objective 1: Outcomes in Education attainment and wellbeing in schools are improved

Priority 1.2: We will reduce identity based bullying in education

Why have we chosen this as a priority?

According to *Is Wales Fairer? 2018*, those with special needs or a disability, lesbian, gay, bisexual and transgender (LGBT) pupils and those from an ethnic minority or religious background are at particular risk of being bullied; cyberbullying is also on the rise.

Identity based bullying featured strongly during engagement at both regional and local level and this has been the case since our first Plan in 2012. Regionally, a commonly-raised concern was that schools may not be aware of recent trends and may not have the tools to identify and address problems. Locally, we were told that online bullying is a particular problem and that bullying also happens to very young children, but this is not always recognised as such.

In our previous Plans we said we would develop anti-bullying activities based on the Welsh Government's 2011 anti-bullying guidance, *Respecting Others*, and Estyn's 2014 report, *Action on Bullying*. However, it is clear that the problem is still far from being resolved. The Welsh Government's guidance to challenge bullying in schools, *Respecting Others*, has recently been revised and the new guidance – *Rights, Respect, Equality*, was made available on 6 November 2019.

How we plan to do this?	By when?
Assist schools to implement the recommendations of the Welsh Government's guidance <i>Rights, Respect, Equality</i> .	Continuous
Distribute information to schools during the annual All-Wales Hate Crime Awareness Week.	Annually – October.

Which protected characteristics does this affect? All characteristics.

What should success look like?

The Council has assurance that schools can demonstrate they are taking action to challenge bullying and hate crime, address unacceptable behaviour and improve well-being.

Lead Service: Learning (with support from Social Services).

Objective 2: We will take action to ensure we are a fair employer and reduce pay gaps

Priority 2.1: We will identify and address inequalities within recruitment, retention, training and promotion processes.

Why have we chosen this as a priority?

The Council is committed to ensuring that no job applicant or employee receives less favourable treatment on the grounds of any protected characteristic or is disadvantaged by conditions or requirements that cannot be shown to be justifiable. We recognise that adhering to our employment policies and practices maximises the effective use of individuals in both the organisation and the employees' best interests.

One example is our policy regarding the right to apply for flexible working. This has been identified as a priority from the outset in our previous Plans and its importance was reinforced during our recent local engagement session, when we were told flexible working arrangements are essential in breaking down barriers to gaining employment.

How we plan to do this?	By when?
Continually look to develop further strategies to assist staff to work flexibly and other family friendly policies.	Continuous

Which protected characteristics does this affect? All characteristics

What should success look like?

Employees are provided, where possible, with an adjustment to working patterns to help them combine work with other responsibilities whilst providing the Council with flexibility to provide a better integrated and more responsive service.

Lead Service: Corporate Transformation – Human Resources.

Objective 2: We will take action to ensure we are a fair employer and reduce pay gaps

Priority 2.2: We will identify and address any pay gaps between people with different protected characteristics

Why have we chosen this as a priority?

The Council is committed to the principle of equal opportunities and equal treatment for all employees. It has a clear policy of paying employees equally for the same or equivalent work and evaluates job roles and pay grades as necessary to ensure a fair structure.

With regard to the **gender** pay gap, the Council's mean gender pay gap of 10.2% in 2018 was an improvement on 2017 (12.7%) and was below the UK average for the whole economy of 17.1% (ONS 2018). The Council remains committed to reducing this gap and will continue to report on an annual basis on what it is doing to reduce the gender pay gap and any further progress.

The Council is constantly striving to collect accurate information relating to **different protected characteristics**. Whilst accepting the rights of individuals not to disclose personal information, a fuller picture is needed to help us identify any inequalities between people with different characteristics. We have already set out on page 8 the changes we have already introduced to address this issue. We will continue to work towards obtaining more complete information in order to improve our understanding of our staff on the basis of the evidence collected.

How we plan to do this?	By when?
Continue to encourage more staff to provide personal information to enable the Authority to obtain a fuller picture of the number of Council employees by protected characteristic.	Continuous.
Analyse the workforce data year-on-year and produce annual reports of the information analysed.	Gender pay gap reports and employment information must be published annually by 31 March (reporting on data as at 31 March in the preceding year).

Which protected characteristics does this affect? All characteristics.

What should success look like?

The Council routinely collects and uses employee monitoring data around all protected groups to identify and reduce pay gaps and other inequalities.

Lead Service: Corporate Transformation – Human Resources.

DRAFT

Objective 3: We will take action to improve the living standards of people with different protected characteristics

Priority 3.1: We will improve physical access to services, transport, the built environment and open spaces

Why have we chosen this as a priority?

Improving physical access was identified as a priority back in 2011/12, when we developed our first Plan. The importance of **accessible public transport** in particular has been highlighted in engagement activities from the outset and the need for improvements has again been emphasised during both our latest regional and local engagement activities. The need for **dropped kerbs** has also been identified as a priority in the past and was again raised at our local engagement event.

Whilst we have made improvements in the areas noted above, there is still more to be done. The number of easy access boarding kerbs in place as at September 2015 was 187, compared with 169 at the time of developing our first Plan in 2011/12. However, planned improvements to bus stops since 2015 have been minimal, due to budgetary constraints and no grant funding being available.

In addition to doing all we can to make further improvements, we also need to ensure that obstructions are kept to a minimum. Drivers that use the pavement for parking or park next to crossing points fail to realise the consequences of their vehicle blocking the footpath. Often there is insufficient space for pedestrians to get past and they are forced to walk out into the road. This puts blind and partially sighted people in particular at much greater risk from traffic.

How we plan to do this?	By when?
Continue, where possible, to improve bus stops on the island to make them accessible.	Ongoing – works will be carried out as part of footway renewal schemes undertaken by the Highways, Waste and Property Service and by utilising any new grant funding received.
Continue to provide suitable drop kerbs and tactile crossing facilities as part of footway improvement schemes.	
Respond as appropriate to complaints received by members of the public by using our powers under traffic management legislation to keep pavements and crossing points clear of obstructions caused by parked cars.	In response to any specific complaints received.

Which protected characteristics does this affect?

Age; Disability; Pregnancy and Maternity.

Having dropped kerbs and accessible bus stops is not only essential for wheelchair and mobility scooter users, but also useful for a wide cross-section of people, from parents with prams to older people and tourists with heavy luggage.

What should success look like?

The number of accessible bus stops, suitable drop kerbs and tactile crossing facilities on the island increases.

Complaints received regarding vehicles parked on pavements or near crossing points are addressed and resolved, wherever possible.

Lead Service: Highways, Waste and Property – Traffic and Parking.

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Objective 3: We will take action to improve the living standards of people with different protected characteristics

Priority 3.2: We will continue to work towards ensuring more suitable and affordable homes in the right places to meet local needs

Why have we chosen this as a priority?

According to *Is Wales Fairer? 2018*, disabled people in Wales face a shortage of accessible and adaptable homes and long delays in making existing homes accessible.

The Council is the largest social landlord on Anglesey. As at the end of January 2019, there were 4,733 units of social housing on Anglesey, of which 3,819 properties were owned and managed by the Council. Over the course of the Business Plan, it is intended that the stock will increase to over 5,000 units.

The Council's Housing Strategy sets out the Council's objectives relating to all housing on the island, to best meet identified housing need and to ensure high housing standards for all citizens. The Housing Revenue Account (HRA) Business Plan is an important means of delivering these overall objectives and includes providing home adaptations to improve people's independence and quality of life.

How we plan to do this?	By when?
Continue to assess existing Council and registered social landlord owned properties to ensure their accessibility for disabled people.	Ongoing – continuous development.
Continue to invest in minor and major adaptations for council properties - social housing - through the Housing Revenue Account (HRA)	In accordance with the HRA Business Plan and annual HRA budget.
Continue to monitor performance levels on turnaround days for Disabled Facilities Grant applications for continuous improvement.	Quarterly

Which protected characteristics does this affect? All characteristics, but Disability and Age in particular. The socio-economic duty will also be relevant here.

What should success look like?

More homes of high quality which meet the needs of our residents.

Lead Service: Housing (with support from Social Services)

Objective 4: We will improve health, wellbeing and social care outcomes

Priority 4.1: We will increase the number of people in all sectors of the community, particularly under-represented groups, choosing **healthy lifestyles**

Why have we chosen this as a priority?

Promoting healthy lifestyles was identified as a priority at the outset in 2011/12. Throughout this time, schemes have been in place in Anglesey to encourage specific groups to become more active. Achievements over the past eight years have been outlined in our annual equality reports but there is still more to be done. We will continue to encourage our communities to become more active as part of a wide range of current and new initiatives. Two examples of our current initiatives are outlined below:

The aim of the **Insport Development** Programme, led by Disability Sport Wales, is to facilitate and deliver a cultural change in attitude, approach and provision of physical activity (including sport) and wider opportunities for disabled people. Anglesey has achieved the Insport silver standard and is working towards gold. The role of a local authority at gold level is to ensure that disabled people are naturally part of its thinking; in preparation and planning, delivery and implementation, and review and refinement. To date, no authority in Wales has achieved the gold standard. Throughout our journey towards the gold standard, it is essential that everybody works together - leisure, education, health, social services, our communities and local charities - to offer a provision and attitude that anything is possible for disabled residents (or visitors) on Anglesey. In order for us to develop services, a survey will be used to consult with our residents on Anglesey. By doing this, we will be able to identify where more opportunities support is required.

The National Exercise Referral Scheme (NERS) is a Public Health Wales (PHW) funded scheme which has been in development since 2007. The Scheme targets clients aged 16 and over who have, or are at risk of developing, a chronic disease. We will continue to offer Anglesey's Referral Scheme and will work towards achieving national NERS targets.

In our Annual Equality Reports, we will report on progress against the above initiatives as well as any other new developments.

How we plan to do this?	By when?
Progress actions to achieve the Insport Gold Award	April 2021
Continue to offer the Anglesey Referral Scheme, working towards the following national NERS targets:	Continuous

How we plan to do this?	By when?
<ul style="list-style-type: none"> - Percentage of NERS clients who complete the exercise programme (50% and above) - Percentage of NERS clients whose health had improved on completion of the exercise programme (80% and above) 	

Which protected characteristics does this affect?

Age; Disability.

What should success look like?

More opportunities are available and people from all sectors of the community, particularly those from under-represented groups, choose healthy lifestyles by becoming more active.

Lead Service: Regulation and Economic Development – Leisure (with support from Social Services.

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Objective 4: We will improve health, wellbeing and social care outcomes

Priority 4.2: We will create the conditions for individuals to improve their health and wellbeing

Why have we chosen this as a priority?

We recognise the importance of ensuring that everyone has timely access to healthcare and information about health without discrimination and that mental wellbeing is equally as important as physical wellbeing.

According to *Is Wales Fairer? 2018* (EHRC), health outcomes among the most vulnerable groups are not good enough. The report recommends that Welsh Government should increase uptake rates and close regional variations in people with learning impairments taking up their right to an annual health check. Locally, we were told during recent engagement that the take up rate of annual health checks in Anglesey was only around 20%. It is therefore important that work is done to raise awareness of this service.

During engagement when preparing our previous Plan four years ago, we were told that people should be able to express themselves in the language they are most confident with so that any misunderstandings are avoided. This was raised again recently at our local engagement event, referring in particular to young children and people with cognitive impairments whose first language is Welsh. The proactive offer of Welsh language services is already made throughout the Council as part of its commitment to comply with its Welsh Language Standards (see page 5) and there is a specific standard that must be met when meetings are related to the wellbeing of an individual. In addition, as noted in our previous Plan, Social Services also work in accordance with '*More than Just Words*', which is a strategic framework developed by the Welsh Government for Welsh language services in Health, Social Services and Social Care.

How we plan to do this?	By when?
Work in partnership with primary care providers in Anglesey as part of a pilot scheme to raise awareness of the annual health check service for people with learning impairments.	In accordance with the pilot scheme action plan.
Continue to promote the proactive offer of services through the medium of Welsh.	Continuous

Which protected characteristics does this affect?

Age, Disability.

What should success look like?

- The number of people with learning impairments who take up the offer of annual health checks is increased.
- All individuals who contact the Council are proactively offered services through the medium of Welsh.

Lead Service: Social Services.

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Objective 5: We will improve personal security and access to justice

Priority 5.1: We will increase the reporting of hate crime and harassment, and take steps to **reduce incidents of hate crime and harassment**, including online abuse and bullying.

Why have we chosen this as a priority?

According to *Is Wales Fairer? 2018*, the number of recorded hate crimes has increased across all protected characteristics in Wales. In North Wales, the number of offences recorded as hate crime has increased over recent years; in particular between 2016/17 (465 offences) and 2017/18 (681 offences) – a 46% increase (NWPSN research document). Participants at our regional engagement event also noted a recent increase in reported hate crime, which they attributed to raised awareness and better procedures for reporting.

This area was identified as a priority in our first Plan and the Council is already working with partners across North Wales to highlight the issues of hate crime and promote reporting to North Wales Police or Victim Support. In addition, a multi-agency working group has been established to tackle hate crime on a local level. The group includes representatives from North Wales Police and Victim Support, the North West Wales Regional Community Cohesion Co-ordinator and officers from the Housing Service. On a regional level, a North Wales Hate Crime Tactical Group scrutinises quarterly.

How we plan to do this?	By when?
Continue to work with partners across North Wales to highlight the issues of hate crime and promote reporting to North Wales Police or Victim Support during the annual All-Wales Hate Crime Awareness Week.	Annually – October.
The multi-agency Hate Crime Working Group to develop and implement a hate crime action plan in order to improve reporting and support individuals who are victims of hate crime.	In accordance with the timescales set out in the hate crime action plan.

Which protected characteristics does this affect? All characteristics.

What should success look like?

More people are aware of the fact that support is available for victims as well as how to report a hate crime.

Lead Services:

Council Business – Democratic Services (as a member of NWPSSEN, where support is provided by North Wales Police and the Police and Crime Commissioner’s Office)

Housing (with support from North Wales Police, Victim Support and the North West Wales Regional Community Cohesion Co-ordinator.

Victims are encouraged to report by phoning North Wales Police on 101 (or 999 in an emergency). Alternatively, Victim Support can be contacted by phoning 0300 30 31 982 (this is free and open all the time) or online at www.reporthate.victimsupport.org.uk

DRAFT

Objective 5: We will improve personal security and access to justice

Priority 5.2: We will ensure that the Council's members and officers are equipped to discharge their **safeguarding duties** effectively, through safeguarding training at a level commensurate with their roles and responsibilities

Why have we chosen this as a priority?

Concerns were raised during local engagement regarding the exploitation of children and vulnerable people through *County Lines, **'Cuckooing' and ***Modern Slavery. Supporting children, adults at risk and families to keep them safe, healthy and as independent as possible is a priority in the Council Plan 2017-2022. As a Council, we believe that every child and adult has a right to be safe from harm. Whilst Social Services is the lead service for dealing with allegations or concerns that children and adults may be suffering significant harm, everyone has a responsibility to safeguard the welfare of children, young people and adults, whatever the role of the individual.

The Council's **Corporate Safeguarding Policy** provides a framework for each service, setting out responsibilities in relation to safeguarding, as well as the methods by which the Council will be assured that it is fulfilling its duties. This policy is included in the core set of nine key policies in the Council's electronic policy management system (Policy Portal) that must be accepted by staff with Council email accounts. This policy has been available to staff for acceptance since December 2018. (It is important to note that due to the Policy Portal's reliance on the Council's Active Directory, staff who do not have access to a computer as part of their work are unable to participate. We are currently looking at alternative arrangements for these staff members to accept the core set of policies).

Responsibility for monitoring the effectiveness of safeguarding arrangements across the Council lies with the **Corporate Safeguarding Board**. The Board has developed a Safeguarding Action Plan, which clearly outlines actions to be taken by the Council, and those acting on its behalf, to ensure the full implementation of the Safeguarding Policy. This also includes the Council's plans in relation to its Modern Slavery, Prevent and Violence against Women, Sexual Abuse and Domestic Violence (VAWSADC) responsibilities.

How we plan to do this?	By when?
Use the Policy Portal to ensure that all current and new staff (who have current email accounts) have read, understood and accepted the Corporate Safeguarding Policy.	Continuous
Ensure that staff and members receive information and training regarding relevant aspects of the Corporate Safeguarding Policy, as directed by the Corporate Safeguarding Board.	Continuous

Which protected characteristics does this affect? All vulnerable groups.

What should success look like?

All staff and members are clear of the expectations placed upon them in terms of responding appropriately to concerns reported; effective procedures for recording and responding to incidents and any allegations or suspicions of harm or abuse.

Lead Service: Social Services – Safeguarding (with support from Council Business – Democratic Services with the Policy Portal)

*‘County Lines’ is a term used to describe gangs and organised criminal networks involved in exporting illegal drugs into one or more areas within the UK. They use dedicated mobile phone lines or other form of “deal line”. They are likely to exploit children and vulnerable adults to move and store the drugs and money. They will often use coercion, intimidation, violence (including sexual violence) and weapons.

**‘Cuckooing’ is the practice where drug dealers take over the property of a vulnerable person and use it as a place from which to run their business. Victims are often fearful of going to the Police and worry that they will be implicated in the criminality.

***Modern Slavery – this term captures a whole range of types of exploitation, many of which occur together. Someone is in slavery if they are:

- Forced to work - through mental or physical threat
- Owned or controlled by an 'employer', usually through mental or physical abuse or the threat of abuse
- Dehumanised, treated as a commodity or bought and sold as 'property'
- Physically constrained or has restrictions placed on his/her freedom of movement.

Objective 5: We will improve personal security and access to justice

Priority 5.3: We will increase awareness in vulnerable communities around fraud

Why have we chosen this as a priority?

This was identified as a priority four years ago when scams, fraud and identity crime were among the issues raised during regional engagement. It has been highlighted again during our most recent regional engagement event, when participants raised concerns about fraud on older people, as well as telephone fraud and cyber-crime, which can happen to any age group.

In recent years Anglesey Trading Standards has worked with a number of partners including Ynys Mon CAB, North Wales Police and National Trading Standards Scams Team. In particular, Trading Standards have worked with Anglesey People First to develop easy read versions of doorstep crime and scams guidance for individuals with learning difficulties or low levels of literacy to support their living independently.

We have given details in our Annual Equality Reports since 2016 of what we have been doing to raise awareness and provide education within communities. We will continue to do so over the next four years.

How we plan to do this?	By when?
Continue to work with partners to raise awareness and provide education to local communities on how to deal with cold callers, doorstep crime, face to face fraud and general consumer disputes.	Continuous

Which protected characteristics does this affect?

All characteristics, but Age (older people) and Disability in particular.

What should success look like?

More people are aware of the most common methods of fraud and how to deal with them.

Lead Service: Regulation and Economic Development – Trading Standards

Objective 6: We will increase access to participation to improve diversity of decision making

Priority 6.1: Decision-making bodies become more representative of the communities they serve

Why have we chosen this as a priority?

Women remain under-represented among local election candidates in Wales and in public appointments (*Is Wales Fairer? 2018*). A survey of local government election candidates in Wales for the May 2017 elections found that 34% were women. Following the election, 26% of **councillors** were women, with considerable variation across Wales' 22 local authorities (*Is Wales Fairer? 2018*). The percentage across the six North Wales local authorities was 22.9%, of which Anglesey, with 10%, had the lowest percentage (*Equality in North Wales: data and evidence report*).

The under-representation of women in local government is only part of a wider diversity issue. Younger people in particular are under-represented on this Council.

According to a report by the National Assembly for Wales' Equality, Local Government and Communities Committee, '*Diversity in Local Government*' (April 2019), that the accessibility of information on the role of councillors is clearly an area for improvement. The report makes 22 recommendations to the Welsh Government, including a recommendation that "*the Welsh Government and the Welsh Local Government Association start work on a positive campaign to increase diversity among candidates standing for local government elections by summer 2019.*"

Four of the Council's committees also include **co-opted members**. These representatives are recruited for fixed terms to represent a specific area of interest or issue of consideration. They are not elected members and are appointed because of their level of knowledge and experience. Currently, the gender profile is fairly balanced, with 45% (5) of the eleven co-opted members being women.

How we plan to do this?	By when?
Take all necessary steps locally to support the national campaign to widen participation in the 2022 local elections.	May 2022
Make use of positive action as part of the process of recruiting co-opted members.	As and when vacancies arise.

Which protected characteristics does this affect? All characteristics, but Age (young people) and Sex (women) in particular.

What should success look like?

An increase in diversity amongst individuals standing in the local government elections in 2022 and individuals who apply to become co-opted members as part of future recruitment processes.

Lead Service: Council Business

DRAFT

Objective 6: We will increase access to participation to improve diversity of decision making

Priority 6.2: Consultation and engagement is improved through strengthening links between the public sector and local and national groups representing people from all protected groups

Why have we chosen this as a priority?

The Council recognises that there is always room for further improvement in widening the cohort of citizens who actively engage, particularly with regard to hard to reach groups. As a result, opportunities have been taken to create a standardised and simplified process for engagement across the public and third sector.

The **community engagement model** is used to improve the corporate approach to community engagement. This model is essential in order to identify those communities and groupings that will have an interest in taking over responsibilities for delivery of local type needs in their communities. The model has since its inception been tailored for use in different engagement and consultation work. This model has been signed off by the revised **Joint Engagement and Consultation Board** led by a member of the Senior Leadership Team and attended by representatives of the third sector. The Joint Board provides a cross Council approach to engagement and stakeholder involvement which reduces duplication, ensures a collective approach to engagement and improves our area based intelligence as a Council.

One area of improvement identified recently by the Board is to develop a checklist for managers to identify the information and steps required to support effective local engagement and consultation. This checklist is in addition to the National Principles for Public Engagement (which were adopted on 5 September 2011 as part of the Council's Community Engagement Strategy) and its aim is to ensure consistency and provide assurance that the Council is meeting all its legal obligations.

On a regional level, we will continue to work on engagement as part of NWPSSEN (see page 13) to share good practice and make the most of the resources available to us.

How we plan to do this?	By when?
Work in partnership with the third sector to raise awareness of relevant engagement and consultation opportunities amongst representatives of all protected characteristics.	Continuous
The Joint Engagement and Consultation Board to adopt an Engagement and Consultation Checklist and ensure that they are used effectively by services.	Continuous
Continue to work on engagement with our regional partners (as members of NWPSSEN) by making the most of resources available us.	Continuous

Which protected characteristics does this affect? All.

What should success look like?

Consultation and engagement routinely carried out to a consistently high standard across the Council.

An increase in the number of representations received from hard to reach groups in response to engagement and consultation.

Lead Services:

Corporate Transformation

Council Business – Democratic Services (as part of NWPSSEN)

DRAFT

Objective 7: We will develop our knowledge and understanding of the socio-economic duty (when guidance becomes available) to identify the key areas of impact to be addressed under each objective

Why have we chosen this as an objective?

In its 'Is Wales Fairer? 2018' report, the EHRC recommends that *“to ensure that public bodies work together to reduce the inequalities linked to socio-economic disadvantage, the socio-economic duty in the Equality Act should be brought into force in Wales by the Welsh Government as a matter of priority”*

The Welsh Government have recently confirmed that the socio-economic duty will be brought into force to require public bodies to consider the impact of their strategic decisions on the poorest people and groups. Further guidance will be issued in due course but at the time of writing this Plan it is anticipated that the duty will commence on 1 April 2020.

We have already begun to address the new duty in this Plan by including priorities that are aimed towards reducing the inequalities linked to socio-economic disadvantage - revising our corporate process for undertaking impact assessments (Priority 8.2) and addressing gaps in educational attainment (Priority 1.2).

How we plan to do this?	By when?
Develop our knowledge and understanding of the socio-economic duty and ensure that the duty becomes an integral part of our day-to-day business.	Once further guidance becomes available.
Reviewing corporate guidance and templates to ensure that due regard is given to the need to reduce socio-economic disadvantage – see also Priority 8.2.	Continuous.
Use our Annual Equality Reports to report on developments and demonstrate how we are complying with the socio-economic duty.	31 March annually.

Which protected characteristics does this affect? All characteristics, in the context of the socio-economic duty.

What should success look like?

Inequalities linked to socio-economic disadvantage are identified and given due regard within Council plans, policies and procedures.

Lead Service: Council Business – Democratic Services

Objective 8: We will improve the Council's procedures to ensure fairness for all

Priority 8.1: A staff training programme is in place to ensure the right staff have the right skills to deliver equality improvement

Why have we chosen this as a priority?

This has been a priority from the outset, to demonstrate the Council's commitment to ensuring that those employed and working with the Council are skilled, trained and motivated to meet the challenging and diverse needs of the community.

It is recognised that it is important that people throughout the Council are aware of the general and specific equality duties to ensure that this is fully considered in the work they do. In addition to raising awareness during corporate induction sessions, the Council now has an electronic policy management system – the Policy Portal - which places an expectation on staff who have Council email accounts to accept key corporate policies. The Council's Equality and Diversity Policy is included in the core set of nine corporate policies that must be accepted and the policy been available for acceptance since July 2019. (It is important to note that due to the Policy Portal's reliance on the Council's Active Directory, staff who do not have access to a computer as part of their work are unable to participate. We are currently looking at alternative arrangements for these staff members to accept the core set of policies).

In addition, should it become apparent that there are any areas that need to be addressed as part of our customer care arrangements, we will respond appropriately to the issues identified.

How we plan to do this?	By when?
Continue to raise awareness of equality and diversity amongst Council staff during corporate induction sessions and by requiring staff who have Council email accounts to read, understand and accept the Equality and Diversity Policy.	Continuous.
Continue to promote equality and diversity training for all staff and respond appropriately where specific needs have been identified.	Continuous (as part of the Corporate Training Programme and in response to any needs identified).

Which protected characteristics does this affect? All characteristics

What should success look like?

A high level of awareness and improved understanding of equality and diversity duties across the Council.

Lead Service: Corporate Transformation – Human Resources (with support from Council Business – Democratic Services with the Policy Portal)

DRAFT

Objective 8: We will improve the Council's procedures to ensure fairness for all

Priority 8.2: An effective corporate process is established to ensure the ongoing **assessment of impact** across services

Why have we chosen this as a priority?

Securing a consistent approach across the authority in terms of completing effective equality impact assessments (EIAs) was identified as a priority back in 2011/12. Throughout this time, we have been continuously developing our arrangements, with the aim of mainstreaming this process into day-to-day work carried out within the Council. However, there is still room for improvement in terms of consistency across the Council. We also need to ensure that there is a clearer alignment between our corporate arrangements and:

The **Well-being of Future Generations Act** - which requires public bodies to work in a way that improves the economic, social, environmental and cultural well-being of Wales by meeting the needs of the present while protecting the needs of the future.

The **socio-economic duty** in the Equality Act – which is to be brought into force in Wales to reduce the inequalities linked to socio-economic disadvantage (see Objective 7).

How we plan do this?	By when?
Continue to provide support and development opportunities for members and officers to ensure that they have sufficient information about their duties towards people with protected equality characteristics.	In accordance with the Member Development and Training Plan, the Scrutiny Member Development Programme and the Corporate Staff Training Programme.
Review the following templates to strengthen the link with the Wellbeing of Future Generations Act and the socio-economic duty: - Scrutiny reporting templates - Corporate EIA template and guidance. -	Summer 2020
To support decision-making in the context of the Wellbeing of Future Generations Act: - Review the Questioning Strategy for scrutiny members	October 2020

How we plan do this?	By when?
<ul style="list-style-type: none"> - Develop a set of stock questions for scrutiny members, based on the Future Generations Framework for Scrutiny produced by the Future Generations Commissioner for Wales (January 2019) 	December 2020

Which protected characteristics does this affect? All characteristics.

What should success look like?

Equality impact assessments routinely carried out to a consistently high standard and have become an integral part of everyday business.

Lead Service: Council Business – Democratic Services

DRAFT

Monitoring progress

To keep you informed on progress in delivering our equality objectives, we will produce annual equality reports. In addition, progress against our Council Plan priorities will be included in our Annual Performance Reports.

March 2020

DRAFT

Isle of Anglesey County Council - Equality Impact Assessment Template

Revision history:		
Version	Date	Summary of changes
1.0	11-12-19	First draft.

Step 1: Background	
1 - What are you assessing?	Strategic Equality Plan 2020-2024
2 - Is this a new or existing proposal?	The Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 placed a specific duty on all local authorities to develop equality objectives and produce a Strategic Equality Plan by 2 April 2012. The Plan and its objectives must be reviewed at least every four years. The current Plan, covering 2016-2020, comes to an end on 31 March 2020, by which time a new Plan must be published.
3 - What are the aims and purpose of this proposal?	<p>The purpose of the Plan is to set out the steps the Council is taking to fulfil its specific equality duties.</p> <p>Equality officers in all six North Wales Local Authorities, Betsi Cadwaladr University Health Board, North Wales Fire and Rescue Service, Welsh Ambulance Service NHS Trust, National Parks Authority and North Wales Police have shared good practice for many years. During 2011/12, the North Wales Public Sector Equality Network (NWPSSEN) developed a set of shared objectives which every partner has agreed to and the objectives were reviewed to coincide with the preparation of Strategic Equality Plans for 2016-20. A further review has been carried out recently to inform our Plans for 2020-2024. To ensure that our new objectives aim to address the challenges set out in the Equality and Human Rights Commission's report 'Is Wales Fairer? 2018', NWPSSEN's regional objectives for 2020-2024 are based on the six themes of life identified in the EHRC report, namely:</p>

Step 1: Background	
	<p>1 - Outcomes in education attainment and wellbeing in schools are improved</p> <p>2 - We will take action to ensure we are a fair employer and reduce pay gaps</p> <p>3 - We will take action to improve the living standards of people with different protected characteristics</p> <p>4 - We will improve health, wellbeing and social care outcomes</p> <p>5 - We will improve personal security and access to justice</p> <p>6 - We will increase access to participation to improve diversity of decision-making</p> <p>In addition, to address the Welsh Government's proposal to implement the socio-economic duty, the following regional objective has also been agreed:</p> <p>7 - We will develop our knowledge and understanding of the socio-economic duty (when guidance becomes available) to identify the key areas of impact to be addressed under each objective.</p> <p>For consistency, this Council has chosen to adopt the regional objectives, as well as one additional local objective:</p> <p>8 – We will improve the Council's procedures to ensure fairness for all.</p> <p>Draft priorities have been identified under each of the above objectives which, alongside other improvement actions highlighted in other key corporate and service plans, should help us build a fairer society for all of Anglesey's citizens.</p>
4 - Who is responsible for the proposal you are assessing?	The Director of Social Services is the corporate lead for equality and diversity.
5 - Who is the Lead Officer for this assessment?	Carol Wyn Owen, Policy and Strategy Manager.

Step 1: Background	
6 - Who else is involved in undertaking this assessment?	Rhian Wyn Jones, Policy Officer Tony Wyn Jones, Regional Community Cohesion Co-ordinator Daron Owens, Regional Community Cohesion Officer
7 - Is the proposal related to other areas of work? For example, are there other proposals of policies that should be taken into consideration as part of this assessment?	The Plan is a not a stand-alone document. The priorities within the Plan have been chosen to complement the Council Plan 2017-2022 and other key corporate and service plans.
8 - Who would be affected by the proposal(s) (adversely or positively, directly or indirectly)?	<ul style="list-style-type: none"> - The residents of Anglesey. - People with protected characteristics living in, visiting or working in Anglesey. - Elected members and employees of the Isle of Anglesey County Council.

9 - Is the proposal relevant to how the Authority complies with the public sector general duty relating to people who are protected by the Equality Act 2010?	Yes	No
The elimination of discrimination and harassment	✓	
The advancement of equality of opportunity	✓	
The fostering of good relations	✓	
The protection and promotion of human rights	✓	
Note: As a general rule, any policy that affects people is likely to be relevant across all protected groups		

Step 2: Information Gathering	
10 - Does this proposal ensure that the Welsh language is treated no less favourably than the English language, in accordance with the Council's Welsh Language Policy?	<p>Yes. The Council has adopted the principles that:</p> <ul style="list-style-type: none"> - in Wales, the Welsh language should be treated no less favourably than the English language and - that persons in Wales should be able to live their lives through the medium of the Welsh language if they choose to do so. <p>The Council's work on the Plan, as well as all its work across services, will be delivered in accordance with the above principles.</p>
11 - Is there an opportunity here to offer more opportunities for people to learn and / or use the Welsh language on a day-to-day basis?	<p>Yes. Priority 4.2 - We will create the conditions for individuals to improve their health and wellbeing – refers to the proactive offer of Welsh language services and that the Council's Social Services work in accordance with the Welsh Government's strategic framework 'More than just words'. The aim of the framework is to strengthen Welsh language services in health, social services and social care.</p>
12 – Will this area of work proactively offer services in Welsh for users?	<p>See 11 above.</p>
13 – Is this proposal likely to protect and promote the Welsh language within communities?	<p>See 11 above.</p>
<p>Appendix 1 to the Impact Assessment Guidance lists a series of questions which should be considered when assessing how proposals impact on the Welsh language in general. The extent to which these questions are relevant will depend on the proposal in question. The purpose of these questions is to make you think about the wider impact or contribution and these questions could be used as a prompt when responding to questions 10 – 13 above.</p> <p>However, when assessing how the Council's main policies and strategies impact on the Welsh language, it is recommended that these questions are considered in more detail so that comprehensive assessment is undertaken – a separate template is available with these papers on MonITor, for you to complete, if appropriate.</p>	

Step 2: Information Gathering		
<p>14 - Are there any Human Rights issues? If so, what are they? (For example, could this proposal result in the failure to safeguard the right to privacy?)</p> <p>(The 16 basic rights are listed at Appendix 1).</p>	None known.	
<p>15 – Does this proposal meet any of the seven national well-being goals outlined in the Well-being of Future Generations (Wales) Act 2015?</p> <p>(Discriptions of the wellbeing goals are listed at Appendix 2)</p>	A prosperous Wales	
	A resilient Wales	
	A healthier Wales	✓
	A more equal Wales	✓
	A Wales of cohesive communities	✓
	A Wales of vibrant culture and thriving Welsh language	✓
	A globally responsible Wales	
<p>16 - What has been done to date in terms of involvement and consultation with regard to this proposal?</p>	<p>Due regard has been given to relevant information gathered from a regional engagement event (North Wales) held on 24 May 2018 and local engagement at a meeting of the Anglesey Wellbeing Network on 25 September 2019. Following this, our draft objectives were shared with members of the Anglesey Wellbeing Network, as well as other stakeholders, for comment. In future, the aim is to build upon this engagement model to gain a better understanding of local needs.</p>	
<p>17 – Have you used any other information that is relevant to the proposal to inform your assessment? If so, please detail:</p>	<p><i>'Is Wales Fairer? 2018'</i>; Equality and Human Rights Commission.</p> <p><i>Equality in North Wales</i>: Data and evidence report ; Gwynedd Council This report was commissioned by the North Wales Public Services Board Officers Network in order to gain a deeper understanding of equality data at local level – in particular on the issues covered in the “Is Wales Fairer?” report. The report was shared with NWPSSEN members to inform their work on developing regional objectives.</p> <p>Relevant information is also included as background information under each equality objective to justify the priorities we have chosen.</p>	

Step 2: Information Gathering

**18 - Are there any gaps in the information collected to date?
If so, how will these be addressed?**

Both the EHRC report *Is Wales Fairer? 2018* and The *Equality in North Wales* data and evidence report draws attention to the gaps in data and information at local levels and suggest some priorities for improvement. In future, the aim is to build upon this engagement model to gain a better understanding of local needs

Step 3: Considering the potential impact and identifying mitigating action

19 — Note below any likely impact on equality for each individual group, and identify what action could be taken to reduce or improve the impact. *For determining potential impact, please choose from the following: Negative / Positive / No impact

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Protected group	*Potential Impact	Details of the impact	Actions to mitigate negative impact
Age	Positive	<p>The Plan will help to deliver a positive impact on people of all ages. Objectives contained in the Plan will help to:</p> <p>Address barriers to children and young people achieving their full potential (priority 1.1).</p> <p>Protect older, vulnerable people by raising awareness within local communities around different types of fraud (priority 5.3).</p> <p>Address barriers to people of all ages from participating in public life by taking part in a campaign to widen participation in the 2022 local elections (priority 6.1) and continuing to develop community hubs and place shaping (page 12 of the Plan)</p>	No negative impact identified at this stage.
Disability	Positive	<p>The Plan will help to deliver a positive impact on disabled people. Objectives contained in the Plan will help to:</p> <p>Address barriers to children and young people with additional learning requirements achieving their full potential (priority 1.1).</p>	No negative impact identified at this stage.

Protected group	*Potential Impact	Details of the impact	Actions to mitigate negative impact
		<p>Tackle identity based bullying and hate crime in schools (priority 1.2)</p> <p>Ensure that more properties and facilities such as bus stops, footways and crossings are accessible and meet the needs of disabled residents (priorities 3.1 and 3.2)</p> <p>Increase opportunities for disabled people to participate in sport (priority 4.1)</p> <p>Raise awareness of the annual health checks available to people with learning impairments (priority 4.2)</p> <p>Support disabled people who are victims of hate crime (priority 5.1)</p> <p>Also, the Plan refers to what we are already doing to create work opportunities for people with learning impairments (see Promoting Equality on page 11)</p>	
Sex	Positive	<p>The Plan will help to ensure that no Council employee receives less favourable treatment on the grounds of sex. Objectives contained in the Plan will help to:</p> <p>Ensure that employees are provided, where possible, with an adjustment to working patterns to help them combine work with other responsibilities (priority 2.1)</p>	No negative impact identified at this stage.

Protected group	*Potential Impact	Details of the impact	Actions to mitigate negative impact
		<p>Identify and reduce gender pay gaps and other inequalities (priority 2.2)</p> <p>Encourage more women to stand in the local government elections in 2022 (priority 6.1)</p>	
Gender Reassignment	Positive	<p>The Plan will help to deliver a positive impact on transgender people. Objectives in the Plan will help to:</p> <p>Tackle identity based bullying and hate crime in schools (priority 1.2)</p> <p>Support transgender people who are victims of hate crime (priority 5.1)</p> <p>Ensure that the Council respects and communicates with all transgender people as the gender they identify with (priority 8.1).</p>	No negative impact identified at this stage.
Pregnancy & Maternity	Positive	The Plan will help to deliver a positive impact on anyone who is pregnant or who is in their maternity period.	<p>No negative impact identified at this stage.</p> <p>Priority 2.1 in the Plan will address any barriers experienced on the grounds of pregnancy and maternity.</p>
Race / Ethnicity / Nationality	Positive	The Plan will help enable the Council to meet the general duty in terms of eliminating discrimination, advancing equality of opportunity and promoting good relations between all people.	No negative impact identified at this stage.

Protected group	*Potential Impact	Details of the impact	Actions to mitigate negative impact
		<p>Priority 1.2 will help tackle identity based bullying in schools.</p> <p>Priority 5.1 in the Plan will help to support individuals who are victims of hate crime.</p>	
Religion or Belief	Positive	<p>The Plan will help enable the Council to meet the general duty in terms of eliminating discrimination, advancing equality of opportunity and promoting good relations between all people.</p> <p>Priority 1.2 will help tackle identity based bullying in schools.</p> <p>Priority 5.1 in the Plan will help to support individuals who are victims of hate crime.</p>	No negative impact identified at this stage.
Sexual Orientation	Positive	<p>The Plan will help enable the Council to meet the general duty in terms of eliminating discrimination, advancing equality of opportunity and promoting good relations between all people.</p> <p>Priority 1.2 will help tackle identity based bullying in schools.</p> <p>Priority 5.1 in the Plan will help to support individuals who are victims of hate crime.</p>	No negative impact identified at this stage.
Welsh language	Positive	See questions 10 – 13.	No negative impact identified at this stage.

Protected group	*Potential Impact	Details of the impact	Actions to mitigate negative impact
Human Rights	No impact	The Council's work will continue to be underpinned by a set of values which includes ensuring that the basic human rights of individuals are protected at all times.	No negative impact identified at this stage
Marriage or Civil Partnership (elimination of discrimination only)	No impact	The Council is committed to eliminating discrimination of all types and will protect the rights of married people and those in civil partnerships.	No negative impact identified at this stage.
Other - poverty	Positive	<p>At the time of writing, it was anticipated that the socio-economic duty would be brought into force on 1 April 2020. The duty will require public bodies to consider the impact of their strategic decisions on the poorest people and groups.</p> <p>We have already begun to address the new duty by including priorities that are aimed towards reducing the inequalities linked to socio-economic disadvantage, namely:</p> <p>Revising our corporate process for undertaking impact assessments (Priority 8.2)</p> <p>Addressing gaps in educational attainment (Priority 1.1).</p> <p>We will develop our knowledge and understanding of the socio-economic duty, once guidance becomes available (objective 7), and ensure that the duty becomes an integral part of our day-to-day business.</p>	No negative impact identified at this stage.

Protected group	*Potential Impact	Details of the impact	Actions to mitigate negative impact
		We will use our Annual Equality Reports to report on developments and demonstrate how we are complying with the socio-economic duty in due course.	

Step 4: Outcome of the assessment	
<p>20 - Note the impacts identified and how it is intended to mitigate any negative impact (ie a summary of the above table)</p>	<p>No negative impact have been identified at this stage. The purpose of the equality objectives and priorities within the Plan is to help enable the Council to meet the three aims of the general equality duty to have due regard to the need to:</p> <ul style="list-style-type: none"> - Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act - Advance equality of opportunity between people who share a relevant protected characteristic and those who do not - Foster good relations between people who share a protected characteristic. <p>In addition to the priorities and other initiatives contained in the Plan, the Council will progress the principles of equality of opportunity for people of all backgrounds and circumstances in all its plans and procedures.</p>
<p>21 - Is there a strategy for dealing with any unavoidable but not unlawful negative impacts that cannot be mitigated?</p>	<p>No negative impacts identified at this stage.</p>
<p>22 - Describe any actions taken to maximise the opportunity to promote equality and/or the goals of the Well-being of Future Generations (Wales) Act 2015 (sustainability). (The seven well-being goals are listed in Appendix 2)</p>	<p>A more equal Wales - All the priorities contained in the Plan will contribute towards the goal of developing a society that enables people to fulfil their potential no matter what their background or circumstances.</p> <p>In particular, our objective to develop our knowledge and understanding of the socio-economic duty will ensure that inequalities linked to socio-economic disadvantage are identified and given due regard within all our plans, policies and procedures.</p>

Step 4: Outcome of the assessment	
<p>23 – Is there a need to reconsider the proposal as a result of conducting this assessment?</p> <p>(Evidence of negative impact could render the proposal or decision unlawful. If you have identified negative impact, you should consider at this stage whether it is possible to proceed with the proposal).</p>	<p>No. However, it is important to note that our commitment to equality is not limited to the priorities contained in the Plan. The Council will take advantage of any new opportunities to further advance equality as such considerations become more embedded within the Council's day to day work.</p>
<p>24 - Will the proposal be adopted / forwarded for approval? Who will be the decision-maker?</p>	<p>The Strategic Equality Plan will be taken through the following approval process:</p> <p>Partnership and Regeneration Scrutiny Committee – 4 February 2020 The Executive – 17 February 2020 Full Council – 10 March 2020.</p>
<p>25 - Are there monitoring arrangements in place? What are they?</p>	<p>Progress towards achieving our priorities will be reported in our Annual Equality Reports.</p>

Step 5: Action Plan

Please detail any actions that are planned following completion of your assessment. You should include any changes that have been made to reduce or eliminate the effects of potential or actual negative impact, as well as any arrangements to collect data or to carry out further research.

Ref	Proposed actions	Lead officer	Timescale

Appendix 1 – Human Rights

Human rights are rights and freedoms that belong to all individuals, regardless of their nationality and citizenship. There are 16 basic rights in the Human Rights Act – all taken from the European Convention on Human Rights. For the purposes of the Act, they are known as ‘the Convention Rights’. They are listed below:

(Article 1 is introductory and is not incorporated into the Human Rights Act)

Article 2: The right to life

Article 3: Prohibition of torture

Article 4: Prohibition of slavery and forced labour

Article 5: Right to liberty and security

Article 6: Right to a fair trial

Article 7: No punishment without law

Article 8: Right to respect for private and family life

Article 9: Freedom of thought, conscience and religion

Article 10: Freedom of expression

Article 11: Freedom of assembly and association

Article 12: Right to marry

Article 14: Prohibition of discrimination

Article 1 of Protocol 1: Protection of property

Article 2 of Protocol 1: Right to education

Article 3 of Protocol 1: Right to free elections

Article 1 of Protocol 13: Abolition of the death penalty

Appendix 2 - Well-being of Future Generations (Wales) Act 2015

This Act is about improving the social, economic, environmental and cultural well-being of Wales. Public bodies need to make sure that when making their decisions they take into account the impact they could have on people living their lives in Wales in the future. The Act puts in place seven well-being goals:

Goal	Description of the goal
A prosperous Wales	An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.
A resilient Wales	A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).
A healthier Wales	A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.
A more equal Wales	A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).
A Wales of cohesive communities	Attractive, viable, safe and well-connected communities.
A Wales of vibrant culture and thriving Welsh language	A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.
A globally responsible Wales	A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.

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ISLE OF ANGLESEY COUNTY COUNCIL	
REPORT TO:	THE EXECUTIVE
DATE:	17 FEBRUARY 2020
SUBJECT:	DISCRETIONARY BUSINESS RATES RELIEF FRAMEWORK – CHARITIES AND NON-PROFIT MAKING ORGANISATIONS
PORTFOLIO HOLDER(S):	COUNCILLOR ROBIN WYN WILLIAMS (PORTFOLIO HOLDER – FINANCE)
HEAD OF SERVICE:	MARC JONES (DIRECTOR OF FUNCTION (RESOURCES) AND SECTION 151 OFFICER)
REPORT AUTHOR:	GERAINT H. JONES (REVENUES AND BENEFITS SERVICE MANAGER)
TEL:	01248 752651
E-MAIL:	GeriantHJones @ynysmon.gov.uk
LOCAL MEMBERS:	NOT APPLICABLE
A - Recommendation/s and reason/s	
<p>RECOMMENDATIONS</p> <ul style="list-style-type: none"> • That the Executive adopts a Discretionary Business Rates Relief Framework - Charities and Non-Profit Making Organisations as detailed in Appendix C. • That its Discretionary Business Rate Relief Framework will apply for the financial years up to 31 March 2026. • That the Executive instructs the Director of Function (Resources) and Section 151 Officer to ensure that administrative procedures before 31 March 2020 advise relevant charities and non-profit making organisations that the policy will apply from 1 April 2020 and will cease on 31 March 2026. <p>BACKGROUND</p> <p>Non-domestic properties (apart from certain exemptions, such as agriculture, places of worship, property used by the disabled etc.) are liable to payment of non-domestic rates. These are commonly termed business rates, although not all ratepayers are businesses in the ordinary sense. Indeed, the system of reliefs is partly designed to alleviate the burden of taxation on occupiers other than business.</p> <p>Local Authorities in Wales must grant mandatory rate relief to charities provided for within the Local Government Finance Act 1998 (LGFA88), as amended by the Local Government Act 2003.</p> <p>Under the LGFA88, local authorities can also grant discretionary relief or remission from rates up to 100% of the rates payable. This applies to the properties occupied by:-</p> <ul style="list-style-type: none"> • Charities (“20% top-up” in addition to 80% mandatory relief); • Other non-profit making organisations. <p>The cost of granting discretionary business rates relief is borne in part by the Non-Domestic Rates (NDR) Pool (i.e. Welsh Government) and by local council taxpayers.</p>	

For example, the proportion borne by the Welsh Government in respect of non-profit making organisations is 90% of the cost. This means that every £1 spent by the Council buys relief worth £10 to the ratepayer.

However, in respect of the cost of the “20% top-up”, the proportion borne by the Welsh Government is 25% of the cost. This means that every £7.50 spent by the Council buys relief worth £10 to the ratepayer.

THE DECISION OF THE EXECUTIVE IN FEBRUARY 2019

On 18 February 2019, the Executive extended its Discretionary Business Rates Relief Framework – Charities and Non-Profit Making Organisations for one year. It also resolved that a public consultation on the framework was to be carried out during the first half of 2019/20 with a revised framework (if applicable) coming into effect on 1 April 2020. A 3 Tier consultation was undertaken under the Council’s Consultation and Engagement Plan Quarter 1 with a closing date of 31 August 2019. Contact was made with all taxpayers eligible for discretionary relief under the current policy.

The response was disappointing, with only 4 responding (2 doing so anonymously). Those identified are listed in Appendix A. A summary of responses to the questions asked is given in Appendix B. Having regard to the limited responses received, it is proposed that the current policy is not changed but that the practice of extending the policy on an annual basis should be replaced by a fixed term period aligned to the quinquennial revaluation cycle. The policy to be adopted is given in Appendix C. Members can elect to amend the framework during this period but notice of at least one full financial year has to be given to ratepayers.

Members should note that the next non-domestic rates revaluation in Wales will take place in 2021. Members should further note that this is an adoption of a discretionary business rate relief framework to consider applications for discretionary rate relief. Any application that may fall outside the framework still has to be considered by the Authority and to dismiss such an application on the grounds of not being within the framework could be “ultra vires”.

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

The current relief policy has been a success, in that virtually no applications have been made that are not covered by the policy. This has led to a significant reduction in applications being considered individually. The responses received (and lack of responses) to the consultation suggests that there is general acceptance of the current policy with no aspect being seriously challenged.

Not to extend the current discretionary business rates relief policy for Charities and non-profit making organisations, or adopt a policy for a fixed term period, would mean that each application would have to be dealt with individually by the Director of Function (Resources) and Section 151 Officer, taking account of guidance from Welsh Government and Executive guidance/policies. (See Council’s Constitution – Scheme of Delegation to Specific Officers (Director of Function (Resources)/Section 151 Officer – Section and specific duty detailed under 3.5.3.5.19).

C - Why is this a decision for the Executive?

The decisions to grant relief from Business Rates to charities and non profit making organisations has been delegated to the Director of Function (Resources) and Section 151 Officer. The Executive is being asked to create guidance and a framework for the officer to refer to, ensuring consistency and fairness with regard to each decision.

CH - Is this decision consistent with policy approved by the full Council?
This policy contributes to the corporate aims of the Authority – mainly regenerating our community and developing the economy and transforming leisure services.
D - Is this decision within the budget approved by the Council?
A budget of £70k has been earmarked within the 2020/21 draft budget (increased from £60k). Projected expenditure at the end of quarter 3 is £63k*.

* This figure reflects adjustments for previous years during 2019/20 unlike Appendix C which shows figures relating to 2019/20 only.

DD - Who did you consult?		What did they say?
1	Chief Executive / Strategic Leadership Team (SLT) (mandatory)	The contents of the report was noted by the SLT
2	Finance / Section 151 (mandatory)	Author of report
3	Legal / Monitoring Officer (mandatory)	Member of the SLT
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	If the framework was not accepted, this would not have a major impact on the economy as the organisations could still apply for relief.
2	Anti-poverty	
3	Crime and Disorder	
4	Environmental	
5	Equalities	
6	Outcome Agreements	
7	Other	
F - Appendices:		
Appendix A – Identified respondents to consultation. Appendix B – Summary response to questions asked in consultation. Appendix C – Business Rates Relief Framework for Charities and Non-Profit Making Organisations.		
FF - Background papers (please contact the author of the Report for any further information):		
Isle of Anglesey Executive decision 18 February 2019 A new Small Business Rates Relief Scheme for Wales 2018 High Street Rate Relief Scheme announcement 14 January 2020		

Identified Respondants

- Traeth Coch Sailing Club
- David Hughes Community Association

APPENDIX B

Q1: Should the Authority continue to renew its policy on an annual basis or decide on a policy for a fixed term of no more than 2, 3, 4 or 5 years? Should review of the policy be linked to the period covered by the Authority's Corporate Plan (usually 5 years) or the next rateable revaluation date (usually 5 years)?

All 4 responded that a review is undertaken every 5 years.

Q2: Do you agree that the Council should not award more than the mandatory 80% to charity shops with a rateable value of £12,000 or more (or at the new rateable value threshold for the new small business rates relief scheme)?

3 agreed that no award should be made where the rateable value was £12,000 or more. 1 disagreed.

Q3: Do you agree that the Council should award more than the mandatory 80% to charity shops with a rateable value of £6,000 or less (or at the new rateable value threshold for the new small business rates relief scheme) and that the full 20% discretionary relief should be awarded?

All 4 agreed.

Q4: Do you agree that the Council should award more than the mandatory 80% to charity shops with a rateable value more than £6,000 and less than £12,000 (or at the new rateable value threshold for the new small business rates relief scheme) but not all of the full 20% discretionary relief should be awarded?

3 agreed. 1 disagreed.

Q5: Do you agree that the Council should consider awarding more than the 80% mandatory relief to a charity shop purely engaged in localised activities?

3 agreed. 1 disagreed.

Q6: Do you agree that the Authority should increase its budget to meet the cost of any additional discretionary reliefs awarded, for example, to charity shops or retain its current budget?

3 agreed. 1 stated should increase in line with inflation but not at the expense of vital public services.

Q7: Should the Authority consider restricting the amount of discretionary relief granted to certain non-profit making organisations by for example giving 50%, 60%, 70%, 80% or 90% relief were 100% is currently given or with the “top –up” relief for charities giving 10% instead of 20% to meet the cost of additional relief to charity shops?

3 agreed. 1 made no comment.

Q8: From the description of organisations shown in Appendix A should organisations who whose objectives have substantial common ground with Council objectives and which mainly serve Island residents still get 100% relief and for organisations, whose objectives are supported by the Council but, either there is not substantial common ground with Council objectives or they do not mainly serve Island residents still get 80% relief?

3 agreed. 1 stated that relief should be awarded based on common ground with Council objectives and services to Island residents.

Q9: Should sport clubs who have attained CASC status receive more relief i.e. 80% mandatory plus 20% discretionary relief as against those who have not received CASC status, for example 80% discretionary relief is granted as compared to 100% under the current policy?

3 agreed. 1 disagreed.

Q10: Do you agree that the CASCs definition is still fair and reasonable for awarding discretionary relief to sports clubs – see Appendix C.

2 agreed. 1 not sure and 1 stated that a club’s governing document should include a clause stating that the club is open to all regardless of race, religion, political views, sex and sexual orientation.

Q11: Do you agree that the Authority should continue with its policy of not having a distinction based on whether a sports club has a licensed bar or not?

2 agreed. 1 had no opinion and 1 was not sure.

Q12: It is proposed not to change this policy. Do you agree?
(for educational and related establishments)

4 agreed.

Q13: It is proposed not to change this policy. Do you agree?

(for organisations whose aims are to promote urban and rural regeneration or relief of unemployment)

4 agreed.

Q14: It is proposed not to change this policy. Do you agree?

(for bodies which promote race equality or support ethnic minority groups)

4 agreed.

Q15. The first four questions enables the Authority to reduce the amount of relief available to bodies if a significant proportion of the members are not residents of the Island, because the benefit to council taxpayers is less obvious. Do you continue to support such an approach? If so, is the current level of restriction reasonable at 80% relief towards the business rates bill? Should it be less or more?

Q16. These criteria have been in existence since April 2003. What are your views on these criteria? Should some be given greater importance and how would this affect the amount of discretionary relief awarded? Have we omitted any criteria?

(views were sought on the criteria being used to assess each application)

For Q15. 1 agreed that 80% was enough. 2 wished this to be increased to 100% and 1 stated it depended on the circumstances.

For Q16. 3 stated should remain the same. 1 stated that no criteria had been omitted and the criteria provided sufficient flexibility.

Q17. What effect, in your view, would the proposals have on the Welsh language in opportunities to use the language?

3 stated no effect. 1 stated the need to support establishments that operated through the Welsh Language.

Q18. Can the proposed policy be formulated or changed to have a positive effect on opportunities to use the Welsh language or similar so that there are no adverse effects to use and treat the Welsh language no less favourably than the English language?

2 stated no. 1 stated impossible to administer in an area where both languages equally used. 1 agreed changing the policy to have a positive effect on the Welsh language.

Q19. Should those charities or non-profit making organisations who are complying with or are working towards compliance with the same standards as adopted by the Authority under the Welsh Language (Wales) Measure 2011 receive additional discretionary business rates relief? What practical difficulties do you see with such a scheme?

3 disagreed, with 1 stating this to be a form of discrimination. 1 agreed.

APPENDIX C

Category	Description	Mandatory	Discretionary	Total	Cost to Council	No
A (1)	Village Halls, Community Centres, Memorial Institutes, Old People Clubs, Scout and Guide Associations, Sea Cadets, Hospices, Playgroups	80%	20%	100%		
		£135,935	£26,475	£162,410	£19,856	58
A (2)	Maritime safety	80%	20%	100%		
		£44,240	£8,616	£52,856	£6,462	6
B (1)	Recreation Clubs, Theatres, Band Rooms and Museums – (registered charity)	80%	20%	100%		
		£26,078	£5,161	£31,239	£3,871	8
B (2)	Recreation Clubs, Theatres, Band Rooms and Museums – (not a registered charity)	0%	100%	100%		
		£0	£134,396	£134,396	£13,440	30
C (1)	Educational organisations statutory or open to all	80%	20%	100%		
		£6,990	£1,361	£8,351	£1,021	1
C (2)	Educational organisations	80%	0%	80%		
		£405,090	£0	£405,090	£0	11
CH	Charity Shops	80%	0%	80%		
		£78,355	£0	£78,355	£0	19
D	Regeneration, Employment, Rehabilitation Organisations	80%	20%	100%		
		£6,567	£1,279	£7,846	£959	1
DD	Race equality and ethnic minority	80%	20%	100%		
		£0	£0	£0	£0	0
E (1)	Registered charity or a charitable purpose whose objectives have substantial common ground with Council objectives and which mainly serve Island residents	80%	20%	100%		
		£92,564	£18,026	£110,590	£13,520	6
E (2)	Not a registered charity but whose objectives have substantial common ground with Council objectives and which mainly serve Island residents	0%	100%	100%		
		£0	£18,769	£18,769	£1,877	5
F (1)	Registered charity or a charitable purpose whose objectives are supported by the Council but either there is not substantial common ground with Council objectives or they do not mainly serve Island residents	80%	0%	80%		
		£0	£0	£0	£0	0
F (2)	Not a registered charity and whose objectives are supported by the Council but either there is not substantial common ground with Council objectives or they do not mainly serve Island residents	0%	80%	80%		
		£0	£1,287	£1,287	£129	1
FF	Agricultural show grounds	80%	20%	100%		
		£21,928	£4,270	£26,198	£3,203	1
G	Not any of the above categories	Various	Various	Various		
		£0	£0	£0	£0	0
	Totals – 2019/20	£817,747	£219,640	£1,037,387	£64,338	147
	Cost per Band D – 2019/20				£2.04	

ISLE OF ANGLESEY COUNTY COUNCIL	
Report to:	The Executive
Date:	17th February 2020
Subject:	Housing Rent HRA and Housing Service Charges 2020/21
Portfolio Holder(s):	Councillor Alun Mummery
Head of Service:	Ned Michael, Head of Housing Services
Report Author: Tel: E-mail:	Darren Gerrard, Rent Income & Financial Inclusion Team Manager 01248 752265 dkghp@anglesey.gov.uk
Local Members:	

A –Recommendation/s and reason/s
<p>Members of the Executive Committee are asked to approve the rent increase and service charges for 2020/21 as set out below :-</p> <p>R1 to approve the rent increase in line with the Welsh Government target rent based on collection over 51 weeks.</p> <p>R2 to approve increasing all rents below target of between £0.41 - £4.47 by 2.7% plus an amount up to the maximum of £2.00 per week to bring to target rent towards convergence.</p> <p>R3 to approve increasing all rents below target rent of between £3.87 - £5.01 by 2.7% plus £2.00 per week.</p> <p>R4 to approve that the rent for the 3 properties that are above target rent should remain at their current levels.</p> <p>R5 to approve an increase of 22p per week for the rent of all garages.</p> <p>R6 to approve that the service charges costs as noted within section 3.3 of the report be applied to all tenants who receive the relevant services.</p>

Reasons

1.0 Background

- 1.1** The Council is required under the Local Government and Housing Act 1989 to keep a Housing Revenue Account (HRA), which is ring-fenced for transactions specifically relating to Local Authority Housing.
- 1.2** On the 18th December 2019 a letter was received from the Welsh Government confirming that it had agreed the Welsh Government Policy for Social Housing Rents for 2020/21.
- 1.3** The Affordable Housing Supply Review has recommended a 5 year rent policy be implemented as it would provide certainty and stability for tenants and landlords. The review also recommended that landlords should consider value for money alongside affordability.
- 1.4** The formula for the annual rent increases will be set at the the consumer price index (CPI) of 1.7 % as was the value in September 2019 plus 1%.
- 1.4** As the Council's current rent levels are significantly below the intended policy target rents, to achieve convergence with other social housing providers will require that Council housing rents (which currently fall below the policy target rents) to be subject to an additional weekly increase up to a maximum of £2 above inflationary rent increases.

2.0 Rent increase for Anglesey tenants

- 2.1** The Welsh Government target rent (as shown in table below) is based on rent being charged over 51 weeks. If we apply this to the rent increase and collect over 51 weeks to take account the rent free week over the Christmas period, we will generate approximately £500k of additional annual rental income.

	Houses and Bungalows (£)					Flats (£)				Bedsits
	1Bed	2Bed	3Bed	4Bed	5+Bed	1Bed	2Bed	3Bed	4+Bed	
WG Target Rent (52 Weeks)	£86.48	£96.09	£105.70	£115.30	£124.91	£78.24	£86.94	£95.63	£104.32	£69.55
Target Rent (51 Weeks) Collection	£88.18	£97.98	£107.78	£117.56	£127.36	£79.78	£88.65	£97.51	£106.37	£70.92
Proposed Average Current Rent (51 Weeks)	£88.07	£94.48	£101.20	£107.86	£114.21	£79.78	£87.43	£94.36	£106.37	£70.92

2.3 Using the 51 week collection target rent, the proposed rent increase for 2020/21 will be an average weekly increase of £2.92. This will increase the average weekly rent from £91.53 to £94.45 which is still below the mid point of the policy rent band. The rent band for Isle of Anglesey County Council is between £93.15 (low end), £98.06 (mid point) and £102.96 (high end).

2.4 In addition, this level of rent increase is being used as the model for the Housing Business Plan. If this method is not followed, alternative methods may be required to finance the business plan.

2.5 For the properties which are significantly below the policy target rent and in order to move towards the target rent for these properties, it is proposed to increase the current rents by the following methods :-

- 1) For 1851 properties where the difference between the current rent and the target rent is between £0.41 to £4.47 per week, the current rent will be increased by 2.7% plus an amount up to the maximum of £2.00 per week.
- 2) For the 1998 properties where the difference between the current rent and the target rent is between £3.87 to £5.01 per week the current rent will be increased by the formula 2.7% + £2 per week.
- 3) For the 3 properties where the current rents are above the target rent, the Welsh Government expects all Local Authorities to increase these rents at a reduced rate. We propose not to apply any increase to these rents until they are aligned with the target rent.

2.6 Using the above methods will move the Authority towards achieving the Target rent and reach rent convergence in rent levels. The rent convergence

is expected to be achieved by approximately 2022/23 and increased in line with target rents thereafter.

2.7 The rent policy will generate an annual rental income of approximately £18.6m for the HRA during 2020/21.

2.8 When re-letting void properties it is proposed that the rent will be set in accordance with the target policy rent which will eliminate the complication of the transitional increases.

3.0 Service Charges

3.1 The charges for services that the Authority provides during 2020/21 are based on actual costs incurred during 2018/19 and is shared equally among tenants and leaseholders. It should be noted that the majority of these costs are eligible for housing benefit.

3.2. All costs for providing these services has decreased compared to last years figures. The total income that will be generated is approximately £204k.

3.3 Proposed 2020/2021 weekly charges, based on 51 weeks, are:

Lift maintenance - £0.28 - £3.54

Cleaning of communal areas - £2.57 – £6.42

Fire alarms and fire equipment - £1.81

Door entry systems - £0.63

Sewerage Charges - £1.25

Heating & Lighting of communal areas - £1.10

TV Aerial's within communal areas - £0.38

Painting of communal areas – £0.13 - £0.47

Ground Maintenance (Domestic Properties) - £2.63

Ground Maintenance (Sheltered Properties) - £0.15 - £3.23)

Management costs at 15% of each service charge.

3.4 Currently there are 61 leaseholders who will be charged for the services they receive by the Authority. This will generate an additional annual income of approximately £11k.

4.0 Garages

4.1 The Welsh Government Rent Policy does not provide any guidance on how to increase garage rents. The Council is therefore proposing to increase the garage rent by 22p per week which is in line with the increase being applied to Council dwellings of 2.7%. This will increase the rent from £8.20 per week to £8.42 and will generate income of £218k after deducting voids. As at 9th

January 2020 there are 216 void garages.

5 Housing Benefit

5.1 Currently 2,920 of the Council's tenants (76%) will face no additional hardship as a consequence of the proposed rent increase and service charges, as they are in receipt of full or part Housing Benefit or in receipt of Universal Credit. Tenants who are not in receipt of housing benefit will have to meet the rent and service charges, unless of course they become eligible for benefit, following the increase.

5.2 Due to the impact of the Government's Welfare Benefit Reform the provision for bad debts has therefore been increased to £279k (1.5%) for 2020/21 as we expect arrears will increase when tenants have to meet a greater proportion of rent themselves. This is a significant increase due to the potential affect of Universal Credit.

5.3 Housing Services have three Financial Inclusion Officers who are available to provide information, advice and support to tenants around financial inclusion issues with a strong focus on increasing financial capability and budgeting skills to manage their finances and to access mainstream financial services. Links have also been developed to improve working practices at a strategic and operational level with both internal and external partners such as J E O'Toole, CAB, Mon Communities First, Gofal a Thrwsio, Age Cymru and utility companies.

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

- 1) We considered the option not to increase the garage rent due to the condition of some of the garages but following enquiries with other Local Authorities, they all confirmed that they increase the rent in line with the dwelling rent increase of 2.7%. We have decided to adopt the same method to maximise the garage rental income.

C – Why is this a decision for the Executive?

The new Welsh Government Rent Policy has implications for the HRA Business Plan.

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

- 1) All Local Authorities, as instructed by the Welsh Government are required to implement the Rent Policy. Rejecting this policy would ultimately mean a loss of income for the Authority and inevitably affect the services provided. This would also undermine the HRA Business Plan and and potentially leave us subject to intervention by the Welsh Government if the policy was not adopted.

- 2) Rejecting this policy could also jeopardise the annual Major Repairs Allowance income of £2.66m received from Welsh Government as it could be seen that we aren't maximizing our income generation opportunities.

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

Yes

E – Who did you consult?**What did they say?**

1	Chief Executive / Strategic Leadership Team (SLT) (mandatory)	
2	Finance / Section 151 (mandatory)	
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	

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:

G - Background papers (please contact the author of the Report for any further information):
<p>Notification letter 2020/2021 Copy of final Rent Policy Tables 1 – 4 2020/2021</p>



Llywodraeth Cymru
Welsh Government

Chairs of Registered Social Landlords
Director of Finance of Local Housing Authorities
Director Housing of Local Housing Authorities

18 December 2019

Dear Colleagues

Rent Policy for Social Housing Rents from 2020-2021

The purpose of this letter is to advise social landlords of the maximum rent levels that tenants can be charged from 6th April 2020 in order to comply with the Welsh Government's Policy for Social Housing Rents (Rent Policy).

I recognise the importance of the recommendations of the Independent Affordable Housing Supply Review. The Review Panel made a number of recommendations relating to Rent Policy, and rightly placed the needs of tenants and affordability at the heart of their recommendations.

The Review Panel recommended a 5 year rent policy be implemented as this would provide certainty and stability for tenants and landlords. The Review also recommended that landlords should consider value for money alongside affordability and make an unambiguous annual assessment on cost efficiencies as part of their rationale for justifying any rent increases. My decision on rent policy also takes into account the findings of a report I commissioned Heriot Watt University to undertake of Welsh Government Rent Policy.

All of these considerations highlight the need to balance the needs of landlords and the interests of tenants. I have also been anxious to ensure that my decision on rent levels should be considered within the context of our broader housing policies. We are still not building enough homes and I am concerned in particular by the wider impacts arising from the shortage of social housing. We are clear about the requirements of building homes that are near zero carbon. We must also respond to the need to decarbonise our existing housing stock. In addition you will all be aware of the pressures arising from growing levels of homelessness and the stronger partnership working we are encouraging as a result.

There must be a clear balance between the interests of landlords and residents. Affordability for tenants must take into account the whole cost of living in a property e.g. rent, service charges and energy costs of properties, and I expect landlords to consider these costs when setting rents each year. **Affordability is an issue I take very seriously and I am mindful of not placing excessive financial burdens upon tenants.**

Rent Policy for Social Housing Rents from 2020-21

Having considered all of these wider factors and in order to encourage sustainable long term planning I have decided that we should set rent policy for a five year period beginning in April 2020.

In relation to the detailed arrangements I have agreed:

1. An annual rent uplift of up to CPI+1%, each year for 5 years from 2020-21 to 2024-25 using the level of CPI from the previous September each year. September 2019 was 1.7%.
2. CPI+1% will be the maximum increase allowable in any one year but CPI+1% must not be regarded as an automatic uplift to be applied by social landlords. Landlords decisions on rent should take into account the affordability of rents for tenants as set out below.
3. The level of rents for individual tenants can be reduced or frozen or can rise by up to an additional £2 over and above CPI+1%, on condition that total rental income collected by the social landlord increases by no more than CPI+1%. This provision is designed to enable social landlords to restructure rents payable where necessary.
4. Should CPI fall outside the range of 0% to 3%, the Minister with responsibility for housing will determine the appropriate change to rent levels to be applied for that year only.
5. Social landlords should advise the Welsh Government where they have concerns about the impact that rent policy has upon their business plan or financial viability, or on their ability to meet their obligations to tenants and lenders.
6. As an intrinsic part of the five year rent policy, social landlords will be expected to set a rent and service charge policy which ensures that social housing remains affordable for current and future tenants. As part of their annual decision on the level of rent uplift/reduction to be applied they should make an assessment of cost efficiencies, value for money and affordability for tenants which should be discussed at the Board/Cabinet/Council.

This new rent policy will apply for 5 years from 6 April 2020 with rents due to be set for one financial year at a time from that point in line with these policy requirements . The maximum uplift of CPI + 1% has been incorporated within the rent modelling for 2020-21 to 2024-25 and a revised Target Rent Band has been calculated for each social landlord. The rent policy Tables 1 to 4 are attached to this letter.

Wider Rental Agreement

The Welsh Government values the role played by social landlords in building additional homes, shaping our communities and contributing to our wider social and economic objectives as a government. In recognition of the greater stability and certainty provided by this revised policy on rents I am pleased we have been able to agree with your representative organisations a series of new initiatives intended to deepen our joint working. In addition to all those areas where we already work with social landlords we have been able to agree that all social landlords will:

- Strengthen your approaches designed to ensure you minimise all evictions and deliver on a new agreement not to evict into homelessness;
- Undertake a standardised tenant satisfaction survey and provide the data for publication on a central website to assist tenants in scrutinising and comparing landlord performance. First survey results to be available for publication by April 2021 and surveys to be carried out at least bi-annually thereafter;
- Build on your existing commitment to delivering high quality homes, with an aspiration that DQR 2020 **space** standards will apply across tenure¹ on sites which attract Welsh Government funding, on a phased basis from 2021; and
- Work towards an aspiration that all new build housing, regardless of tenure, achieves energy efficiency standards of no less than EPC A on sites which attract any Welsh Government funding from April 2021.

Monitoring Compliance

All social landlords will be required to prepare an annual assessment of affordability, cost efficiencies and demonstrate their homes and service represent value for money as part of their decision on the rent uplift to be applied each year. All social landlords should justify their rent increases via robust annual assessments on cost efficiencies.

Social landlords should remember that the rent policy settlement is a **maximum** amount which can be charged, it is not a target rent. The Welsh Government expects social landlords to undertake comprehensive assessments each year which puts affordability for tenants at the core of their considerations.

Each social landlord will be required to complete a monitoring form which will be used to monitor compliance with Welsh Government Rent Policy. Monitoring will commence following discussions with your representative bodies shortly.

¹ Please note that the full DQR 2020 standard includes other requirements in addition to space standards and these will need to be met in full for homes financed by schemes such as Social Housing Grant.

If you have any queries or concerns about rent policy and Welsh Government's expectations, please feel free to contact Kathryn Beard or Sarah Laing Gibbens.

Contact Details: Kathryn Beard / Sarah Laing Gibbens
kathryn.beard@gov.wales / sarah.lainggibbens@gov.wales

Yours faithfully



Julie James
Minister for Housing and Local Government

c.c. Local Authority Council Leaders
Local Authority Chief Executives
Director of Housing (Transfer Local Authorities)
Chief Executives of Registered Social Landlords
Directors of Finance, Registered Social Landlords
Local Authority HRA Business Plan contacts
Welsh Local Government Association
Community Housing Cymru
Chartered Institute of Housing Cymru
Tenants Participation Advisory Service
Tai Pawb
UK Finance
Abbeyfield Co-ordinator Wales
Prof Mark Stephens, Heriot Watt University

Policy for Social Housing Rents - Final

TABLE 1

Registered social landlords - policy rent summary - uplifted rents for 2020-21 (CPI + 1% = 2.7%)

Housing Association	Pre-SAP policy rents (£ per week)	Average SAP rating (a) (2018-19)	Difference due to SAP		Post-SAP policy rents (£ per week)	Post-SAP policy rent band, 2020-21			Stock at 31 March 2019 (units)	Current rent average, 2019-20 (£ per week)	Comparison against target rent band for 2020-21 if current rent is increased by 2.7%			
			(£ per week)	(per cent)		Low end (£ per week)	Mid point (£ per week)	High end (£ per week)			Uprated rent (£ per week)	Relative to band	£	Per cent
Aelwyd Housing Association	78.39	76.2	2.62	3.3%	81.01	76.96	81.01	85.06	244	74.94	76.96	Within	.	.
Ateb Group	91.65	78.0	3.57	3.9%	95.23	90.47	95.23	99.99	2,059	91.24	93.70	Within	.	.
Bro Myrddin Housing Association	89.86	69.0	1.08	1.2%	90.94	86.39	90.94	95.49	877	91.46	93.93	Within	.	.
Bron Afon Community Housing	95.30	71.1	1.75	1.8%	97.05	92.20	97.05	101.90	7,113	94.80	97.36	Within	.	.
Cadwyn Housing Association	100.73	77.0	3.63	3.6%	104.35	99.13	104.35	109.57	1,269	99.82	102.52	Within	.	.
Cardiff Community Housing Association	103.97	72.5	2.33	2.2%	106.29	100.98	106.29	111.61	2,812	101.70	104.45	Within	.	.
Cartrefi Conwy	93.25	71.2	1.75	1.9%	95.00	90.25	95.00	99.75	3,767	95.00	97.57	Within	.	.
Cartrefi Cymunedol Gwynedd	96.04	70.7	1.65	1.7%	97.69	92.81	97.69	102.58	6,304	91.24	93.70	Within	.	.
Charter Housing Association	97.10	75.2	2.96	3.1%	100.07	95.06	100.07	105.07	4,545	95.77	98.36	Within	.	.
Clwyd Alyn Housing Association	96.01	72.8	2.24	2.3%	98.26	93.34	98.26	103.17	3,695	97.25	99.88	Within	.	.
Coastal Housing Group	87.13	74.6	2.51	2.9%	89.64	85.16	89.64	94.13	4,804	88.37	90.76	Within	.	.
Cynon-Taf Community Housing Group	89.48	67.6	0.70	0.8%	90.18	85.67	90.18	94.69	1,789	87.36	89.72	Within	.	.
Derwen	90.35	79.2	3.86	4.3%	94.20	89.49	94.20	98.91	818	92.45	94.95	Within	.	.
Family Housing Association (Wales)	89.84	70.9	1.59	1.8%	91.43	86.86	91.43	96.01	2,210	92.31	94.80	Within	.	.
Grwp Cynefin	95.49	69.0	1.15	1.2%	96.63	91.80	96.63	101.47	3,250	92.15	94.64	Within	.	.
Gwalia Housing	90.66	75.0	2.72	3.0%	93.37	88.71	93.37	98.04	4,861	92.20	94.69	Within	.	.
Hafod Housing Association	98.39	79.0	4.13	4.2%	102.52	97.40	102.52	107.65	3,688	99.05	101.72	Within	.	.
Linc Cymru	95.96	71.5	1.88	2.0%	97.84	92.95	97.84	102.73	3,253	94.77	97.33	Within	.	.
Melin Homes	93.09	75.3	2.89	3.1%	95.98	91.18	95.98	100.78	3,143	92.76	95.26	Within	.	.
Merthyr Tydfil Housing Association	84.39	70.0	1.27	1.5%	85.66	81.37	85.66	89.94	1,001	86.56	88.90	Within	.	.
Merthyr Valleys Homes	90.01	73.8	2.37	2.6%	92.38	87.76	92.38	97.00	4,096	85.38	87.69	Below	-0.07	-0.1%
Mid Wales Housing Association	94.79	70.8	1.64	1.7%	96.43	91.61	96.43	101.25	1,458	90.58	93.03	Within	.	.
Monmouthshire Housing	104.31	75.9	3.41	3.3%	107.72	102.34	107.72	113.11	3,687	92.70	95.20	Below	-7.13	-7.0%
Newport City Homes	94.68	71.0	1.70	1.8%	96.39	91.57	96.39	101.21	8,847	92.99	95.50	Within	.	.
Newydd Housing Association	95.75	74.0	2.59	2.7%	98.33	93.41	98.33	103.25	2,703	94.63	97.19	Within	.	.
North Wales Housing Association	94.89	74.1	2.59	2.7%	97.48	92.61	97.48	102.36	1,985	91.94	94.42	Within	.	.
Rhondda Housing Association	88.62	73.0	2.13	2.4%	90.75	86.21	90.75	95.29	1,670	89.00	91.40	Within	.	.
Taff Housing Association	103.41	76.0	3.41	3.3%	106.82	101.48	106.82	112.16	995	102.97	105.75	Within	.	.
Tai Calon Community Housing	86.23	72.2	1.87	2.2%	88.10	83.70	88.10	92.51	5,891	82.20	84.42	Within	.	.
Tai Ceredigion	96.26	68.4	0.97	1.0%	97.23	92.37	97.23	102.09	2,246	97.21	99.83	Within	.	.
Tai Tarian	93.78	70.0	1.41	1.5%	95.19	90.43	95.19	99.95	8,948	90.20	92.64	Within	.	.
Trivallis	90.08	72.7	2.07	2.3%	92.15	87.54	92.15	96.76	10,038	89.41	91.82	Within	.	.
Ty Glas Housing Society	89.34	69.0	1.07	1.2%	90.42	85.89	90.42	94.94	166	90.38	92.82	Within	.	.
United Welsh Housing Association	94.15	81.0	4.52	4.8%	98.67	93.74	98.67	103.61	4,357	96.22	98.82	Within	.	.
Valleys to Coast Housing	94.99	74.0	2.56	2.7%	97.55	92.68	97.55	102.43	5,767	94.89	97.45	Within	.	.
Wales and West Housing	94.15	74.0	2.54	2.7%	96.69	91.86	96.69	101.53	10,228	98.09	100.74	Within	.	.

a) This is the average SAP rating over all general needs and sheltered properties provided by landlords with 100 or more units of such stock solely for the purpose of this calculation.

Minimum	78.39	67.6	0.70	0.8%	81.01	76.96	81.01	85.06	0	74.94	76.96	Below	2
Maximum	104.31	81.0	4.52	4.8%	107.72	102.34	107.72	113.11	0	102.97	105.75	Within	34
Total												Above	0

Source: Welsh Government Social Rent Model

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Locational index used in calculation of 2020-21 policy rent matrix

TABLE 2

Local authority	Separate components								Components combined into the locational index	
	House prices (a)		Private rents (b)		Workplace earnings (c)		Residence earnings (d)		Undamped	Damped
	£k	(Wales=100)	£pw	(Wales=100)	£pw	(Wales=100)	£pw	(Wales=100)		
Blaenau Gwent	77,989	57.9	86.5	76.6	349.9	94.2	351.6	93.7	80.6	87.1
Bridgend	118,875	88.3	113.1	100.1	385.7	103.8	384.3	102.5	98.6	99.1
Caerphilly	112,552	83.6	105.8	93.6	384.5	103.5	380.4	101.4	95.5	97.0
Cardiff	169,538	125.9	148.8	131.7	386.1	103.9	393.8	105.0	116.6	111.1
Carmarthenshire	117,532	87.3	101.9	90.2	372.3	100.2	379.8	101.3	94.7	96.5
Ceredigion	151,039	112.1	118.5	104.8	348.2	93.7	349.1	93.1	100.9	100.6
Conwy	135,966	101.0	121.2	107.2	337.3	90.8	356.6	95.1	98.5	99.0
Denbighshire	127,848	94.9	118.5	104.8	368.4	99.1	356.8	95.1	98.5	99.0
Flintshire	133,821	99.4	125.0	110.6	393.3	105.8	374.2	99.8	103.9	102.6
Gwynedd	133,030	98.8	105.8	93.6	342.3	92.1	344.0	91.7	94.0	96.0
Isle of Anglesey	135,814	100.8	115.0	101.8	351.9	94.7	361.8	96.4	98.4	99.0
Merthyr Tydfil	87,471	64.9	94.2	83.4	351.7	94.6	357.9	95.4	84.6	89.7
Monmouthshire	183,635	136.3	128.8	114.0	382.1	102.8	421.8	112.5	116.4	110.9
Neath Port Talbot	105,060	78.0	99.5	88.1	400.1	107.7	382.9	102.1	93.9	96.0
Newport	128,389	95.3	116.9	103.5	364.4	98.0	364.9	97.3	98.5	99.0
Pembrokeshire	132,949	98.7	109.6	97.0	351.9	94.7	349.2	93.1	95.9	97.3
Powys	150,220	111.5	99.2	87.8	364.2	98.0	377.8	100.7	99.5	99.7
Rhondda Cynon Taf	106,325	78.9	96.9	85.8	364.1	98.0	371.3	99.0	90.4	93.6
Swansea	121,639	90.3	120.0	106.2	368.2	99.1	371.9	99.1	98.7	99.1
Torfaen	117,670	87.4	112.7	99.7	374.8	100.9	374.2	99.8	96.9	98.0
Vale of Glamorgan	161,428	119.9	132.3	117.1	373.5	100.5	408.6	108.9	111.6	107.7
Wrexham	127,603	94.7	115.4	102.1	362.5	97.5	373.8	99.7	98.5	99.0
Wales	134,682	100.0	113.0	100.0	371.6	100.0	375.1	100.0	100.0	100.0

Source: Welsh Government Social Rent Model

Steps in calculation

- 1) Each component of the index is shown as its actual value based on the sources below, and expressed as an index relative to Wales = 100.
- 2) The four separate index values are then averaged together to derive the **undamped** locational index.
- 3) The locational index is then **damped** by a factor of one-third (applied to the undamped values) and is the final index used within the rent matrix calculations.

Data sources (all based on three year averages covering the stated period):

- a) House prices (2016-2018) Mean selling price for 2 bedroom dwellings based on data for loan advances from the Council for Mortgage Lenders
- b) Private rents (2016-2018) Median weekly rent data for 2 bedroom private sector properties from the Rent Officers Wales
- c) Earnings (workplace) (2016-2018) Lower quartile gross weekly full time earnings including overtime on a workplace-basis from the Annual Survey of Hours and Earnings, Office for National Statistics
- d) Earnings (residence) (2016-2018) Lower quartile gross weekly full time earnings including overtime on a residence-basis from the Annual Survey of Hours and Earnings, Office for National Statistics

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TABLE 3

Rent policy matrix calculations, 2020-21 (uplifted by CPI + 1% = 2.7%) (a) (b)

	Bedsits	Houses					Flats				Total for all houses, flats and bedsits (c)						
		1 bed	2 bed	3 bed	4 bed	5+ bed	1 bed	2 bed	3 bed	4 bed	Bedsits	1 bed	2 bed	3 bed	4 bed	5+ bed	All stock
Blaenau Gwent	61.19	76.08	84.54	92.99	101.44	109.90	68.84	76.49	84.13	91.78	61.19	71.27	81.79	92.99	101.44	109.90	84.89
Bridgend	69.65	86.60	96.22	105.85	115.47	125.09	78.35	87.06	95.77	104.47	69.65	79.15	91.54	105.66	115.47	125.09	94.36
Caerphilly	68.18	84.77	94.19	103.61	113.03	122.45	76.70	85.22	93.75	102.27	68.18	78.41	91.16	103.52	113.03	122.45	94.45
Cardiff	78.07	97.07	107.86	118.64	129.43	140.21	87.83	97.59	107.34	117.10	78.07	88.69	102.96	118.44	129.21	140.21	104.48
Carmarthenshire	67.81	84.32	93.69	103.06	112.43	121.79	76.29	84.76	93.24	101.72	67.81	77.71	91.72	102.98	112.43	121.79	93.48
Ceredigion	70.72	87.94	97.71	107.48	117.25	127.02	79.56	88.40	97.24	106.08	70.72	80.87	94.79	107.26	117.06	127.02	96.20
Conwy	69.58	86.52	96.13	105.75	115.36	124.97	78.28	86.98	95.67	104.37	69.58	79.92	91.49	105.53	115.28	124.97	93.58
Denbighshire	69.58	86.52	96.13	105.74	115.36	124.97	78.28	86.98	95.67	104.37	69.58	80.26	93.17	105.71	115.36	124.97	94.60
Flintshire	72.11	89.66	99.62	109.58	119.54	129.51	81.12	90.13	99.15	108.16	72.11	85.47	96.77	109.48	119.48	129.51	99.53
Gwynedd	67.49	83.92	93.25	102.57	111.90	121.22	75.93	84.37	92.80	101.24	67.49	77.19	90.03	102.29	111.75	121.22	95.15
Isle of Anglesey	69.55	86.48	96.09	105.70	115.30	124.91	78.24	86.94	95.63	104.32	69.55	82.42	93.12	105.62	115.20	124.91	97.03
Merthyr Tydfil	63.06	78.42	87.13	95.84	104.55	113.27	70.95	78.83	86.71	94.60	63.06	74.14	85.53	95.78	104.55	113.27	88.22
Monmouthshire	77.97	96.95	107.72	118.50	129.27	140.04	87.72	97.46	107.21	116.96	77.97	90.23	103.77	118.22	129.18	140.04	104.41
Neath Port Talbot	67.45	83.86	93.18	102.50	111.82	121.14	75.88	84.31	92.74	101.17	67.45	76.57	88.74	102.47	111.82	121.14	92.02
Newport	69.60	86.54	96.15	105.77	115.38	125.00	78.29	86.99	95.69	104.39	69.60	79.10	90.51	105.40	115.34	125.00	94.34
Pembrokeshire	68.35	84.99	94.43	103.87	113.32	122.76	76.89	85.44	93.98	102.52	68.35	78.75	92.01	103.66	113.32	122.76	93.76
Powys	70.06	87.11	96.79	106.47	116.15	125.83	78.82	87.57	96.33	105.09	70.06	81.27	93.85	106.31	116.15	125.83	96.39
Rhondda Cynon Taf	65.79	81.81	90.90	99.99	109.08	118.17	74.02	82.24	90.47	98.69	65.79	74.65	87.09	99.98	109.08	118.17	89.12
Swansea	69.66	86.62	96.25	105.87	115.49	125.12	78.37	87.08	95.79	104.50	69.66	78.90	92.73	105.39	115.49	125.12	93.10
Torfaen	68.85	85.60	95.11	104.63	114.14	123.65	77.45	86.06	94.66	103.27	68.85	78.46	91.00	104.39	114.06	123.65	95.06
Vale of Glamorgan	75.72	94.15	104.61	115.07	125.53	135.99	85.18	94.64	104.11	113.57	75.72	85.63	99.66	114.51	125.53	135.99	103.34
Wrexham	69.59	86.52	96.14	105.75	115.36	124.98	78.28	86.98	95.68	104.38	69.59	81.15	92.69	105.57	115.36	124.98	95.22
Wales	70.70	86.92	96.11	105.77	116.99	129.69	79.32	87.62	97.36	110.87	70.70	80.69	92.75	105.62	116.95	129.69	95.32

Source: Welsh Government Social Rent Model

- (a) The uplift of CPI of 2.7% is applied to the starting rent for this matrix, which is currently taken to be the average rent charged by all RSLs for all general needs and sheltered stock in 2019-20.
- (b) Year-on-year changes in this matrix will in the main be due to this 2.7% uplift, but will vary due to changes in the location index, so that larger increases will be present in those local authority areas where the location index has risen, and smaller increases will be present in those local authority areas where the location index has fallen.
- (c) The symbol "." occurs in the highlighted total columns in cases where no properties of a given size are present, as that prevents a meaningful total being calculated.

Policy for Social Housing Rents - Final

TABLE 4

Local authorities - policy rent summary - uplifted rents for 2020-21 (CPI + 1% = 2.7%)

Registered social landlord	Pre-SAP policy rents (£ per week)	Average SAP rating (a) (2018-19)	Difference due to SAP		Post-SAP policy rents (£ per week)	Post-SAP policy rent band, 2020-21			Stock at 31 March 2019 (units)	Current rent average, 2019-20 (£ per week)	Comparison against target rent band for 2020-21 if current rent is increased by 2.7%			
			(£ per week)	(per cent)		Low end (£ per week)	Mid point (£ per week)	High end (£ per week)			Uprated rent (£ per week)	Relative to band	Below or above by: £	Per cent
Caerphilly	95.02	65.5	0.14	0.2%	95.17	90.41	95.17	99.92	10,692	88.27	90.65	Within	.	.
Cardiff	105.41	70.6	1.78	1.7%	107.19	101.83	107.19	112.55	13,394	103.50	106.29	Within	.	.
Carmarthenshire	94.39	65.0	0.00	0.0%	94.39	89.67	94.39	99.11	9,160	87.41	89.77	Within	.	.
Denbighshire	94.79	66.0	0.28	0.3%	95.07	90.32	95.07	99.83	3,376	89.81	92.23	Within	.	.
Flintshire	100.03	67.8	0.84	0.8%	100.87	95.82	100.87	105.91	7,241	93.71	96.24	Within	.	.
Isle of Anglesey	97.18	68.0	0.87	0.9%	98.06	93.15	98.06	102.96	3,818	91.75	94.23	Within	.	.
Pembrokeshire	94.57	75.0	2.84	3.0%	97.40	92.53	97.40	102.27	4,715	82.11	84.33	Below	-8.21	-8.9%
Powys	97.76	65.0	0.00	0.0%	97.76	92.87	97.76	102.65	5,352	89.66	92.08	Below	-0.79	-0.9%
Swansea	95.07	66.0	0.29	0.3%	95.35	90.58	95.35	100.12	13,525	91.92	94.40	Within	.	.
Vale of Glamorgan	105.55	70.6	1.77	1.7%	107.32	101.95	107.32	112.68	3,214	98.93	101.60	Below	-0.35	-0.3%
Wrexham	95.94	72.6	2.19	2.3%	98.12	93.22	98.12	103.03	11,109	91.06	93.52	Within	.	.

a) This is the average SAP rating over all general needs and sheltered properties provided by landlords with 100 or more units of such stock solely for the purpose of this calculation.

Minimum	94.39	65.0	0.00	0.0%	94.39	89.67	94.39	99.11		82.11	84.33	Below		3
Maximum	105.55	75.0	2.84	3.0%	107.32	101.95	107.32	112.68		103.50	106.29	Within		8
Total												Above		0

Source: Welsh Government Social Rent Model

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PRAWF BUDD Y CYHOEDD

PUBLIC INTEREST TEST

Polisi Gwirio Ar Sail Risg Budd-dal Tai / Gostyngiadau'r Dreth Gyngor
Housing Benefit / Council Tax Reduction Risk Based Verification Policy

<p>Paragraff 14 o Atodlen 12A Deddf Llywodraeth Leol 1972 Paragraph 14 of Schedule 12A Local Government Act 1972</p>	
<p>Y PRAWF – <i>THE TEST</i></p>	
<p>Mae yna fudd i'r cyhoedd wrth ddatgelu oherwydd / There is a public interest in disclosure as:-</p> <ul style="list-style-type: none"> • Mae'r polisi sydd a'r adroddiad sydd ynghlwm yn cynnwys manylion a allai roi tawelwch meddwl i'r cyhoedd fod gan y Cyngor weithdrefnau i ddiogelu'r system budd-daliadau tai rhag twyll a chamgymeriad. • The enclosed policy and report provides details which could reassure the public that the Council has procedures to secure benefit administration from fraud and error. 	<p>Y budd i'r cyhoedd with beidio datgelu yw / The public interest in not disclosing is:-</p> <ul style="list-style-type: none"> • Mae'r wybodaeth sydd wedi ei hamlinellu yn y polisi a'r adroddiad amgaeedig yn cynnwys gwybodaeth a dadansoddiad o'r proffil hawlwr ble mae'r risg o dwyll neu gamgymeriad ar ei uchaf ac yn rhoi manylion am y prosesau a ddefnyddir i wirio hawliadau o'r fath. Byddai datgelu'r wybodaeth sydd yn yr adroddiad yn cyfyngu ar effeithiolrwydd y Cyngor wrth iddo ymgymryd â'r gwaith hwn a gall cael effaith ar gyllidebau. • Byddai cyhoeddi hefyd yn darparu gwybodaeth sensitif mewn perthynas â phroffil yr achosion gyda hynny'n fwy tebygol o arwain at or-daliadau a gallai landlordiaid masnachol ddefnyddio'r wybodaeth a'i gwneud yn fwy anodd i'r sawl sy'n chwilio am lety i ddod o hyd i lety addas. Gall hyn hefyd gael effaith ar gyllidebau. • The information contained within the enclosed policy and report includes information and analysis of the claimant profile where the risk of fraud or error is highest and details information about the processes to check such claims. Disclosing the information in the report would limit the Council's effectiveness in undertaking this work and could have an affect on budgets.. • Publication would also provide sensitive information relating to the profile of cases more likely to result in overpayments which commercial landlords could use making it more difficult for those seeking accommodation to find suitable accommodation. This too could affect the relevant budget.

<p>Argymhelliad: Mae'r budd i'r cyhoedd wrth gadw'r eithriad o bwys mwy na'r budd i'r cyhoedd wrth ddatgelu'r wybodaeth</p> <p>Recommendation: The public interest in maintaining the exemption outweighs the public interest in disclosing the information.</p>	

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