



**CYNGOR SIR  
YNYS MÔN  
ISLE OF ANGLESEY  
COUNTY COUNCIL**

**GŴYS A RHAGLEN**

**SUMMONS AND AGENDA**

ar gyfer

for a

**CYFARFOD O  
GYNGOR SIR  
YNYS MÔN**

**MEETING OF THE  
ISLE OF ANGLESEY  
COUNTY COUNCIL**

a gynhelir yn

to be held at the

**SIAMBR Y CYNGOR  
SWYDDFA'R SIR  
LLANGEFNI**

**COUNCIL CHAMBER  
COUNCIL OFFICES  
LLANGEFNI**

**DYDD IAU, 10 HYDREF 2013**

**THURSDAY, 10 OCTOBER 2013**

**➔ am 2.00 o'r gloch ←**

**➔ at 2.00 pm ←**

# AGENDA

## PRESENTATIONS - ISLAND GAMES

The Chair of the Council will present the successful athletes who competed at the recent Island Games in July 2013 with an award on behalf of the Council.

### 1 **MINUTES**

To submit for confirmation, the minutes of the meetings of the County Council held on the following dates:-

- 16<sup>th</sup> April, 2013 (Extraordinary)
- 23<sup>rd</sup> May, 2013 (Extraordinary) (10.00 am)
- 23<sup>rd</sup> May, 2013 (11.00 am)
- 23<sup>rd</sup> May, 2013 (First Annual Meeting) (2.00 pm)
- 30<sup>th</sup> May, 2013 (Adjourned Annual Meeting)
- 18<sup>th</sup> June, 2013 (Extraordinary)
- 15<sup>th</sup> July, 2013 (Extraordinary)
- 26<sup>th</sup> September, 2013 (Extraordinary)

### 2 **DECLARATION OF INTEREST**

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

### 3 **TO RECEIVE ANY ANNOUNCEMENTS FROM THE CHAIRPERSON, LEADER OF THE COUNCIL, EXECUTIVE OR THE CHIEF EXECUTIVE**

### 4 **MINUTES FOR INFORMATION - IMPROVEMENT AND SUSTAINABILITY BOARD**

To submit for information, the minutes of the meeting of the Anglesey Improvement and Sustainability Board held on the following dates:-

- 27<sup>th</sup> June, 2013
- 23<sup>rd</sup> September, 2013

### 5 **PRESENTATION OF PETITIONS**

The Chief Executive will present the Chair of the Council with a petition by UNISON comprising of approximately 406 signatures objecting to the closure of Caffi Môn.

### 6 **ANNUAL TREASURY MANAGEMENT REVIEW FOR 2012-13**

To submit the report of the Head of Function (Resources).

### 7 **IMPROVEMENT REPORT - PERFORMANCE REVIEW OF 2012-13**

To submit the report of the Head of Service (Policy).

**8** **ISLE OF ANGLESEY COUNTY COUNCIL IMPROVEMENT ASSESSMENT - LETTER 1**

To submit the report of the Wales Audit Office.

**9** **POLITICAL BALANCE**

To submit the report of the Interim Head of Democratic Services.

**10** **BROADCASTING OF MEETINGS**

- To submit the report of the Interim Head of Democratic Services as submitted to the Democratic Services Committee held on 1<sup>st</sup> October, 2013.
- To report that the Democratic Services Committee held on 1<sup>st</sup> October, 2013 had resolved to recommend to the County Council as follows:-

*“To proceed with the webcasting of meetings for a two year pilot period in order to utilise the Welsh Government funding;*

*That the full County Council, the Executive and the Planning and Orders Committee be the meetings to be webcasted as part of the pilot;*

*To authorise the Interim Head of Democratic Services and the ICT Manager to procure the necessary equipment based on a hosted solution;*

*To note the position in relation to remote access as detailed in the report.”*

**11** **REVISED LOCAL DEVELOPMENT PLAN DELIVERY AGREEMENT**

To submit the report of the Head of Service (Planning and Public Protection).

**12** **DELEGATIONS**

The Chief Executive will present for information, a report seeking out any changes to the scheme of delegation relating to the Executive functions made by the Executive, or the Leader since the last Ordinary meeting (Rule 4.4.1.1.2 of the Executive Procedure Rules of the Constitution refers).

**13** **EXCLUSION OF THE PRESS AND PUBLIC**

To consider adoption of the following:-

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

**14** **PIT TEST - EQUAL PAY CLAIM**

**15** **EQUAL PAY CLAIM**

To submit a verbal update by the Deputy Chief Executive.

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**EXTRAORDINARY MEETING OF THE ISLE OF  
ANGLESEY COUNTY COUNCIL**

**Minutes of the meeting held on Tuesday, 16 April 2013**

- PRESENT:** Councillor Robert Llewelyn Jones (Chair)  
Councillor Eurfryn Griffith Davies (Vice-Chair)
- Councillors W J Chorlton, R Dew, Jim Evans, Keith Evans, C LI Everett,  
Mrs Fflur Hughes, K P Hughes, R LI Hughes, W I Hughes, W T Hughes,  
Eric Jones, G O Jones, O Glyn Jones, Raymond Jones, R Dylan Jones,  
T H Jones, Rhian Medi, Alun W Mummery, B Owen, J V Owen, R L Owen,  
R G Parry OBE, G O Parry MBE, J A Roberts, Eric Roberts, P S Rogers,  
E Schofield, Ieuan Williams and H W Thomas
- IN ATTENDANCE:** Chief Executive  
Deputy Chief Executive  
Director of Lifelong Learning  
Director of Community  
Head of Function (Resources) and Section 151 Officer  
Head of Function (Legal and Administration) (Items 1-5 only)  
Head of Service (Policy) (Items 1-5 only)  
Senior Solicitor (Childrens' Services) (Items 6 & 7 only)  
Committee Services Manager (JG)
- APOLOGIES:** Councillors T LI. Hughes, A M Jones, H E Jones, C McGregor,  
G W Roberts OBE and Selwyn Williams;  
Corporate Director (Sustainable Development)

The meeting was opened by a prayer offered by Councillor G.O.Jones

**1 DECLARATION OF INTEREST**

The Head of Function (Legal and Administration) and the Head of Service (Policy) declared an interest in Item 7 of these minutes and were not present at the meeting during any discussion or voting thereon.

**2 TO RECEIVE ANY ANNOUNCEMENTS FROM THE CHAIRPERSON, LEADER OF THE COUNCIL, COMMISSIONERS OR THE HEAD OF PAID SERVICE**

None to declare.

**3 PRESENTATION TO THE RETIRING MEMBERS BY THE CHAIR**

The Chief Executive paid tribute to the following Councillors who had declared their intention to retire as Councillors prior to the Council elections this May:-

**Councillor Cliff Everett**

Councillor Cliff Everett was elected as a Labour Member for the Holyhead Town Ward in 1991 and had been a former Chairman of the Audit Committee and the Principal Scrutiny Committee and the Executive.

**Councillor Fflur M. Hughes**

Councillor Fflur M. Hughes was elected as a Plaid Cymru member for the Cefni Ward in May 1999 and had been a former Chair of the Lifelong Learning and Culture Committee and former Chair of the Housing and Social Services Committee.

### **Councillor W.I.Hughes**

Councillor W.I.Hughes was elected as a Plaid Cymru member for the Bodffordd Ward in 1999. He had served on the Executive in the past as the Portfolio Holder for Housing.

### **Councillor Eric Jones**

Councillor Eric Jones was elected member for the Llanfihangel Ysceifiog Ward in 2007 and had been Chair of the General Grants Committee and a former Vice-Chair of the Corporate Scrutiny Committee.

### **Councillor Tom Jones**

Councillor Tom Jones was elected member for the Llanfechell Ward in 2004. He had been an Executive member with responsibility as Portfolio Holder for Finance. He had also been the Chair of the Audit Committee and the Appointments Committee.

### **Councillor Clive McGregor** (unable to be present today)

Councillor Clive McGregor was elected to the County Council in May 2008 and represented the Llanddyfnan Ward. He was appointed Portfolio Holder for Highways, Transportation and Maritime upon entering the Council. In April 2009, he was elected Leader of the Original Independents' Group and was Leader of the County Council between May 2009 to May 2011.

### **Councillor Rhian Medi**

Councillor Rhian Medi was elected as a Plaid Cymru member for the Cyngar Ward in 2008. She had been a former Chair of the Education and Leisure Scrutiny Committee and also the Executive at its inception in 2000.

### **Councillor J.V.Owen**

Councillor J.V.Owen was elected to the Isle of Anglesey Borough Council in 1976 and was elected Mayor of the Borough Council between 1985-86. He was elected as member for the Parc a'r Mynydd Ward, Holyhead in 2008. He was the current Chairman of the Economic Development, Tourism and Property Scrutiny Committee.

### **Councillor R.L.Owen**

Councillor R.L.Owen was elected as member for the Beaumaris Ward in May 1999. He had served as a Beaumaris Town Councillor since 1986 and was Mayor of Beaumaris between 1996-97. Councillor Owen was Chairman of the County Council in 2002-03, during the visit by Her Majesty The Queen as part of her Golden Jubilee visit to Beaumaris. He also served as Chairman of the Planning and Orders Committee. He had also served as the former Chair of the Environment and Technical Services Scrutiny Committee and was currently its Vice-Chair.

### **Councillor G.O.Parry,MBE**

Councillor G.O.Parry,MBE had been a member of the Valley Community Council since 1976. He had been the Chairman of the Association of Local Councils, Gwynedd for five years. He had been a member of the Isle of Anglesey Borough Council since 1982 and of this Council since 1996.

He had been Borough Mayor during 1990-91 and had also been involved with the Citizens Advice Bureau since 1974 and served as the Chair of the North Wales as well as the Holyhead CAB. He had been the Leader of the County Council between 1999 to 2002 and was the current Portfolio Holder for Education.

**Councillor G.Winston Roberts,OBE** (unable to be present today)

Councillor G.Winston Roberts, OBE was first elected as a member of the former Ynys Mon Borough Council in 1976 and served the Authority until the creation of Unitary Authorities in 1996. During that period he played a prominent role within the Council, holding the Chairs of the Economic and Tourism Development Committee, the Environmental Health Committee and of the Personnel and Performance Review Committee.

In May 1995, he was elected as a member of this Council and became the Council's first Chairman and Leader. He had twice been elected Mayor of Amlwch Town Council. He was the current Chair of the Isle of Anglesey Charitable Trust Investments and Contracts Committee.

The Chair thanked all the retiring members for their valued contribution and wished them well for the future.

The Chair on behalf of the County Council presented the members in question with crystal glass plaques with the Council logo as a memento of their service to Local Government and also presented a bouquet of flowers to the wives/partners who were able to be present today.

The Leader of the Council paid tribute to the retiring members and thanked them for their support over the last few years with the recovery process.

Councillor Keith Evans was also afforded the opportunity of paying his own tribute to the retiring members and wished them well for the future.

#### **4 NORTH WALES POLICE**

The Chair extended a warm welcome to the Police Commissioner.

A presentation was provided to the Council by the newly appointed Police and Crime Commissioner for North Wales, Mr. Winston Roddick, CB, QC, regarding his invitation to North Wales residents to share their views on local policing and crime.

Views expressed would be used in the development of a Police and Crime Plan that would set out a clear direction for the police service in North Wales over the next few years.

The Police Commissioner wanted this Plan to reflect the needs of the North Wales public and sought to obtain the views of the local community about policing matters concerning them.

Following the Commissioner's address, the members of the Council were provided with a question and answer session with particular regards to problems being encountered on the Island. Mention was also made that consideration should be given to erecting a commemorative plaque at perhaps the new Llangefni Police Station for the late Dr. Tom Parry Jones of Menai Bridge, the inventor of the electronic breathalyser.

The Chair thanked the Commissioner for his address and on behalf of the Council wished him well in his new post and looked forward to further visits by the Commissioner during his term of office.

#### **5 TREASURY MANAGEMENT - QUARTER 2 MONITORING REPORT**

Submitted – the report of the Head of Function (Resources) on the Treasury Management Strategy Statement and Annual Investment Strategy : Mid Year Review Report for 2012/13. This report was presented to Council in order to comply with the recommendations of the CIPFA Code of Practice on Treasury Management.

The Council had resolved that this report be also considered by the Audit Committee. The Audit Committee considered the content of the report at its meeting on 12 December, 2012 and resolved to accept its content and to refer it to the County Council.

**RESOLVED to note the contents of the report, which has also been scrutinised by the Audit Committee.**

**6 EXCLUSION OF THE PRESS AND PUBLIC**

**RESOLVED to adopt 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.”**

**7 HEADS OF SERVICE STRUCTURE CONSIDERATIONS**

Reported verbally by the Deputy Chief Executive upon the recommendation of the Executive held yesterday in this respect and which resolved *‘to support the recommendations contained in the report and to endorse them to full Council.’*

Reported by the Deputy Chief Executive – That a key component of the Transformation Plan was to review the Heads of Service management structure of the Council in line with the priorities emerging from the Plan and the way in which the Council would need to operate to deliver these priorities over the term of the next Council post May 2013.

Re-designing the Heads of Service Structure was the next stage of the process. This report sets out the case, design principles, key considerations, the proposed new structure (with a rationale), and the details on implementation for a new Heads of Service Structure.

A general consultation would then take place after the election, with staff and stakeholders on the service changes agreed by Council, and a detailed implementation plan would be drawn up.

As stated in the report, concern had been expressed regarding the implementation of the HOS Review prior to the completion of Job Evaluation. It was proposed therefore that an implementation date of 1<sup>st</sup> October be set for the new HOS structure and that this should also be the implementation date for Job Evaluation, for the purpose of back pay and salary protection arrangements.

**RESOLVED to support the recommendations contained in the Deputy Chief Executive’s report.**

*(Councillor Rhian Medi wished it to be recorded that she had abstained from voting on the matter).*

The meeting concluded at 3:50 p.m.

**COUNCILLOR R.LI.JONES  
CHAIR**



# EXTRAORDINARY MEETING OF THE ISLE OF ANGLESEY COUNTY COUNCIL

## Minutes of the meeting held on 23 May 2013

**PRESENT:** Councillor Robert Llewelyn Jones (Chair)  
Mr E G Davies (Vice-Chair)

Councillors Lewis Davies, R Dew, Jeffrey M.Evans, Jim Evans, Ann Griffith, John Griffith, D R Hughes, K P Hughes, T LI Hughes, Vaughan Hughes, W T Hughes, Victor Hughes, Llinos Medi Huws, A M Jones, Carwyn Jones, G O Jones, H E Jones, R.Meirion Jones, Raymond Jones, Alun W Mummery, R G Parry OBE, Dylan Rees, J A Roberts, Nicola Roberts, P S Rogers, Alwyn Rowlands, Dafydd Rhys Thomas and Ieuan Williams

**IN ATTENDANCE:** Chief Executive  
Deputy Chief Executive  
Director of Lifelong Learning  
Head of Function (Resources) and Section 151 Officer  
Head of Function (Legal and Administration)  
Head of Service (Finance)  
Head of Service (Policy)  
Head of Service (Highways and Waste Management)  
Head of Service Adult Services  
Head of Service (Children's Services)  
Head of Service (Provider Unit)  
Head of Service (Housing)  
Interim Head of Human Resources (CE)  
Committee Services Manager (JG)

**ALSO PRESENT:** Lesley Griffiths, AM (Minister for Local Government and Government Business), Commissioner Alex Aldridge OBE, Commissioner Byron Davies OBE, Commissioner Mick Giannasi, Gareth Jones (Commissioner), Mr Steve Pomeroy (Head of Local Government Improvement), Ms Lisa Hughes (Intervention Policy Manager), Ms Sioned Rees (Deputy Director - External Partnerships), Mr Gareth Chestney (Improvement Programmes Officer), Huw Lloyd Jones (Wales Audit Office), Andy Bruce (Wales Audit Office), Marc Roberts (CSSIW), Michael Wilson, Islwyn Jones, Dilys Shaw, Councillor Raymond Evans, Mr Richard Barker (Lay Member of the Audit Committee) and Mrs Sharon Warnes (Lay Member of the Audit Committee)

**APOLOGIES:** Councillor Richard Owain Jones

### 1 DECLARATION OF INTEREST

None to declare.

### 2 TO RECEIVE ANY ANNOUNCEMENTS FROM THE CHAIRPERSON OR THE CHIEF EXECUTIVE

The Chair extended a warm welcome to the Minister for Local Government and Government Business and her staff to today's meeting. A welcome was also extended to the Commissioners, the members of the Standards Committee, the Lay members of the Audit Committee and the representatives of the Wales Audit Office and the CSSIW.

**3 ADDRESS TO COUNCIL BY THE MINISTER FOR LOCAL GOVERNMENT AND GOVERNMENT BUSINESS**

The Minister for Local Government and Government Business addressed the Council on the future of the Council post May 2013. The following is the text of the Minister's address:-

*"We are all well aware of the history of the problems which plagued this Council. Problems that were both serious and long-running. They related, in the main, to poor member behaviour and a lack of strategic direction. The situation within the Council was dire and could no longer be tolerated. It demanded vigorous and sustainable action to restore the Council's standing and its ability to meet the needs of the people of Anglesey.*

*In 2009, the Auditor General for Wales produced a highly critical inspection report which the Welsh Government could not and did not ignore. As a result, in 2009 a Ministerial Recovery Board was established to help the Council address its problems.*

*In early 2011, the Recovery Board concluded the Council was unlikely to achieve a sustainable recovery in the foreseeable future. This prompted a special re-inspection by the Auditor General. Again, his findings and recommendations were damning. The concerns and difficulties were played out over many months. My predecessor as Local Government Minister, Carl Sargeant, was left with no choice other than to appoint in March 2011, five Commissioners to run the Council on his behalf.*

*I know it was not an easy decision for him to make. It was totally unprecedented. No other Local Authority in the UK has ever had all of its powers withdrawn. However, it was the right choice given the seriousness of the Council's problems. Such drastic action was essential in order to protect the future of the Council and most importantly the citizens of Anglesey.*

*However, that brave decision proved to be a turning point. Since the appointment of the Commissioners, the Council has completely turned itself around and made remarkable progress. It is clear everyone involved in the recovery programme has benefitted greatly from the Commissioners' oversight and expertise.*

*In recognition of this, last October the number of Commissioners was reduced from five to three and also their presence in the Council. And most importantly day to day running was handed back to you, the Council.*

*Since then you have continued to do well. You have demonstrated you have matured as a Council taking considered and appropriate decisions and have the capacity to operate effectively without external control. For instance:*

- (i) You appointed a new senior leadership team which is progressing well on your transformation programme;*
- (ii) You became the first Local Authority in North Wales, and only the second in Wales, to achieve the Welsh Housing Quality Standard;*
- (iii) In March, you approved your budget for 2013-14 in a mature and effective manner; and*
- (iv) You recently secured highly commended for the Management Consulting Association's Public Sector Change Management Project of the year.*

*These are just some of your recent achievements, which are all the more significant for a Council that was so damaged only four short years ago.*

*As you know my decision about the future of the Council was deferred until after your election earlier this month.*

*I think everyone will agree the election went extremely well. Each seat was well-contested, with a 106 candidates standing in 30 seats. The 50.5% turnout was also significantly higher than any other election which took place in the UK on the same day.*

*I believe this level of turnout says something powerful about the strength of democracy on the Island. And how much its people care about who represents them. The people of Ynys Mon have spoken and have placed their trust and their hopes in you.*

*The election left no party or group with an overall majority. Who forms the administration is not a matter for me. What does matter to me is that the Council continues to perform well and build on the good work done in recent months under the stewardship and guidance of the Commissioners. Whoever forms the new administration this afternoon, I am confident a stable and effective administration will follow.*

*This afternoon you will vote for a new Leader and a fresh start. You have an opportunity to move forward and embark on a new chapter for the Council. A new beginning which allows you to leave your previous deep-seated problems truly in the past. You can move forward with confidence and a sense of achievement.*

*While ongoing support will be given as you move forward under your own direction, you have clearly demonstrated to me, my predecessor and the Commissioners, you are more than capable of delivering a sustainable recovery and continuing improvement. Taking all of this into account, I am now convinced you can manage your own affairs without external intervention. I am very pleased the Commissioners and the Auditor General for Wales share my view.*

*I am therefore delighted to announce my Ministerial intervention will formally end on Friday 31<sup>st</sup> May.*

*Congratulations to everyone who has been involved in the recovery process. It has been a huge achievement. It is a testament to all involved: Council Officers and Members, Commissioners and, of course, my colleague Carl Sargeant.*

*I am confident for you as a Council and about what the future holds. I am convinced you can become an exemplar within the Local Government family and others can learn from your successes.*

*However, you still face tough challenges as all Local Authorities do, particularly in this unprecedented financial climate. I urge you to liaise closely with the Welsh Local Government Association to establish the level of support you will require after today. I also encourage you to build on the effective relationship you have developed with the Wales Audit Office during the recovery process. My officials and I as Minister stand ready to help, advise and support you as you complete the good work you have begun.*

*I very much look forward to hearing about your developments over the coming months and wish you all good luck."*

Group Leaders together with Councillor Aled Morris Jones (Welsh Liberal Democrats) each thanked the Minister for bringing the intervention to an end and paid tribute to the Commissioners for their much valued input. Tributes in this respect were also paid to the Regulators and to the Council staff.

The Chief Executive welcomed the Minister's announcement and stated that since democratic control was restored in October 2012, Anglesey had clearly demonstrated an

appetite and commitment to change. He was confident that the Authority was now more than capable of managing its own affairs. Good progress was being made in delivering service improvements and the Authority had responded positively to the guidance provided by Commissioners and our regulators.

The Authority now had an ambitious transformation programme in place which would provide a catalyst for significant service improvements on behalf of the people of Anglesey.

He also took the opportunity of expressing his thanks to the Commissioners, Members, Regulators and staff of the Council.

On behalf of all those present, the Chair thanked the Chief Executive for the way he had led the Authority through this very difficult time. He presented the Commissioners with a memento of their stay on Anglesey and extended a warm welcome to them and to the Minister should they visit the Island at any time in the future.

The meeting concluded at 10.30 am

**COUNCILLOR R LL JONES**  
**CHAIR**

# ORDINARY MEETING OF THE ISLE OF ANGLESEY COUNTY COUNCIL

## Minutes of the meeting held on 23 May 2013 (11:00 am)

- PRESENT:** Councillor Robert Llewelyn Jones (Chair)  
Mr E G Davies (Vice-Chair)
- Councillors Lewis Davies, R Dew, Jeffrey M.Evans, Jim Evans, Ann Griffith, John Griffith, D R Hughes, T LI Hughes, K P Hughes, Vaughan Hughes, Victor Hughes, W T Hughes, Llinos Medi Huws, A M Jones, Carwyn Jones, G O Jones, H E Jones, Raymond Jones, R.Meirion Jones, Alun W Mummery, R G Parry OBE, Dylan Rees, J A Roberts, Nicola Roberts, Alwyn Rowlands, P S Rogers, Dafydd Rhys Thomas and Ieuan Williams
- IN ATTENDANCE:** Chief Executive  
Deputy Chief Executive  
Director of Lifelong Learning  
Head of Function (Legal and Administration)  
Head of Service (Policy)  
Head of Function (Resources) and Section 151 Officer  
Legal Services Manager (Item 7 only)  
Senior Solicitor (Children's Services) (Item 10 only)  
Committee Services Manager (JG)
- ALSO PRESENT:** Mr Huw Lloyd Jones and Mr Andy Bruce – Wales Audit Office
- APOLOGIES:** Councillor Richard Owain Jones  
Director of Sustainable Development, Director of Community

### 1 ANNUAL IMPROVEMENT REPORT 2013 - ISLE OF ANGLESEY COUNTY COUNCIL

Submitted - A verbal presentation by Mr Huw Lloyd Jones, Wales Audit Office on the Annual Improvement Report for 2013.

Reported – That the Auditor General had concluded that the Council was making good progress in delivering improvements and had responded constructively to advice from the Commissioners and regulators, but the momentum of change needed to continue in order to ensure sustainable improvement.

Auditors found that the Council was making progress in delivering improvement in most of its priorities but needed to focus on weaker services to improve outcomes for the public :-

- the Council continued to make good progress in addressing the Commissioners' corporate governance themes and had reached a critical turning point with intervention being scaled back;
- good progress was being made in bringing about improvement in the performance of children's services and responding to the findings of the Care and Social Services Inspectorate for Wales (CSSIW) inspection in 2011;
- the Council was responding constructively to the findings of the Estyn inspection in 2012;
- housing benefit services were generally improving;

- the Council was one of only two in Wales to deliver the Welsh Housing Quality Standard by the target date and arrangements for responsive repairs to housing were improving;
- the Council's arrangements for the management of its information asset, limited the Council's ability to improve; and
- the Council was developing its partnership working arrangements, beginning to engage with the public more effectively and was addressing economic, social and environmental issues.

Auditors also found that the Council's approach to reporting and evaluating performance was improving, and the Senior Leadership Team was adding to the Council's capacity and capability to deliver further improvement :-

- the Council's annual self-evaluation report was balanced but there was scope to include more qualitative information to provide a rounded evidence base to enable it to assess its performance;
- governance and monitoring arrangements were improving while scrutiny and audit committees were performing well, with both elected and lay members providing valuable challenge and input;
- the Council was learning to be more self-critical in its evaluation of delivering services and outcomes for citizens, and
- the Senior Leadership Team was providing strong and visible leadership, and had added significantly to the Council's capacity and capability to deliver further improvement.

Finally, the report set out views on how well the Council was planning for, and making arrangements to support improvement. In conclusion, the Council had a comprehensive plan for improvement which would be challenging to achieve, but which had realistic prospects to bring significant improvements to services and the people of Anglesey.

Members was provided with a short question and answer session.

**RESOLVED to note the contents of the report.**

## **2 MINUTES**

Submitted and confirmed as a true record, the minutes of the meetings of the County Council held on the following dates:-

- 5th March, 2013
- 16th April, 2013 (Extraordinary)

Arising thereon-

### **Item 3 – Presentation to the Retiring Members by the Chair**

In respect of Councillor R.L.Owen, that the year 1999 be added to the end of the first sentence of the paragraph in the Welsh version of the minutes.

## **3 DECLARATION OF INTEREST**

None to declare.

#### **4 TO RECEIVE ANY ANNOUNCEMENTS FROM THE CHAIRPERSON OR THE CHIEF EXECUTIVE**

The Chair extended a warm welcome to those new Members of the Council attending their first meeting of the County Council and thanked those former members of the Council who had lost or had decided not to contest the recent election.

The Chair congratulated the Housing Department on winning the third prize in a national TPAS Wales competition for their work with the Tenants Panel under the heading 'improving services'.

The Chair also mentioned that Agewell Hwyllog Mon had been selected as a finalist at the prestigious Care Council Social Care Accolades Award 2013 to be held at Cardiff City Hall on 21<sup>st</sup> June, in the Citizens controlling services category. Agewell was an excellent example of people working together to develop services and opportunities for their local communities and it played a key role in the development of the Authority's preventative strategy for older people. This model could be replicated in other areas of Anglesey and would feature greatly in the transformation programme for adult social care.

On a sadder note, the Chair referred that at the last meeting of the Corporate Parenting Panel, tribute was paid to Mrs Liz Owen, who had been a foster carer for the Council since 1996, and who passed away on 5 April, 2013 at the age of 53.

The staff in the Community Department and the Anglesey Foster Carers Association had collected money to buy a tree which would be planted in the garden of Alaw Ward, Ysbyty Gwynedd, as a permanent memorial to Mrs Liz Owen and her valuable contribution to the lives of children in care.

On behalf of the Council, the Chair sympathised with her family in their loss.

Condolences were extended to any member of the Council or staff who had suffered a bereavement. Members and Officers stood in silent tribute as a mark of respect.

#### **5 MINUTES FOR INFORMATION - IMPROVEMENT AND SUSTAINABILITY BOARD**

Submitted for information, the minutes of the meetings of the Anglesey Improvement and Sustainability Board held on the following dates:-

- 28th February, 2013
- 25th April, 2013

**RESOLVED to note the contents of the minutes of the meetings of the Improvement and Sustainability Board.**

#### **6 PRESENTATION OF PETITIONS**

In accordance with Paragraph 4.1.11 of the Constitution, a petition with 14 signatures was submitted by the Chief Executive on behalf of Councillor Aled Morris Jones, calling upon the Isle of Anglesey County Council to release a sum of £250,000 from their reserves now, to fund urgent repairs to Anglesey's roads.

**RESOLVED that the matter be referred to the Corporate Scrutiny Committee for consideration.**

**7 CHANGES TO THE COUNCIL'S CONSTITUTION - CHANGES TO THE PLANNING PROCEDURE RULES AHEAD OF MULTI-MEMBER WARDS FOLLOWING THE 2013 ELECTIONS**

Reported - That the Executive upon consideration of the above at their meeting on 22nd April, 2013, had resolved as follows:-

*“To recommend to the County Council that it amends the Council’s Constitution as indicated in the report and to authorise officers to make any consequential amendments to the Constitution”.*

**RESOLVED to endorse the Executive’s recommendation in this respect.**

**8 CHANGES TO THE CONSTITUTION - CREATION OF A PROTOCOL FOR SOCIAL MEDIA IN MEETINGS**

Reported - That the Executive upon consideration of the above at their meeting on 22 April, 2013 had resolved as follows :-

*“To recommend to full Council that the Social Media Protocol be adopted and incorporated within the Constitution and that authority be given to Officers to make any consequential amendments to the Constitution.”.*

**RESOLVED to endorse the Executive’s recommendation in this respect.**

**9 CHANGES TO THE CONSTITUTION - FREQUENCY OF SCRUTINY COMMITTEES**

Reported - That the Executive upon consideration of the above at their meeting on 22 April, 2013 had resolved to recommend to the County Council as follows:-

- *“That the two new Scrutiny Committees shall be called the Corporate Scrutiny Committee and the Partnership and Regeneration Scrutiny Committee;*
- *That Ordinary meetings of each Scrutiny Committee be held six times in each Municipal Year;*
- *That authority be given to officers to make any consequential amendments to the Constitution”.*

Councillor H.Eifion Jones proposed that the decrease in the number of Scrutiny Committees from 5 to 2 be reviewed in six months time. The proposal was not seconded.

**RESOLVED to endorse the Executive’s recommendations in this respect.**

**10 TO ADOPT A NEW DBS POLICY IN PLACE OF THE CURRENT CRB POLICY**

Reported – That the Executive upon consideration of the above at their meeting on 22nd April, 2013, had resolved to recommend to the County Council as follows:-

- *“That it adopts the updated DBS Policy (formerly the Corporate Criminal Records Policy) with delegated authority to the Monitoring Officer to amend the draft as regards naming of Scrutiny Committees and reconciling (if possible) the period when the DBS checks can remain valid; and that it be published on the Council’s webpage.*
- *That arrangements be made to convene training workshops for Members”.*



**RESOLVED to endorse the Executive's recommendations in this respect.**

**11 TO ADOPT A LOCAL RESOLUTION PROTOCOL IN PLACE OF THE CURRENT SELF-REGULATION PROTOCOL**

Submitted - A report by Mr Michael Wilson, Chair of the Standards Committee on the adoption of a Local Resolution Protocol in place of the current Self-Regulation Protocol.

**RESOLVED to abolish the Self-Regulation Protocol adopted on the 4<sup>th</sup> March, 2010 and, with immediate effect, adopt a new Local Resolution Protocol in accordance with the document attached at Enclosure 7 to this report.**

**12 STANDARDS COMMITTEE ANNUAL REPORT 2012-13**

Submitted - A report by Mr Michael Wilson, Chair of the Standards Committee on the Standards Committee Annual Report 2012-13.

Members took the opportunity of thanking the Standards Committee for their work over the last twelve months.

**RESOLVED to note the activities of the Standards Committee for 2012-13 and to approve its work programme for 2013-14.**

**13 DEMOCRATIC SERVICES - ANNUAL REPORT 2012/2013**

Submitted - A report by the Chair of the Democratic Services Committee on the Democratic Services Committee Annual Report for 2012-13.

**RESOLVED to accept the contents of the report and to note the matters discussed as part of the Committee's work programme for 2012-13.**

**14 SCRUTINY ANNUAL REPORT 2012/2013**

Submitted - A report by the Vice-Chair of the Corporate Scrutiny Committee on the Scrutiny Annual Report for 2012-13.

**RESOLVED**

- **To note and approve the Scrutiny Annual Report for 2012-13;**
- **That Cllr R.Meirion Jones be appointed to serve as the Scrutiny Champion for the period May 2013 to May 2014.**

**15 MEMBER TRAINING AND DEVELOPMENT 2013-14**

Submitted - The report by the Head of Democratic Services on the proposed member training and development plan for 2013-14.

**RESOLVED that Council adopts and undertakes the training and development plan for members as set out in the report.**

**16 MOTIONS RECEIVED PURSUANT TO RULE 4.1.2.2.12 OF THE CONSTITUTION**

- Submitted the following Notice of Motion by Councillors Aled Morris Jones, Richard O. Jones and W.T.Hughes:-

*“We, call upon the Isle of Anglesey County Council to consider placing a commemorative plaque on Neuadd Cemaes, which was the main residence of Brigadier General Sir Owen Thomas, KT.MP.DL.JP.*

*Sir Owen Thomas was a Philanthropist, Farmer, Entrepreneur, Justice of the Peace, Member of the Gorsedd, Member of the General Staff and supporter of the Ysgol Sul and the First Independent Labour Member of the House of Commons from Ynys Mon.”*

Councillor A.Morris Jones also provided the Council with a further brief resume of the background and career of Sir Owen Thomas.

**RESOLVED that the Leader be requested to forward the request to the Commemorative Plaques Panel with a recommendation from this Council that it be supported.**

- It was **RESOLVED** to note that the following Notice of Motion by Councillor Aled Morris Jones, seconded by Councillor G.O. Jones and also signed by Councillors R.A. Dew, Jim Evans, D.R. Hughes, K.P. Hughes, T. Victor Hughes, W.T. Hughes, H.E. Jones, P.S. Rogers, J.A. Rowlands and Ieuan Williams had been withdrawn by Councillor Jones for the time being :-

*“We, request that Isle of Anglesey County Council grant the Freedom of the County to the Royal Navy.*

*This is in recognition of keeping sea lanes safe around our coast. This granting of the Freedom should be seen as one event to communicate the centenaries of the Great War between 1914 and 1918.*

*We are mindful of our naval heroes, William Williams VC, Amlwch and Admiral Sir Max Horton. The Freedom would confer on the Royal Navy the right to march with flags flying, drums beating and bayonet fixed.”*

The meeting concluded at 12 noon

**COUNCILLOR R LL JONES  
CHAIR**

# FIRST ANNUAL MEETING OF THE ISLE OF ANGLESEY COUNTY COUNCIL

## Minutes of the meeting held on 23 May 2013

- PRESENT:** Councillor Gwilym O Jones (Chair)  
Councillor Raymond Jones (Vice-Chair)
- Councillors Lewis Davies, R Dew, Jeffrey M.Evans, Jim Evans, Ann Griffith, John Griffith, D R Hughes, Llinos Medi Huws, T LI Hughes, K P Hughes, W T Hughes, Vaughan Hughes, Victor Hughes, Carwyn Jones, H E Jones, A M Jones, R LI Jones, R.Meirion Jones, Alun W Mummery, R G Parry OBE, Dylan Rees, J A Roberts, Nicola Roberts, P S Rogers, Alwyn Rowlands, Dafydd Rhys Thomas and Ieuan Williams
- IN ATTENDANCE:** Chief Executive  
Deputy Chief Executive  
Director of Sustainable Development  
Head of Function (Resources) and Section 151 Officer  
Head of Function (Legal and Administration)  
Head of Service (Policy)  
Committee Services Manager (JG)
- APOLOGIES:** Councillor Richard Owain Jones

### 1 CHAIRPERSON

**RESOLVED that Councillor G O Jones be elected Chairperson of the Isle of Anglesey County Council for 2013-14.**

In accepting the honour of being appointed, Councillor Jones promised the Council that he would carry out the duties involved to the best of his abilities. He also took the opportunity of paying tribute to the retiring Chairperson, Councillor R. Llewelyn Jones for his commitment in representing the County Council throughout his term of office.

Councillor R Llewelyn Jones, the retiring Chairperson, thanked all the members and officers of the Council for their support and co-operation during his term of office. He also gave a synopsis of his duties as Chairperson which involved representing the County Council at various functions throughout the year. He expressed his best wishes to Councillor G.O.Jones and hoped he would also enjoy a happy and successful term of office.

### 2 VICE-CHAIRPERSON

**RESOLVED that Councillor Raymond Jones be elected Vice-Chairperson of the Isle of Anglesey County Council for 2013-14.**

Councillor Raymond Jones thanked the members for their confidence in him and thanked members for their very kind words. He expressed his intention to co-operate with and support the newly elected Chairperson.

### 3 ANNOUNCEMENTS

The Chair extended his congratulations to those newly elected members of the Authority. He also took the opportunity of thanking those former members who had lost their seats at the election and paid tribute to the work they had undertaken whilst they had been in office.

### 4 DECLARATION OF INTEREST

None to declare.

### 5 CANDIDATES PRESENTATION IN SUPPORT OF THEIR NOMINATION TO BE LEADER OF THE COUNCIL

In accordance with Paragraph 2.7.3.2 of the Constitution, having already submitted a written presentation (manifesto) to the Chief Executive before 5:00 pm on the 9th May, 2013 a 10 minute verbal presentation was submitted by the following candidates on their vision and values to the Council:-

- (a) Councillor R.G. Parry. OBE
- (b) Councillor Ieuan Williams

At the end of each presentation, the candidates responded to questions from Members of the Council.

### 6 TO APPOINT A LEADER OF THE COUNTY COUNCIL

**RESOLVED that Councillor Ieuan Williams be elected Leader of the Isle of Anglesey County Council for a period of 4 years in accordance with Article 7 and in particular the rules of procedure contained under Paragraphs 2.7.3.2.3 and 2.7.3.2.4 of the Council Constitution.**

(Following a secret ballot, the voting was 17 – 12 in favour of Councillor Ieuan Williams)

### 7 DEPUTY LEADER OF THE COUNTY COUNCIL

The Leader of the Council informed Council that he had appointed Councillor J.Arwel Roberts to serve as Deputy Leader.

### 8 CONFIRMATION OF COMMITTEES

The Chairperson confirmed the re-appointment of the Committee structure as referred to in Section 3.4 of the Council's Constitution, together with the following:-

- Pay and Grading Panel (a sub-committee of the County Council)
- Standards Committee Appointments Panel
- Standing Advisory Council on Religious Education
- Special Educational Needs Joint Committee
- Indemnities Sub-Committee

The meeting concluded at 3.00 pm

**COUNCILLOR G O JONES  
CHAIR**

# ISLE OF ANGLESEY COUNTY COUNCIL

## Minutes of the adjourned annual meeting held on 30 May 2013

- PRESENT:** Councillor Gwilym O Jones (Chair)  
Councillor Raymond Jones (Vice-Chair)
- Councillors Lewis Davies, R Dew, Jeffrey M.Evans, Jim Evans, Ann Griffith, John Griffith, D R Hughes, K P Hughes, Vaughan Hughes, W T Hughes, Llinos Medi Huws, A M Jones, Carwyn Jones, Richard Owain Jones, R.Meirion Jones, R LI Jones, Alun W Mummery, R G Parry OBE, Dylan Rees, Nicola Roberts, J A Roberts, P S Rogers, Alwyn Rowlands, Dafydd Rhys Thomas and Ieuan Williams
- IN ATTENDANCE:** Chief Executive  
Deputy Chief Executive  
Director of Lifelong Learning  
Director of Community  
Head of Function (Legal and Administration)  
Head of Function (Resources) and Section 151 Officer  
Head of Service (Policy)  
Committee Services Manager (JG)
- ALSO PRESENT:**
- APOLOGIES:** Councillor T LI Hughes, Victor Hughes and H E Jones  
Corporate Director (Sustainable Development)

The meeting was opened by a prayer offered by Councillor Alun Mummery

The Chair extended a warm welcome to Mr.Steve Thomas, CBE, Chief Executive of the W.L.G.A.

Mr.Steve Thomas stated that it had been a great privilege to work with Ynys Mon over the last few years and he extended a warm welcome back to the Authority to the elected Welsh local government family. The WLGA had worked well with this Authority for many years and he particular thanks to the Chief Executive for the sterling work he had undertaken in driving the transformation agenda forward. He was very pleased to see the Authority back after such a turbulent and difficult time in its history. The journey taken by the Authority over the past few years had been quite remarkable.

It was noticeable that the recent Wales Audit Office Improvement Assessment of the Authority had for the first time in many years not included any recommendations. It was important now to ensure that the Authority continued to be well managed, politically stable and managing service delivery effectively.

He went on to provide the meeting with a brief summary of the key roles and purpose of the WLGA and gave an undertaking that the WLGA would continue to support the Anglesey improvement journey.

He explained that the current financial climate was probably one of the most ambitious programme of cuts and austerity measures public services had faced since the second

World War. Authorities were facing six years of consecutive cuts on the back of diminishing revenue settlements. Of the 100% cuts required, only 6% had been achieved to date.

He went on to outline the best and worse case scenarios facing local government in Wales for the period 2014-2020. If the Assembly decided that welfare spending and the Welsh NHS were to be protected from further reductions in spending, Unitary Authorities spending power would be 18% lower in 2020-21 than in 2012-13.

He mentioned that Estyn had placed 7 Welsh local authorities into special measures, of which Anglesey was one. In terms of standards, he thought that Anglesey education standards would become one of the highest in Wales very shortly. However, the major problem facing the Authority was surplus school places. Unless that issue was addressed, the Authority would have a real problem as to the future of its education service. The Minister was very resolute that if education authorities were not performing, he would take the necessary action and possibly merge some education authorities.

In conclusion, he implored the Council to keep its shape and not go back to the days of political disagreement, to work closely and build relationships with officers, to actively challenge itself to continually improve and to take the tough decisions now and not later.

The Chief Executive expressed his thanks to Steve Thomas and his staff for the support and guidance provided during a very difficult period for the Council. He also thanked the WLGA for providing additional financial resources to this Council to deal with some issues that had been highlighted here on Anglesey, which had shown the value of being part of the local government family. However, the journey in respect of improvement had not yet been completed and there were still challenges and problems to be faced. This Authority now needed to assess its performance on a continuous basis and it needed to be challenged and supported externally as well. It was an opportunity to restore Anglesey's good name and re-establish the Council within the local government family in Wales.

Members were provided with an opportunity to raise questions and receive answers from Mr. Thomas.

On behalf of the Council, the Chair thanked Mr. Thomas for his overview of the issues facing local government in Wales.

## **1 DECLARATION OF INTEREST**

None to declare.

## **2 ANNOUNCEMENTS**

The Chair reminded members that the Freedom Ceremony for the RAF would be held in Llangefni on 29<sup>th</sup> June and that a warm invitation was extended to all to be present. He also took the opportunity of congratulating those youngsters from the Island who had been successful at the Urdd Eisteddfod.

The Chief Executive informed Council that an extraordinary meeting of the County Council would be held on 18<sup>th</sup> June, 2013 to deal with a consultative report by the Boundary Commission for Wales and an annual statutory report by the Director of Social Services. He also mentioned that it was intended to convene a meeting of the Isle of Anglesey Charitable Trust immediately after the Council meeting to appoint a Chair and Vice-Chair to the Trust and similarly to its three Committees.

He also reminded members that the Independent Remuneration Panel would be visiting these offices Monday next to seek the views of elected members and statutory officers regarding allowances.

### **3 MEMBERSHIP OF THE EXECUTIVE**

In accordance with Paragraph 4.1.1.2.7 of the Constitution, the Leader of the Council named the following as the members he had chosen to be Members of the Executive, together with their Portfolio Responsibilities:-

Councillor Ieuan Williams (Leader)  
Portfolio Holder for Education

Councillor J Arwel Roberts (Deputy Leader)  
Portfolio Holder for Planning and the Environment

Councillor K.P. Hughes  
Portfolio Holder for Social Services and Housing

Councillor Aled Morris Jones  
Portfolio Holder for Economic Development, Tourism and Leisure

Councillor H.Eifion Jones  
Portfolio Holder for Finance

Councillor Richard Dew  
Portfolio Holder for Highways, Property and Waste Management

Councillor Alwyn Rowlands  
Executive Business Manager  
Performance Transformation  
Corporate Plan and Human Resources

### **4 CHAIR OF THE DEMOCRATIC SERVICES COMMITTEE**

In accordance with Paragraph 3.4.12.3 of the Council's Constitution, it was **RESOLVED** to appoint Councillor Vaughan Hughes to serve as the Chair of the Democratic Services Committee for the municipal year.

### **5 CONFIRMATION OF SCHEME OF DELEGATION**

The Chairperson confirmed such part of the Scheme of Delegation as the Constitution determined it was for the Council to agree (as set out in Paragraph 3.2 of the Constitution).

### **6 PROGRAMME OF ORDINARY MEETINGS OF THE COUNTY COUNCIL**

**RESOLVED to approve the following programme of ordinary meetings of the Council for the ensuing year:-**

<b>10 October, 2013</b>	<b>- 2:00 pm</b>
<b>5 December, 2013</b>	<b>- 2:00 pm</b>
<b>27 February, 2014</b>	<b>- 2:00 pm</b>
<b>15 May, 2014 (Annual Meeting)</b>	<b>- 2:00 pm</b>

## **7 THE SCHEME OF MEMBER REMUNERATION**

Submitted - A joint report by the Head of Function (Finance) and the Interim Head of Democratic Services on the scheme of member remuneration.

Reported - That the Payments to members including co-opted members for 2013/14 was prescribed by the Independent Remuneration Panel (IRP) as set out in its annual report (December 2012). This information needed to be reported to the County Council in order to confirm the number of Members entitled to a senior salary. The Council had discretion on the number of senior salaries up the maximum set by the Panel.

The IRP report provides that the maximum number of Councillors eligible for payment of a senior salary shall be 15. The table set out at Para 1.2 of the report detailed salaries for members in 2013/14 as regards basic salary, senior salary and civic salaries.

The report contained details of restrictions stipulated by the IRP and also detailed other payments and allowances payable as prescribed by the IRP including co-opted member payment.

### **RESOLVED**

- 1. To confirm the allocation of senior salaries to office holders for 2013-14 as detailed in Paragraph 1.5 of the report;**
- 2. Not to allocate the remaining senior salary available to the Chair of the Democratic Services Committee;**
- 3. To note other details on payments and allowances for 2013/14 as prescribed by the Independent Remuneration Panel and set out in this report.**

## **8 APPOINTMENT TO OUTSIDE BODIES**

Reported by the Interim Head of Democratic Services – That prior to the May 2013 election an exercise was undertaken by officers in consultation with Group Leaders to review the schedule of outside bodies in view of the reduction in the number of Members to serve on such bodies after the election and consequential impact on workloads.

There were some outside bodies requiring Executive Membership and such appointments were made by the Leader under delegated authority. There were appointments to other outside bodies that needed to be made by the Council as per the appendix to this report.

The appointment to outside bodies will normally be for a period of four years up to the date of the next local government election in May 2017 and subject to annual review by the Council and Executive.

The report also dealt with other issues including local outside bodies and representatives on school governing bodies.

### **RESOLVED**

- 1. To confirm the Member(s) representatives to serve on the outside bodies listed on the appendix to this report (except those outside bodies to be determined by the Leader);**



**2. Where future modifications are required to the Council's representation on outside bodies, authority be given to the Chief Executive to undertake the task in consultation with Group Leaders;**

**3. In relation to the Council's representation on school governing bodies, authority be given to the Corporate Director of Lifelong Learning in consultation with Group Leaders to make such appointments.**

**9 POLITICAL BALANCE AND APPOINTMENT OF COUNCILLORS TO COMMITTEES**

Submitted – The report of the Interim Head of Democratic Services on a review of political balance arrangements on Committees following the recent changes in the membership of the Political Groups after the Election.

Attached to the report was a table setting out the political balance of the Council's Committees in accordance with the relevant legislation. The table now showed the three political groups 13, 12, and 3 Members respectively and 2 Members not subject to political balance.

Although not subject to political balance requirements, it was necessary today for the Council to appoint 2 Elected Members to serve on the Standards Committee for the duration of the Council.

The Chief Executive drew attention to the fact that for technical reasons, Councillor A. Morris Jones was listed as one of the two unaffiliated members on the table setting out the political balance of the Council. However, Councillor Jones wished it to be noted that he wished to be identified as a Welsh Liberal Democrat and that he was working in partnership with the Independent and Labour Groups as part of the ruling coalition.

**RESOLVED**

**(i) To note the new appropriate political balance arrangements and the number of seats attributable to each of the Groups under the Local Government and Housing Act 1989, and the number of seats given by custom and practice to the Members not subject to political balance;**

**(ii) To agree the whole numbers of seats to be allocated to the Members not subject to political balance;**

**(iii) To confirm the names of Members (tabled at Council today) to sit on the under mentioned committees in readiness for the meetings to elect Chairs and Vice-Chairs to be held immediately after this meeting:**

- **Corporate Scrutiny Committee**
- **Partnership and Regeneration Scrutiny Committee**
- **Planning and Orders Committee**
- **Licensing Committee**
- **Audit Committee**

**(iv) In relation to other Committees detailed in the appendix to this report, that Group Leaders be requested to provide details of membership to the Committee Services Manager as soon as possible;**

**(v) To appoint Councillors T.Lloyd Hughes and D.Rhys Thomas to serve on the Standards Committee for the duration of the Council in accordance with para 9 of the report.**

The meeting concluded at 3:30pm

**COUNCILLOR G O JONES  
CHAIR**

# EXTRAORDINARY MEETING OF THE ISLE OF ANGLESEY COUNTY COUNCIL

## Minutes of the meeting held on 18 June 2013

- PRESENT:** Councillor Gwilym O Jones (Chair)  
Councillor Raymond Jones (Vice-Chair)
- Councillors Lewis Davies, R Dew, Jim Evans, Ann Griffith, John Griffith, D R Hughes, K P Hughes, Vaughan Hughes, Victor Hughes, W T Hughes, Llinos Medi Huws, A M Jones, Carwyn Jones, R LI Jones, R.Meirion Jones, Richard Owain Jones, Jeffrey M.Evans, Alun W Mummery, R G Parry OBE, Dylan Rees, J A Roberts, Nicola Roberts, P S Rogers, Alwyn Rowlands and Ieuan Williams
- IN ATTENDANCE:** Chief Executive  
Director of Lifelong Learning  
Director of Community  
Director of Sustainable Development  
Head of Function (Resources) and Section 151 Officer  
Head of Service (Policy)  
Head of Service (Highways and Waste Management)  
Legal Services Manager  
Committee Services Manager (JG)
- APOLOGIES:** Councillors T LI Hughes, H E Jones and Dafydd Rhys Thomas  
Deputy Chief Executive

### 1 **DECLARATION OF INTEREST**

None to declare.

### 2 **TO RECEIVE ANY ANNOUNCEMENTS FROM THE CHAIRPERSON, LEADER OR THE CHIEF EXECUTIVE**

The Chair of the Council referred to the sudden and tragic loss on Friday 7<sup>th</sup> June of Mr. John Rees Thomas, Head of Service for Leisure and Culture. He had been a member of the Appointments Panel that had appointed John back in 1996 when he transferred from Clwyd County Council to Anglesey. John was a man who was very firm in his opinions and he had helped several communities on the Island over the years. The Chair stated that he had been at a ceremony in Beaumaris a week last Saturday and everybody there was shocked to hear of his death. Certainly he would be sorely missed. The great number who attended the crematorium at Bangor last Saturday was testament to his popularity and the great respect in which he was held.

The Chief Executive stated that it was a very sad occasion to have to pay tribute to a colleague, more so when that colleague had left us so suddenly and at such a young age. Losing John from the Council's service would be a big blow for the Authority and for the citizens of Anglesey. John had joined the Council back in 1996 and for 17 years he had served very loyally, made his mark and had achieved so much.

He was aware that for some time that John's health had been fragile. The last time he saw him was on Thursday evening a week before his death, when he came to see him specifically to say that he had some health issues and that he anticipated that he would require treatment. He wanted to give an assurance that he had made firm arrangements to cover the Service during his absence. The Service came first to John and his health came second.

When he failed to turn up for a meeting on the Friday of his death, the Chief Executive knew straight away something was wrong. It was decided to send two of his closest colleagues to his home to see what the situation was and those members of staff had been deeply upset and shocked with what they had found.

John was a very private man, but under that privacy there was also resilience, strength of character and humour as well – a very special brand of humour. We would miss him as a colleague for his satirical humour, which lightened the atmosphere very often at meetings and in the corridors of the Council.

For three years because of his health, he had not been able to drive but he did not miss a single day of work and was never late. There were months and months when he left home at 7:00am in the morning to catch a bus in all weathers to arrive at Parc Mount by 8:30am. That was a testament to his loyalty and the priority he gave to his work.

We will remember John because of his successes and what he had achieved. He was instrumental in the work of expanding Oriol Ynys Mon, establishing the Kyffin Oriol and placing Oriol Ynys Mon amongst the best museums in Wales and beyond. He was also instrumental in making sure that we got the new Archives building. It was a great concern to the Authority at that time that there was a real risk that the treasures of our heritage would be taken away from Anglesey because of the condition of the building at the time and the way in which documents were stored.

John had also been instrumental in persuading the Council at a very difficult financial time to invest capital to establish the new Archives building. Similarly, with the Leisure Service. We dragged John by his ear really to be responsible for the Leisure Service! John was not a sporting man really but he addressed the work with energy and commitment. What he managed to do with the Friends of Beaumaris in transferring the provision in the Centre there to a local trust was innovative indeed. Those were his major successes but throughout the length and breadth of the Island there were also active people in their communities who were extremely grateful to John for all his help that made sure that our culture, heritage and language were all addressed in community activities. John made sure that no stone was left unturned to provide grants and subsidies to enable those activities which are so essential to take place.

He will be sorely missed but we will carry in our hearts and minds very many happy memories of John and for the quiet way he did his work. We will remember his incisive mind and sense of humour which were part of his character and personality.

Councillors Derlwyn Hughes and Aled Morris Jones were afforded the opportunity of paying their own particular tributes and fond recollections of John.

Councillor R.Meirion Jones had penned the following englyn to John:-

#### **John Rees**

Ei gollu ŷm o'i lyfrgell o, - y ffrind  
Oedd mor ffraeth a chryno;  
John a'n meddwl ohono  
Yw'n cais i archif y co'.

Members and Officers stood in silent tribute as a mark of their respect.

### **3 CHANGES TO THE COUNCIL'S CONSTITUTION - APPOINTMENT OF NON-VOTING CO-OPTES TO SCRUTINY COMMITTEES**

Reported – That the Executive at its meeting on 10<sup>th</sup> June, 2013 had resolved as follows:-

*“To recommend to the County Council that it delegates to each Scrutiny Committee the discretion to appoint non-voting co-optees, for whatever period of time and terms each Scrutiny Committee considers appropriate, without having to obtain Council approval and that authority be given to officers to make any consequential amendments to the Constitution.”*

**RESOLVED to endorse the recommendation of the Executive in this respect.**

**4 LOCAL GOVERNMENT BOUNDARY COMMISSION FOR WALES - COUNCIL SIZE POLICY CONSULTATION PAPER**

Reported by the Chief Executive – That the Local Government Boundary Commission for Wales (LGBCW) is required to carry out periodic reviews of the electoral arrangements of principal areas in Wales.

A number of factors were proposed for consideration in the consultation paper including population density and the dispersal of population with a local authority area. It also proposed that authorities be placed in 4 categories based on urbanisation and population density. As far as Ynys Mon was concerned, the Council would be placed in category 4 (more than 50% of the population living outside towns with more than 10,000 population and less than 2 persons per hectare in relation to population density).

This would give a Councillor to population ratio of 2,000 and applying this methodology, the Councillor to population ratio would give a total of 35 Councillors for Ynys Mon. However, the paper noted that any method for determining Council size may be constrained by legislation and Ministerial Direction and an awareness of the impact of any proposed change to the existing size of Councils.

The impact that a significant change may have on the running of a Council if applied as a result of a single electoral review had also been considered by the Commission. A constraint had therefore been applied so that, for each review, the number of Councillors would not vary by more than 10% of current councillor numbers. However, the Commission would consider a request exceeding this variance limit in moving towards the size of council determined by the model. Overall as far as Ynys Mon was concerned and taking into account these restraints, the number of Councillors proposed would increase to 33.

The consultation paper sought views on categorisation parameters, Councillor to population ratio, maximum and minimum council size and a review cap limiting the amount of change of councillor numbers. Views on these proposals were requested by 19<sup>th</sup> June, 2013.

The Leader of the Plaid Cymru Group stated that his Group had considered the matter and were of the opinion that the figure should remain at 30 members for the present time.

Councillor Aled Morris Jones stated that the Council had the right according to the consultation document to make the case to increase that figure by 10% and that in his opinion this should be the case in the interests of democracy.

Some of the Members expressed concern as regards the names that had been adopted by the Boundary Commission for some of the new Wards and felt that the matter should be raised further with them.

**RESOLVED that authority be given to the Chief Executive in consultation with the Leader of the Council to take on board the views expressed at this meeting and to respond accordingly to the LGBCW by 19<sup>th</sup> June, 2013.**

**5 EXCLUSION OF THE PRESS AND PUBLIC**

**RESOLVED that 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.**

**6 WASTE COLLECTION VEHICLE PROCUREMENT**

Reported - That the Executive at its meeting on 10<sup>th</sup> June, 2013 had resolved to recommend to the County Council as follows:-

*“That Option 2 purchasing new Resource Recovery Vehicles (RRVs) and using the existing 240 litre residual bins is the preferred option for the start of the second half of the 14 year contract.*

*To agree that Biffa can proceed immediately to order new Resource Recovery, Waste Collection and Street Cleansing Vehicles to avoid additional costs of Euro 6 chassis.*

*To agree that the Finance Service discuss the viability of the Council funding the purchase of all new vehicles with Biffa and proceed with this funding, if it is advantageous to the Council and that sufficient guarantees are in place for the vehicles to remain Council property if the contractor were to experience financial difficulties.*

*That officers continue to review collection options during the second half of the 14 year contract with Biffa and provide the relevant Committees with further information on future systems to be considered and their costs, bearing in mind that a new procurement process will commence in 2019/20 for a new contract commencing in April 2021.*

*That in view of the circumstances described within this Report and of the need of urgency the Committee pursuant to CPR 4.5.16.10 agree that this decision shall not be subject to the call-in procedure as this will seriously prejudice the Council's interests”.*

(This item was reported to full Council for information because the item was exempt from call-in by reason of urgency).

**RESOLVED to endorse the recommendation of the Executive in this respect.**

The meeting concluded at 11.10 am

**COUNCILLOR GWILYM O JONES  
CHAIR**

# EXTRAORDINARY MEETING OF THE ISLE OF ANGLESEY COUNTY COUNCIL

## Minutes of the meeting held on 15 July 2013

- PRESENT:** Councillor Gwilym O Jones (Chair)
- Councillors R Dew, Jim Evans, Ann Griffith, John Griffith, K P Hughes, T Ll Hughes, Vaughan Hughes, Llinos Medi Huws, A M Jones, H E Jones, R Ll Jones, R. Meirion Jones, Alun W Mummery, R G Parry OBE, Dylan Rees, J A Roberts, P S Rogers, Alwyn Rowlands and Dafydd Rhys Thomas
- IN ATTENDANCE:** Chief Executive  
Deputy Chief Executive  
Director of Lifelong Learning  
Head of Function (Legal and Administration)  
Head of Service (Children's Services)  
Committee Services Manager (JG)
- APOLOGIES:** Councillors Lewis Davies, Victor Hughes, Carwyn Jones, Raymond Jones, Nicola Roberts and Ieuan Williams;  
Director of Sustainable Development, Head of Service (Adult Services) and Head of Service (Provider Unit)

### 1 DECLARATION OF INTEREST

Councillor Dylan Rees declared an interest in Item 3 of these minutes and was not present at the meeting during discussion upon the Penucheldre Extracare housing facility as he is an employee of Cymdeithas Tai Eryri.

### 2 TO RECEIVE ANY ANNOUNCEMENTS FROM THE CHAIRPERSON, LEADER OF THE COUNCIL OR THE CHIEF EXECUTIVE

The Chair congratulated everyone involved in the project to develop Agewell Community Centres for older people which had won a Social Care Accolade 2013. The partnership project with Agewell Hwyllog Mon won the 'Citizens Controlling Services' award at the biennial awards which were led by the Care Council for Wales. Judges praised staff for working closely with a group of older people to develop the centres, ensuring they met their needs, helped them maintain independence and reduced their social isolation. The centres offer a range of services and activities including physical activity sessions, cooking classes and benefits advice.

The Chair also extended a warm welcome to Members and officers to attend the Royal Welsh Show at Llanelwedd next week. The Council stand would be located at the WLGA Pavilion.

### 3 ANNUAL REPORT OF THE DIRECTOR OF SOCIAL SERVICES FOR 2012-13

The Director reported – That the aim of the annual report was to provide the Council and the people living in Anglesey with an overview of how well the Authority was delivering its social care responsibilities. The report presented a personal view by the Director of Social Services on the Isle of Anglesey and captured her experience of engaging with the transformational journey for Anglesey Council.

The process involves the critical appraisal of all service areas using analysis grids which identified what it is the Authority was trying to do, how well we are doing it and what the outcome had been for the service user. A constructive challenge session was held on 22nd March 2013 with our partners,

with services reporting on their business plans and end of year performance. The Director considered that there was a sound platform from which to move forward, but that the task was considerable. The report highlights areas of achievement and where further action needs to be taken to secure sustainable, good quality service. The work programme requires the ongoing engagement, learning and commitment to continual improvement which characterised the work programme adopted by the Service and Council during 2012-13.

The Council would receive a formal letter from the Social Services Regulators (CSSIW) in the Autumn which would comment on their view of the Authority's performance.

Following the presentation, Members were provided with a question and answer session.

The Portfolio Holder, Councillor K.P.Hughes thanked the Director and her staff for compiling the report and paid tribute to the notable successes and improvements made alongside significant progress and steps taken to address ever increasing challenges faced over the past twelve months.

**RESOLVED to note the contents of the report which, following consultation with the Regulators (CSSIW) will be published in the Autumn of 2013.**

The meeting concluded at 3.15 pm

**COUNCILLOR G O JONES  
CHAIR**



# ISLE OF ANGLESEY COUNTY COUNCIL

## Minutes of the meeting held on 26 September 2013

- PRESENT:** Councillor Gwilym O Jones (Chair)  
Councillor Raymond Jones (Vice-Chair)
- Councillors Lewis Davies, R Dew, Jim Evans, Ann Griffith, D R Hughes, K P Hughes, Vaughan Hughes, Victor Hughes, W T Hughes, Llinos Medi Huws, A M Jones, Carwyn Jones, H E Jones, R LI Jones, R.Meirion Jones, Richard Owain Jones, Jeffrey M.Evans, Alun W Mummery, R G Parry OBE, Dylan Rees, Nicola Roberts, P S Rogers and Ieuan Williams
- IN ATTENDANCE:** Chief Executive  
Deputy Chief Executive  
Director of Sustainable Development  
Director of Community  
Director of Lifelong Learning  
Head of Function (Legal and Administration)  
Head of Function (Resources) and Section 151 Officer  
Head of Profession (Human Resources)  
Committee Services Manager
- ALSO PRESENT:**
- APOLOGIES:** Councillors John Griffith, T LI Hughes, J A Roberts, Alwyn Rowlands and Dafydd Rhys Thomas

### 1 DECLARATION OF INTEREST

The following Councillors declared an interest in Item 10 of these minutes and were not present at the meeting during any discussion or voting thereon:-

Councillor Bob Parry, OBE, - relatives working for the Council in the Education and Property Departments.

Councillor K.P.Hughes – closely related to a former employee of the Council who had been a home carer.

Councillor Llinos M.Huws – relative and close friends working for the Council.

Councillor D.R.Hughes – personal connection with a former home carer who is not in employment at the present time and who had resigned in the last 6 months. Also his daughter who teaches part time at Llanfairpwll Primary School.

Councillor Ieuan Williams – sister-in-law employed as a home carer.

Councillor W.T.Hughes – daughter teaching at Bodedern Primary School and son-in-law is the Headmaster of Ysgol Esceifiog, Gaerwen.

Councillor R.O.Jones declared an interest in Item 10 of these minutes since he had a relative working for the Council. He remained at the meeting and took part in the discussion and voting thereon.

Councillor Nicola Roberts declared an interest in Item 10 of these minutes since she had a brother working for the Council as School and Regional Youth worker. She remained at the meeting and took part in the discussion and voting thereon.

Councillor R.Meirion Jones declared an interest in Items 3, 6, 7, & 8 of these minutes since he was a former employee of the Council, i.e. a member of staff until the end of January 2013 and that it would be unwise for him to participate in these matters, although he did not believe he had a personal interest as defined by the Code.

The Head of Function (Legal and Administration) declared an interest in Item 5 of these minutes because the establishment of the proposed new standing committees would be relevant to her as a statutory officer but the impact would not be material and therefore she would remain in the meeting in order to provide any legal advice. She also declared an interest in Item 8 as adoption of the new structure would provide her with some new/additional management responsibilities but the impact would not be material and again she remained at the meeting to provide legal advice.

## **2 TO RECEIVE ANY ANNOUNCEMENTS FROM THE CHAIRPERSON, LEADER OF THE COUNCIL OR THE CHIEF EXECUTIVE**

None to declare.

## **3 STATEMENT OF ACCOUNTS 2012-13 AND ANNUAL GOVERNANCE STATEMENT**

Submitted – The report of the Head of Function (Resources) and Section 151 Officer on the finalised Statement of Accounts.

Reported (a) That the Audit Committee at its meeting on 24<sup>th</sup> September, 2013, upon consideration of the Statement of Accounts had resolved *“to recommend to the County Council that it approves the Statement of Accounts subject to a final review by PWC.”*

Reported (b) That the County Council’s draft accounts for 2012-13 were presented for audit on 28 June 2013. The detailed audit work was now substantially complete and the Auditor’s report issued. A number of amendments to the draft had been incorporated into the accounts. Subject to confirmation by Council today, the accounts would be signed off by the Head of Function (Resources), the Council’s Section 151 Officer and would then be published following receipt of the Auditor’s opinion.

Tabled at the meeting was the final version of the Statement of Accounts including minor amendments received by PWC late yesterday afternoon.

The Chair of the Audit Committee reported that he was this morning in receipt of an e-mail from Lynn Pamment of PWC stating that she had reviewed the latest Statement of Accounts and had made several comments on them, the most significant of which being on Note 3 to clarify critical judgement in respect of accounting for school assets, and on Note 42 indicating the ongoing uncertainties around Municipal Mutual Insurance liabilities. She had also proposed the correction of a trivial classification error within the service lines expenditure on the face of the Comprehensive Income and Expenditure Statement which has no impact on the net expenditure figure or Council Fund. All other amendments proposed related to minor presentational issues.

It was also reported that Lynn Pamment had not yet had sight of the Equal Pay report presented to Council today and that she would need to review the content before she was able to provide the audit memorandum to the Appointed Auditor, Anthony Barrett, to sign the audit opinion.

## **RESOLVED**

- **To confirm acceptance of the 2012-13 Statement of Accounts, subject to PWC being content with the contents of the Equal Pay report presented to Council today;**
- **To accept the contents of the Annual Governance Statement.**

## **4 POLITICAL ADVISERS/RESEARCHERS**

Reported by the Chief Executive upon an application by the Plaid Cymru Political Group for the assistance of a researcher/political advisor to assist the Group to operate effectively within the Council.

As there was no precedent to this type of post within this Council, nor was there provision in the current budget to sustain a post offering support to political groups, the matter was presented to the Council for determination.

The Head of Function (Legal and Administration) said she had reviewed the requirements under the Local Government and Housing Act, 1989, which could have a direct bearing upon today's decision. As applied to this Council, the parameters in the Act would necessitate allocating at least three political researcher posts, if the general principle were to be adopted. This was because each one of the Political Groups on this Council would be entitled to such a post to support them. They would not be under an obligation to fill these posts but the Council itself would have to make an equal allocation based on the number of the Members and the composition of the Groups. The maximum salary lever permitted for each post would be £37,500, or pro rata, if the Council decided to appoint to the three posts on a part-time basis. They would all be fixed term contracts which would have to end between the date of the next election and the date of the subsequent Annual Meeting of the Council. The appointments would effectively be made by the Political Groups themselves, although the appointees would be employees of the Council. Standing Orders would also have to be amended to accommodate the introduction of political advisors/researchers.

Councillor Bob Parry, OBE, in response stated that the Plaid Cymru Group were not looking for a full-time post, probably only two days per week. He requested the Council to give consideration to the proposal and that such appointment(s) be effective in the current financial year.

Discussion took place at the meeting as to the merits or otherwise of the application.

**RESOLVED not to support the application in view of the financial pressures currently facing this Authority.**

*(Councillors G.O.Jones and A.Morris Jones wished it to be recorded that they had abstained from voting on the matter).*

## **5 TO ESTABLISH COMMITTEES**

Submitted – The report of the Chief Executive upon proposed amendments to the Council Constitution to establish a standing Investigation Committee and a standing Disciplinary Committee in order to deal with any relevant issues, as and when they arise, regarding the conduct/performance of statutory officers which may sometimes require further investigation in compliance with the statutory procedures in the Local Authorities Standing Orders (Wales) Regulations 2006.

## **RESOLVED**

- 1. That a standing Investigation Committee be established to exercise the functions described in Regulation 9 of the Local Authorities (Standing Orders) (Wales) Regulations 2006 and as reflected in the Officer Employment Procedure Rules in paragraph 4.10 of the Council's Constitution;**

2. That the Investigation Committee shall consist of three Members, and be politically balanced in accordance with Section 15 of the Local Government and Housing Act 1989; with one Member being a Member of the Executive. It is suggested that this should not be the Leader or any of those who hold the Portfolios for the statutory officers;
3. That the Council delegates to the relevant Statutory Officer, authority to appoint the Members of the Investigation Committee, following consultation with the political Group Leaders;
4. That a standing Disciplinary Committee be established and Members appointed to it. (This would accord with JNC Guidance in relation to Chief Executives and avoid the need for the Council to separately establish a Disciplinary Committee, should one be required in any case where allegations have been made against a statutory officer and which require consideration under this process);
5. That the Disciplinary Committee shall consist of three Members and be politically balanced in accordance with Section 15 of the Local Government and Housing Act 1989; with one Member being a Member of the Executive. (It is suggested that this should not be the Leader or any of those who hold the Portfolios for the statutory officers. It is further recommended that the Members of the Disciplinary Committee shall not include any Members of the Investigation Committee);
6. That the Council delegates to the relevant Statutory Officer, authority to appoint the Members of the Disciplinary Committee, in consultation with the political Group Leaders;
7. That the Council delegates to any of the three statutory officers in consultation with the Leader, the authority to incur the expenditure necessary to discharge this statutory/contractual obligation. This may include the engagement of external specialist Solicitors to advise in relation to employment issues, and may involve the appointment of an investigator/independent expert, together with arrangements for interim cover in the event of any period of suspension.

## 6 EXCLUSION OF THE PRESS AND PUBLIC

### RESOLVED:

“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 items on the grounds that they may involve the disclosure of exempt information as defined in Schedule 12A of the said Act and in the attached Public Interest Tests.”

## 7 PIT TEST - HEADS OF SERVICE REVIEW - STRUCTURE CONSIDERATIONS

The contents were considered by Council.

## 8 HEADS OF SERVICE REVIEW -STRUCTURE CONSIDERATIONS

- (a) Reported - That the Executive upon consideration of the above at its meeting on 9<sup>th</sup> September, 2013, had resolved as follows:-

*“to recommend to the County Council that it endorses the recommendations contained within the report.”*

- (b) Submitted -The report of the Deputy Chief Executive.

## RESOLVED

- To endorse the pay structure as set out in paragraph 6.5 of the report;
- That the Head of Service Learning post is advertised with a market supplement on a salary Circa £70,000;
- That a 180 degree performance assessment process for Heads of Service is developed;
- That arrangements are made for the Appointments Panel to appoint to the new Heads of Service posts from October 2013.

*(Councillor R.Meirion Jones wished it to be recorded that he had not taken part in any discussion or voting on this matter)*

## 9 PIT TEST - EQUAL PAY CLAIM

The contents were considered by Council.

## 10 EQUAL PAY CLAIM

Submitted - The report of the Deputy Chief Executive on the Equal Pay Claim.

Prior to consideration of the matter, the Head of Function (Legal and Administration) provided legal advice to Members as to whether or not Members should declare an interest in the matter.

In view of the fact that so many Members had declared an interest and had left the Chamber, Councillor Ann Griffith suggested that the Head of Function (Legal and Administration) should contact those Members with a view to ascertaining whether or not they were actually required to declare an interest on the matter at any future meetings.

*(Councillor A.Morris Jones wished it to be minuted that the Portfolio Holder was unable to be present today as his wife had a prior hospital appointment)*

## RESOLVED

- That authority be given to Officers to proceed to negotiate the settlement of equal pay claims but that no final settlement be agreed without prior Council approval;
- That officers be requested to submit an update report to the next scheduled meeting of the County Council on 10<sup>th</sup> October, 2013 (or to a later extraordinary meeting of the Council in October/November 2013) upon progress made, including the implications to this Authority with regard to external advice provided;
- That in the meantime, the Head of Service (Resources) be requested to contact the Welsh Government seeking their views as to whether or not they would consider an application for capitalisation and to obtain any other relevant financial information which the Council might reasonably require to make its decision.

The meeting concluded at 12.40 pm

**COUNCILLOR G O JONES  
CHAIR**

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## IMPROVEMENT AND SUSTAINABILITY BOARD

Minutes of the meeting held on 27th June, 2013 (11:00 am)

- PRESENT:** Councillor Ieuan Williams (Chair)  
Chief Executive
- Executive : Councillors R.Dew, K.P.Hughes, H.Eifion Jones,  
Alwyn Rowlands.
- Scrutiny Chairs : Councillor R.Meirion Jones.  
Deputy Chief Executive; Director of Sustainable Development;  
Head of Function (Resources); Head of Service (Community  
Support); Children Service Improvement Programme Manager  
(JD); Programme and Business Planning Manager (GM)
- IN ATTENDANCE:** Committee Services Manager.
- ALSO PRESENT:** Mr.Huw Lloyd Jones (Wales Audit Office);  
Ms.Tanis Cannick (Project Manager for the  
Anglesey Education Recovery Board); Mr.Gareth Williams  
(External Educational Advisor)
- APOLOGIES:** Councillors A.Morris Jones, J.Arwel Roberts,  
Director of Community; Director of Lifelong Learning, Mr.Andy  
Bruce (Wales Audit Office). Mr.Mark Roberts (Local Authority  
Inspector, CSSIW). Professor Mel Ainscow (Chair of the  
Anglesey Education Recovery Board). Ms. Lisa Hughes (Welsh  
Government).

### 1. DECLARATION OF INTEREST

None to declare

### 2. APOLOGIES

As above.

### 3. MINUTES

Submitted and confirmed as a true record, the minutes of the meeting of the Improvement and Sustainability Board held on 25<sup>th</sup> April, 2013.

### 4. UPDATE ON THE DEVELOPMENT OF THE ANGLESEY EDUCATION RECOVERY BOARD.

(a) Reported by the Project Manager – That the Chair of the Anglesey Education Recovery Board would provide a more detailed report in September but this report highlighted the progress that had been achieved to date.

The School Improvement on Anglesey report had been presented by the Director to the Recovery Board in May to demonstrate how core staff were working in partnership with schools to drive on the school improvement agenda. Board members provided advice and support which strengthened this key strategic plan. The External Educational Advisor provided this meeting with a brief synopsis of the contents of the document.

The Board had also discussed the report prepared by the Director entitled 'Transforming Education on Anglesey – Modernisation of Schools' and noted that this was a key area in terms of school improvement and which the Authority must address as a priority.

Local Authority colleagues had met with Welsh Government officials in May to seek approval from the Minister to resubmit the Strategic Outline Plan, which outlined the key areas that would need to be addressed in order for the Council to access a greater percentage of the 21<sup>st</sup> century schools funding than was currently the case.

Board members had also met with key Headteachers and Deputy Headteachers to gather evidence on their commitment and progress on delivering the key recommendations of the Estyn report.

The local authority had also presented the Recovery Board with an overview of the expected end of key stage achievements for 2013. This data provided a very positive view and was evidence of the significant improvement that the authority had made. The overview formed part of the report of the Director of Lifelong Learning later in this agenda.

Details were also provided within the report of revised Board membership and support staff.

*The Improvement and Sustainability Board noted and welcomed the contents of the report.*

(b) Submitted – A report by Mr. Gareth Williams (External Educational Advisor) on behalf of the Director of Lifelong Learning, drawing attention to the work that had been undertaken since the Estyn inspection and highlighting at Appendix 1, the ongoing progress made in relation to the expected outcomes noted in the post-inspection action plan (PIAP). Appendix 2 of the report drew attention to the possible improvements in end of key stage assessments. Foundation phase, KS2 and KS3 assessments had been collected from schools and analysed. The overall performance had been compared with 2012 benchmarks. Absolute performance at all three key stages had improved as had the probable performance in comparison with FSM benchmarks.

*The Improvement and Sustainability Board noted that pleasing progress was continuing to be made in relation to all recommendations.*

## **5. UPDATE ON PROGRESS IN CHILDREN'S SERVICES.**

Submitted – A progress report by the Service Improvement Manager against the Service Delivery Plan.

Reported – That the focus for 2013-14 was to consolidate and embed the improvements made and take forward the review and modernisation of the Service in both the management and operation of both front line provision and the back office function. There was a new Business Plan in place and detailed planning was ongoing to ensure that the effective implementation of this was being managed to meet Service objectives.

Details of notable progress made were referred to at Para 2 of the report and remaining areas of concern and challenges were referred to at Para 3 of the report.



The progress of last year had set a new benchmark and set of expectations for the Service which, along with the injection of new staff and managers, had helped stimulate a more optimistic and positive view of the Service and its capability to manage and improve further. Key elements within this were the growing recognition of the importance of performance management and awareness of addressing the assurance and enhancement of quality of what was being delivered.

There were significant challenges for the Service as the Department looked to the implications of new and changing legislation and continuing budgetary pressures, together in the face of patterns of demand that showed no sign of decreasing. Whilst these can have a positive impact in terms of driving change and efficiency there remained concern that the ability to deliver services to meet statutory obligations would be stretched. Thus over the coming year, the Service would be making the argument on an invest to save basis for additional (albeit mostly temporary) capacity to make the required changes.

The Portfolio Holder thanked the Service for their work in this respect and congratulated them upon the progress and substantial improvement that had taken place. It was important however, that this progress be maintained and bettered wherever possible.

*The Improvement and Sustainability Board noted the contents of the report and welcomed the progress being made.*

## **6. PROGRAMME BOARDS' PROGRESS REPORT**

Submitted – A joint report by the Corporate Directors on developments as regards the Transformation Programme Boards.

Reported by the Director of Sustainable Development – That the Transformation Plan identified three Programme Boards to oversee and drive change programmes and projects within the Council and with external collaborators. These were to be known as the Island Enterprise, Service Excellence and Business Transformation Programme Boards. Details of their remit was provided at paragraphs 1.1 – 1.3 of the report.

All three Boards would provide oversight, direction and make recommendations to the Executive on funding change programmes and projects. This would give confidence that anticipated benefits to the Council and communities on Anglesey were being realised and ensure that activities were delivered in accordance with Anglesey's corporate objectives and transformation culture themes.

Details of the first two establishing meetings of the Programme Boards which took place in April and the end of May/June 2013 were detailed at paragraph 2 of the report together with outputs at paragraph 2.1.

The next meetings would take place at the end of June/early July with full membership. These meetings would be briefing sessions and would close the establishing stage of the Boards. The September meetings would begin the work of the Boards, monitoring all programmes and projects within their portfolio, meeting with the leads and Managers on a rolling programme basis.

The Chief Executive mentioned that an invitation would be extended in due course to partners and regulators to attend meetings of the Programme Boards.

*The Improvement and Sustainability Board noted the contents of the report and the progress being made.*

## **7. DRAFT ANNUAL STATUTORY REPORT BY THE DIRECTOR OF SOCIAL SERVICES.**

Reported – That the aim of the annual report was to provide the Council and the people living in Anglesey with an overview of how well the Authority was delivering its social care responsibilities. The report presented a personal view by the Director of Social Services on the Isle of Anglesey and captured her experience of engaging with the transformational journey for Anglesey Council.

The process involves the critical appraisal of all service areas using analysis grids which identified what it is the Authority was trying to do, how well we are doing it and what the outcome had been for the service user. A constructive challenge session was held on 22<sup>nd</sup> March 2013 with our partners, with services reporting on their business plans and end of year performance. The Director considered that there was a sound platform from which to move forward, but that the task was considerable and would require the ongoing engagement, learning and commitment to continual improvement which characterised the work programme adopted by the Service and Council during 2012-13. The report would be presented for information to Council on 15<sup>th</sup> July, 2013.

*The Improvement and Sustainability Board noted the contents of the report.*

The meeting concluded at 12:30 p.m.

**COUNCILLOR IEUAN WILLIAMS  
CHAIR**

# IMPROVEMENT AND SUSTAINABILITY BOARD

Minutes of the meeting held on 23<sup>rd</sup> September, 2013 (11:00 am)

- PRESENT:** Councillor Ieuan Williams (Chair)  
Chief Executive
- Executive : Councillors R.Dew, H.Eifion Jones, Alwyn Rowlands.
- Director of Sustainable Development;  
Director of Community, Director of Lifelong Learning.
- IN ATTENDANCE:** Committee Services Manager
- ALSO PRESENT:** Mr. Andy Bruce (Wales Audit Office); Mr.Trebor Roberts (School Improvement Officer)
- APOLOGIES:** Councillors K.P.Hughes, A.Morris Jones, J.Arwel Roberts, R.Meirion Jones; Professor Mel Ainscow (Chair of the Anglesey Education Recovery Board), Mr.Huw Lloyd Jones (WAO), Mr.Marc Roberts (Local Authority Inspector, CSSIW), Ms.Lisa Hughes and Ms. Sarah King (Welsh Government); Deputy Chief Executive, Head of Function (Resources)

## 1. DECLARATION OF INTEREST

None to declare

## 2. APOLOGIES

As above.

## 3. MINUTES

Submitted and confirmed as a true record, the minutes of the meeting of the Improvement and Sustainability Board held on 27<sup>th</sup> June, 2013.

## 4. UPDATE ON THE DEVELOPMENT OF THE ANGLESEY EDUCATION RECOVERY BOARD.

- (a) Submitted – A summary of progress by the Director of Lifelong Learning on behalf of the Chair of the Anglesey Education Recovery Board.

Reported – That the Board had met on a monthly basis since November 2012 and during that time the Board had experienced excellent co-operation from senior officers and elected members within the Authority. Efforts had also been made to consult with representatives of various local stakeholder groups, particularly headteachers.

The priority during the first few months was to ensure that arrangements were in place to respond effectively to the concerns raised by Inspectors. Over recent months additional capacity had been put in place to address some challenges and more effective corporate

approaches had been adopted to address others. The Board were encouraged by the progress being made and the effective leadership of the Director of Lifelong Learning should not be underestimated.

Looking to the longer term, the Board had challenged the Authority to make significant organisational changes in the belief that these are required in order to develop an education system that is fit for purpose. This would require major structural reforms, as well as rethinking regarding attitudes, roles and responsibilities.

The changes that were being introduced as a result of the Board's involvement could be summarised as follows:-

### **1. The creation of a self-improving system.**

In line with current international thinking, the Board was encouraging restructuring that should enable these practices to be made available to more pupils. This would be achieved through the strengthening of co-operation between schools. Such developments implied new roles for headteachers, who must lead these developments. In the primary sector, a group of effective practitioners had emerged who were now taking the initiative in moving things forward. Similarly in the secondary sector, discussions had taken place with the headteacher group and there was clear commitment to strengthen collaboration between the five schools.

### **2. The rethinking of support for school improvement.**

Moves towards a self-improving system implied very different roles for the LEA and its staff. Previous arrangements tended to imply that it was outsiders that would drive forward school improvement efforts. The new thinking that was being introduced demanded that those within schools must take responsibility for improving themselves. In order to make sure that all children and young people are getting a fair deal, LEA staff need to know the big picture about what is happening in their communities, identifying priorities for action and brokering collaboration. This required significant changes with LEA staff moving away from a command and control perspective, towards one of enabling and facilitating collaborative action. It would also require appropriate responses from the staff of the newly created regional school improvement service. The Board was encouraged that this new approach was now being developed and the new school year was a vital time in ensuring that the changes were introduced with pace.

### **3. The reorganisation of provision**

The Board had argued that urgent action was required to develop a profile of provision that fitted the changing context of the Authority. In particular, the existence of surplus school places in schools across the Authority needed to be addressed in order to make the system more efficient in relation to the use of available resources and effective in using these resources to ensure high standards for all children and young people. The basis of a strategy for dealing with these challenges was now taking shape. In the primary sector this would involve the merging of existing schools through the creation of federations, extensive catchment area reorganisation, based on the remodelling of existing school buildings, the building of new area schools and the closure of schools that were no longer fit for purpose. Turning this ambitious plan into action would be a demanding task.

At the same time, there were significant challenges regarding provision within the secondary sector that had to be addressed, including the need to develop a more effective 14-19 strategy that linked with developments in the further education sector and the changing economic landscape. The Board was encouraged by the recent progress

that had been made in analyzing the situation and formulating a range of possible options. These would be considered at the September meeting of the Board.

In conclusion, the Board believed that this challenging programme of reform had the potential to make the Anglesey education system outstanding by international standards. However, this would only happen with the energetic support of elected members, not least about changes in provision and working practices that may sometimes be opposed by some sections of the local community. This being the case, there was a need for a new consensus around an agreed long-term strategy to ensure that all children and young people on Anglesey experienced an excellent education.

The Leader reported that he and the Chief Executive had this morning received a letter from Huw Lewis AM, Minister for Education and Skills in respect of changes that he had made to the membership of the Anglesey Education Recovery Board.

The Minister was pleased how well the Authority had worked with the Recovery Board and with the very good progress being made in addressing the recommendations of the Estyn inspection in 2012. In recognition of this, the Minister proposed to re-constitute the current Recovery Board into a more streamlined body providing specific advice and challenge to the members and officers of Anglesey.

The Board would now consist of 3 members and an advisor (Mr. Geraint Rees) currently seconded to the Minister's Department. Geraint Rees would act as an advisor and as interim chair to the revised Board while it was established. The Minister also intended to appoint Eileen Barnes Vachell, former London Challenge Adviser and Rob Scully of Carmarthenshire Council's Education Department to this streamlined structure. Both these individuals brought with them a wealth of experience particularly linked to transformational school reorganisation and improvement. The other member would be Viv Thomas who would remain on the Board as he had experience in school reorganisation and provided continuity from the existing Board to the newly constituted Board.

Board meeting would move to a 6 weekly cycle which would bring the Board in line with the other recovery boards in operation around Wales.

***The Improvement and Sustainability Board noted and welcomed the contents of the report together with the update provided by the Minister for Education and Skills.***

- (b) Submitted – A report by the Director of Lifelong Learning, drawing attention to the provisional results for 2012-13 since the Estyn inspection.

The number of pupils receiving free school meals had risen during the last year and presently 19.1% of Anglesey pupils had the right to receive free school meals. This placed the Authority in 13<sup>th</sup> position in Wales.

Concern was expressed at today's meeting as to the number of families not taking advantage of free school meals at primary and secondary school level. The Director was requested to continue last year's campaign to encourage parents or guardians to make an application for their child to receive free school meals, subject to the necessary benefit criteria being met.

Taking into consideration that the 2013 figures were not yet verified, the result for Foundation Phase had shown improvement over the last two years with the 2013 results showing that 85.8% had achieved the FPI and placing Anglesey in sixth position nationally. Over the last two years the percentage of schools in the two upper quartiles

had improved. In 2012, 66% of schools were in the upper quarters, the corresponding figure in 2013 was 64% (to be confirmed).

KS2 results had improved again this year. The percentage of pupils achieving the CSI (i.e. receiving L4 or above in mathematics, science and either Welsh or English) was by now 88%, an improvement of 3.3% on 2012 results which placed Anglesey third nationally. The results for English, Welsh, mathematics and science had all shown improvement on previous results. The Authority's comparative position in Welsh was low but consideration must be taken of the fact that a high percentage of Anglesey pupils were assessed in Welsh first language (in comparison with other authorities), even though a substantial number were from English speaking homes. By means of a table, the report referred to the percentage of schools in different quartiles. This year 62% of schools were in the upper two FSM quartiles. This was the best result for Anglesey over the last 5 years.

Overall, the 2013 KS3 performance was good with the performance of pupils achieving CSI this year being 81.5%, an increase of 3.6% since 2012 and an improvement of 19.6% since 2009. The percentage achieving L5+ and L6+ in all the core subjects had improved. Four of the five secondary schools were likely to have CSI results in the upper two FSM quarters.

KS4 results were yet to be confirmed. The most important indicator was the L2+ threshold and this year's improvement was around 2.5%, representing an increase of around 7% since 2011. This improvement had been achieved in spite of the disappointing performance in mathematics in one school and English in another. The 2013 L2+ results were likely to place Anglesey in 10<sup>th</sup> position nationally, an improvement since 2011. The work that had been done in tracking pupil progress and early intervention in two schools had had a positive impact on the results and the challenge was to ensure consistency across schools.

Attendance levels at secondary schools had improved over the last three years, moving the Authority from 18<sup>th</sup> in Wales in 2010-11 to 7<sup>th</sup> in 2012-13. Anglesey's performance was now 0.6% above the Welsh average and only 0.4% behind the best performing authority in Wales. Attendance levels at primary schools although not finalised, had improved this year with all schools having an attendance of over 90%. Nine schools had an attendance level of between 90% and 93% and these schools would be targeted during the current year. The number of days lost due to fixed term exclusions had fallen significantly in both the secondary and primary and no pupils had been given permanent exclusions during the 2012-13 academic year.

***The Improvement and Sustainability Board noted that pleasing progress was continuing to be made in relation to all recommendations.***

## **5. UPDATE ON PROGRESS IN CHILDREN'S SERVICES.**

Submitted – A progress report by the Service Improvement Manager against the Service Delivery Plan.

Reported – That recent WLGA publication of National Service indicators for 2012-13 showed that of the six indicators that related specifically to Children Services, Ynys Mon was the best in Wales in two of these, fifth in another and the remainder were above the all-Wales average.

The Business Plan for 2013-14 focused on the consolidation and embedding of the improvements, accompanied by the start of a review and modernisation process of the Service in both the management and operation of both frontline provision and the back office

function. To reflect this change, the role of the Service Improvement Board had been agreed to become one of more supporting and scrutinising the performance process, while still retaining the function of monitoring performance.

Details of notable progress made were referred to at Para 2 of the report and remaining areas of concern and challenges were referred to at Para 3 of the report.

The last couple of months had seen the start of a mostly new management team within the Service which had meant some challenges in ensuring consistency of delivery within and across teams, and new styles and approaches settling in. Performance by and large, had been successfully maintained and the new managers were starting to develop a more cohesive and team approach, although the challenges of managing the operation of a Children's Service continued.

The progress of last year had set a new benchmark and set of expectations for the Service which, along with the injection of new staff and managers, had helped stimulate a more optimistic and positive view of the Service and its capability to manage and improve further. There was a positive vibe within the service and recognition within partner agencies that it was a different and improved service.

There were still significant challenges for the Service as the Department looked to the implications of new and changing legislation and continuing budgetary pressures, together in the face of patterns of demand that showed no sign of decreasing. Whilst these could have a positive impact in terms of driving change and efficiency there remained concern that the ability to deliver services to meet statutory obligations would be stretched. Thus over the coming year, the Service would be making the argument on an invest to save basis for additional (albeit mostly temporary) capacity to make the required changes.

***The Improvement and Sustainability Board noted the contents of the report and welcomed the progress being made.***

## **6. PROGRAMME BOARDS' PROGRESS REPORT**

Submitted – A joint report by the Corporate Directors on developments as regards the Transformation Programme Boards.

Reported by the Director of Sustainable Development – That the Transformation Plan identified three Programme Boards to oversee and drive change programmes and projects within the Council and with external collaborators. These were to be known as the Island Enterprise, Service Excellence and Business Transformation Programme Boards. Details of their remit was provided at paragraphs 1.1 – 1.3 of the report.

All three Boards would provide oversight, direction and make recommendations to the Executive on funding change programmes and projects. This would give confidence that anticipated benefits to the Council and communities on Anglesey were being realised and ensure that activities were delivered in accordance with Anglesey's corporate objectives and transformation culture themes.

Following the establishing meetings, the first full meeting with all members in attendance took place at the end of June, with the main aim of briefing new members on the purpose of the Boards and their role collectively and individually. The agenda for the next meeting(s) had been agreed, with the identification of the programme/project/task leads that would be invited to report.

The next meetings would take place between 13-20<sup>th</sup> September and each Board would receive a verbal report with associated project documentation from the Leads of the

Programme/Projects and Tasks (detailed at Para 3.1 of the report). Work would continue with the Programme and Project Leads and Managers to ensure that they were supported to deliver their programmes and projects effectively, the appropriate governance arrangements were maintained and documentation was in place to ensure effective and developed reporting mechanisms. Each Board would also identify the key messages / decisions / outcomes to be shared with all staff and Members on MonITor.

During August and September the Authority engaged with the citizens of Anglesey on the priorities of the Corporate Plan and proposals for savings. Work would continue to ensure that these corporate priorities were delivered through the projects, within the portfolios of the Transformation Boards.

Mr. Andy Bruce stated that he was encouraged by the progress and feedback being made with regard to the various matters referred to at today's meeting. He mentioned that the Project Boards would take a while to become embedded in the system and that there would be a requirement to keep Board members focused upon their respective Terms of Reference.

***The Improvement and Sustainability Board noted the contents of the report and the progress being made.***

The meeting concluded at 12 noon

**COUNCILLOR IEUAN WILLIAMS  
CHAIR**



<b>ISLE OF ANGLESEY COUNTY COUNCIL</b>	
<b>Report to</b>	<b>County Council</b>
<b>Date</b>	<b>10 October 2013</b>
<b>Subject</b>	<b>Annual Treasury Management Review for 2012/13</b>
<b>Portfolio Holder(s)</b>	<b>Councillor H E Jones</b>
<b>Lead Officer(s)</b>	<b>CLARE J WILLIAMS</b>
<b>Contact Officer</b>	<b>CLARE J WILLIAMS (Ext. 2601)</b>
<b>Nature and reason for reporting</b>	
<p>To comply with regulations issued under the Local Government Act 2003.</p> <p>The Council has resolved that this report is also considered by the Audit Committee. The Audit Committee considered the content of the report at its meeting on 23 July 2013 and resolved to accept its content and to refer it to the County Council.</p>	

## Summary

The Council is required by regulations issued under the Local Government Act 2003 to produce an annual treasury management review of activities and the actual prudential and treasury indicators for 2012/13. This report meets the requirements of both the CIPFA Code of Practice on Treasury Management (the Code) and the CIPFA Prudential Code for Capital Finance in Local Authorities (the Prudential Code).

The report also includes borrowing and investment performance during the year.

Under the Prudential Code it is a requirement that all local authorities set Prudential Indicators for borrowing and investing among other factors each year. The Council confirmed its limits for 2012/13 on 5 March 2012 and outturn information is provided in this report.

During 2012/13 the minimum reporting requirements were that the full Council should receive the following reports:

- an annual treasury strategy in advance of the year;
- a mid year (minimum) treasury update report;
- an annual review following the year describing the activity compared to the strategy (this report).

The regulatory environment places responsibility on Members for the review and scrutiny of treasury management policy and activities. This report is, therefore, important in that respect, as it provides details of the outturn position for treasury activities and highlights compliance with the Council's policies previously approved by Members.

This Council also confirms that it has complied with the requirement under the Code to give prior scrutiny to all of the above treasury management reports by the Audit Committee before they were reported to the full Council.

Member training on treasury management issues was undertaken during October 2012 in order to support the scrutiny role of the members of the Audit Committee.

During 2012/13, the Council complied with its legislative and regulatory requirements. The key actual prudential and treasury indicators detailing the impact of capital expenditure activities during the year, with comparators, are as follows:

Actual prudential and treasury indicators	2011/12 Actual £000	2012/13 Original Indicator £000	2012/13 Actual £000
Capital expenditure	21,619	27,800	25,428
Total Capital Financing Requirement:			
• Non-HRA	78,849	85,300	81,347
• HRA	21,811	28,400	25,062
• Total	100,660	113,700	106,409
•			
External debt	96,103	113,717	96,097
Investments*			
• Longer than 1 year	-	-	-
• Under 1 year	16,152	25,932	13,468
• Total	16,152	25,932	13,468

\* estimates and actuals, not a prudential indicator

Other prudential and treasury indicators are to be found in the main body of this report. The s151 Officer also confirms that borrowing was only undertaken for a capital purpose and the statutory borrowing limit (the authorised limit), was not breached.

The financial year 2012/13 continued the challenging investment environment of previous years, namely low investment returns and continuing heightened counterparty risk.

## RECOMMENDATIONS

That the County Council notes the contents of this report, which have been scrutinised by the Audit Committee.

### Appendices:

Appendix 1 – Summary Portfolio Valuation

Appendix 2 – Investment Counterparty Credit Ratings as at 31 March 2013

Appendix 3 - Equivalent Credit Ratings

Appendix 4 – The Economy and Interest Rates – A Commentary by Sector

### Background papers

Treasury Strategy 2012/13

Prudential Indicators 2012/13

## 1. INTRODUCTION

This report summarises the following functions / activities / outcomes in financial year 2012/13:

- Capital activity during the year;
- Impact of this activity on the Council's underlying indebtedness (the Capital Financing Requirement);
- The actual prudential and treasury indicators;
- Overall treasury position identifying how the Council has borrowed in relation to this indebtedness, and the impact on investment balances;
- Interest rate movements in the year;
- Detailed debt activity; and
- Detailed investment activity.

## 2. THE COUNCIL'S CAPITAL EXPENDITURE AND FINANCING 2012/13

2.1 The Council undertakes capital expenditure on long-term assets. These activities may either be:

- Financed immediately through the application of capital or revenue resources (capital receipts, capital grants, revenue contributions etc.), which has no resultant impact on the Council's borrowing need; or
- Financed from borrowing; this may be through planned borrowing or otherwise. If insufficient financing is available, or a decision is taken not to apply resources, the capital expenditure will give rise to a borrowing need.

2.2 The actual capital expenditure forms one of the required prudential indicators. The table below shows the actual capital expenditure and how this was financed.

£m	2011/12 Actual (£m)	2012/13 Estimate (£m)	2012/13 Actual (£m)
Non-HRA capital expenditure	13	18	17
HRA capital expenditure	9	10	9
<b>Total capital expenditure</b>	<b>22</b>	<b>28</b>	<b>26</b>
Resourced by:			
• Capital receipts	1	1	1
• Capital grants	10	11	12
• Revenue	3	2	3
<b>Unfinanced capital expenditure</b>	<b>8</b>	<b>14</b>	<b>10</b>

## 3. THE COUNCIL'S OVERALL BORROWING NEED

3.1 The Council's underlying need to borrow for capital expenditure is termed the Capital Financing Requirement (CFR). This figure is a gauge of the Council's debt position. The CFR results from the capital activity of the Council and what resources have been used to pay for the capital spend. It represents the 2012/13 unfinanced capital expenditure (see above table), and prior years' net or unfinanced capital expenditure which has not yet been paid for by revenue or other resources.

**3.2** Part of the Council's treasury activities is to address the funding requirements for this borrowing need. Depending on the capital expenditure programme, the treasury service organises the Council's cash position to ensure sufficient cash is available to meet the capital plans and cash flow requirements. This may be sourced through borrowing from external bodies (such as the Government, through the Public Works Loan Board (PWLB) or the money markets), or utilising temporary cash resources within the Council.

### 3.3 Reducing the CFR

**3.3.1** The Council's underlying borrowing need (CFR) is not allowed to rise indefinitely. Statutory controls are in place to ensure that capital assets are broadly charged to revenue over the life of the asset. The Council is required to make an annual revenue charge, called the Minimum Revenue Provision – MRP, to reduce the CFR. This is effectively a repayment of the borrowing need. This differs from the treasury management arrangements which ensure that cash is available to meet capital commitments. External debt can also be borrowed or repaid at any time, but this does not change the CFR.

**3.3.2** The total CFR can also be reduced by:-

- the application of additional capital financing resources (such as unapplied capital receipts); or
- charging more than the statutory revenue charge (MRP) each year through a Voluntary Revenue Provision (VRP).

**3.3.3** The Council's 2012/13 MRP Policy (as required by WG Guidance) was approved as part of the Treasury Management Strategy Report for 2012/13 on 5 March 2012.

**3.3.4** The Council's CFR for the year is shown below, and represents a key prudential indicator. This would include any PFI and leasing schemes on the balance sheet, which would increase the Council's borrowing need, the CFR. There were no such schemes during the year.

CFR: Council Fund	2011/ 12 Actual (£m)	2012/ 13 Budget (£m)	2012/ 13 Actual (£m)
Opening balance	79	80	79
Add unfinanced capital expenditure (as above)	4	8	6
Less MRP/VRP*	(4)	(3)	(4)
Closing balance	79	85	81

CFR: HRA	2011/ 12 Actual (£m)	2012/ 13 Budget (£m)	2012/ 13 Actual (£m)
Opening balance	19	24	22
Add unfinanced capital expenditure (as above)	4	6	4
Less MRP/VRP*	(1)	(2)	(1)
Closing balance	22	28	25

\* Includes voluntary application of capital receipts

**3.3.5** The borrowing activity is constrained by prudential indicators for net borrowing and the CFR, and by the authorised limit.

### 3.4 Net borrowing and the CFR

In order to ensure that borrowing levels are prudent over the medium term the Council's external borrowing, net of investments, must only be for a capital purpose. This essentially means that the Council is not borrowing to support revenue expenditure. Net borrowing should not therefore, except in the short term, have exceeded the CFR for 2012/13 plus the expected changes to the CFR over 2013/14 and 2014/15 from financing the capital programme. This indicator allows the Council some flexibility to borrow in advance of its immediate capital needs in 2012/13. The table below highlights the Council's net borrowing position against the CFR. The Council has complied with this prudential indicator.

**3.4.1** It should be noted that this indicator is changing to compare gross borrowing to the CFR with effect from 2013/14; this is expected to provide a more appropriate indicator.

	31 March 2012 Actual (£m)	31 March 2013 Budget (£m)	31 March 2013 Actual (£m)
Gross borrowing position	96.1	113.7	96.1
Net borrowing position	79.9	87.8	82.6
CFR	100.7	113.7	106.4

**3.4.2** As part of the financing of capital expenditure for 2012/13 borrowing was used to finance the gap between available resources (capital receipts, capital grants, capital contributions and revenue contributions), net of contingency, and the capital expenditure. Additionally, given the PWLB rates on offer and the market rates available for investments, it was decided, in the short term at least, to continue internalising borrowing in order to maximise net income and to minimise counterparty risk. The same strategy was adopted as for 2011/12 where the CFR switched from being £4.9m below external borrowing (31 March 2011) to being £4.6m above. As a result of continuing with this strategy, the gap between CFR and external borrowing increased during 2012/13 to £10.3m. The net current borrowing is less than the forecast CFR for the following 2 years.

**3.5** The other debt related indicators are:

**3.5.1 The authorised limit** - the authorised limit is the "affordable borrowing limit" required by s3 of the Local Government Act 2003. The Council does not have the power to borrow above this level. The table below demonstrates that during 2012/13 the Council maintained gross borrowing within its authorised limit.

**3.5.2 The operational boundary** – the operational boundary is the expected borrowing position of the Council during the year. Periods where the actual position is either below or over the boundary are acceptable subject to the authorised limit not being breached.

**3.5.3 Actual financing costs as a proportion of net revenue stream** - this indicator identifies the trend in the cost of capital (borrowing and other long term obligation costs net of investment income) against the net revenue stream.

	2012/13
Authorised limit	£123.0m
Maximum gross borrowing position	£96.1m
Operational boundary	£118.0m
Average gross borrowing position	£96.1m
Financing costs as a proportion of net revenue stream - CF	5.99%
Financing costs as a proportion of net revenue stream - HRA	16.19%

On balance sheet leasing would also count against authorised limits. A second set of limits was approved, giving scope for £2m leasing. There was no requirement in the year.

#### 4. TREASURY POSITION AS AT 31 MARCH 2013

4.1 The borrowing and investment figures for the council as at the end of the 2012/13 and 2011/12 financial years are as follows:

	31 MARCH 2012			31 MARCH 2013		
	£'000	Average Rate (%)	Average Maturity (yrs)	£'000	Average Rate (%)	Average Maturity (yrs)
Debt: All Public Works Loans Board (all fixed rate)	96,102	5.53	26.5	96,096	5.53	26.5
Investments (all < 1 year, managed in house and fixed rate)	5,000	1.32		10,000	1.63	
Deposits (all no notice and managed in house)	11,151	0.77		3,468	0.79	
Net position	79,951			82,628		

These are disclosed in the Council's Statement of Accounts at "fair value": see a more detailed analysis in Appendix 1.

4.2 Borrowing is further broken down by maturity as:-

	31 MARCH 2012		31 MARCH 2013		Limits	
	£m	% of total	£m	% of total	% of total (upper)	% of total (lower)
Total borrowing	96.1	100	96.1	100		
Under 12 months	0.0	0	6.5	7	20%	0%
12 months and within 24 months	6.5	7	0.0	0	20%	0%
24 months and within 5 years	0.0	0	5.5	6	50%	0%
5 years and within 10 years	20.1	21	16.8	17	75%	0%
10 years and above	65.5	72	67.2	70%	100%	0%

4.3 The average borrowing rate of the loan portfolio remained constant during the year as there were no loan maturities, no debt rescheduling and no new borrowing. No debt rescheduling took place during the year as the average 1% differential between PWLB new borrowing rates and premature repayment rates made rescheduling unviable.

- 4.4 Part of the Council's deposits are held in no notice deposit accounts which pay interest at rates near the prevailing base rate (£3.5m at 0.79% (31 March 2012: £11.2m at 0.77%). Of the remaining deposits, £10m was being held for a period of less than 1 year at an average rate of 1.63% (31 March 2012: £5m at 1.32%).

## **5. TREASURY STRATEGY FOR 2012/13**

- 5.1 Our treasury strategy for 2012/13, adopted on the 5 March 2012, was based on the expectation that, in the medium term, investment rates would be short of long term borrowing rates and so value could be best obtained by postponing new external borrowing and adopting internal borrowing. Additionally, this strategy was adopted so as to minimise counterparty risks. This strategy was subject to caution, with regular monitoring of the interest rate market and a pragmatic approach to changing circumstances so as to avoid long term costs outweighing any short term gains from not externalising.
- 5.2 The economic position was as outlined in Appendix 4 and PWLB rates were as shown at Appendix 4. These rates favoured the internalisation strategy and so no debt rescheduling took place (no debt matured in the year).

## **6. INVESTMENT**

- 6.1 The base rate remained at its historic low of 0.5% throughout the year; it has now remained unchanged for four years. Market expectations of the start of monetary tightening were pushed back during the year to early 2015 at the earliest. The Funding for Lending Scheme resulted in a sharp fall in deposit rates in the second half of the year.
- 6.2 Overlaying the relatively poor investment returns were the continued counterparty concerns, most evident in the Euro zone sovereign debt crisis which was an ongoing issue throughout the year.
- 6.3 The expected investment strategy was to keep to shorter term deposits (up to 364 days) although the ability to invest out to longer periods was retained (although not used). I expected available cash balances of £40m and ranging between £25m and £45m. The budget was set at 0.83% or £332k after adjusting for the higher rates on existing investments. As it turned out, average balances of £24.0m returned £249k (1.03%). The lower than budgeted average cash balance was the result of continuing to internalise borrowing. The higher than budgeted return was due to better than anticipated rates of return on fixed term investments.
- 6.4 The investment performance against the benchmark had yet to be measured at the time of reporting to the Audit Committee. We will report on the outstanding matters later in the year.

## **7. INVESTMENT SECURITY AND CREDIT QUALITY**

- 7.1 No institutions in which we had made investments had any difficulty in repaying investments and interest on time and in full during the year.

- 7.2** During 2012/13, credit ratings remained poor across the range of our usual counterparties, including building societies. Since late 2008 it has become increasingly difficult to place deposits with appropriate counterparties. In December 2008, the Council's approval was obtained to extend flexibility with counterparties to deal with market changes; this included the ability to invest all our surplus funds with central government if necessary. The list was further widened in April 2010 to include nationalised and partly nationalised institutions (and in March 2012 this list was approved, unchanged, for 2012/13). Previous decisions had extended flexibility for investing with local authorities. Our approach of listening to expert advice, taking account of market sentiment and being cautious enabled us to improve credit quality within existing counterparty lists.
- 7.3** The practical effect of these policies was as follows: during the year we continued to use no notice accounts with major high street institutions (Santander, HSBC and Bank of Scotland) for day to day cash flow.
- 7.4** The only fixed term investment (Royal Bank of Scotland (RBS), £5.0m) at the start of the year, matured during the year. This was reinvested with RBS upon maturity for a further 6 months at a rate of 1.16%. On the same date a further £5m was invested with the same institution for 364 days, at a rate of 1.68%. The investment at 1.16% matured during the year and was re-invested for a further 6 months at a rate of 1.58%. The decision to invest with RBS was made primarily due to them being one of the few creditworthy institutions given their UK government backing. No other investments were made during the year.
- 7.5** During 2011/12 the credit ratings for Santander UK were downgraded bringing the institution below the thresholds in the approved lending list. Deposits continued to be made with Santander during 2012/13 consistent with the decision made by the County Council in March 2012 and endorsed by the Audit Committee. This decision was made in light of wider considerations of market conditions and taking into account the views of this Authority's appointed treasury advisors (Sector Treasury Services). The current position is the short term ratings for two of the three agencies have fallen to one category below the normal approved list level. Long term ratings continue to be below the level of the approved list. However, in line with current advice and wider market considerations, Santander continues to be used for depositing monies, on a call basis only.



**Summary Portfolio Valuation  
As at 31 March 2013**

**FINANCIAL ASSETS**

	Nominal / Principal (£)	Fair Value (£)
Cash (interest bearing accounts) (1)	3,468,455	3,541,166
Fixed Term Deposits (2)	10,000,000	10,141,947

**FINANCIAL LIABILITIES**

WLB loan – Maturity	95,815,764	122,953,603
PWLB loan – Annuity	280,875	470,130

**Counterparties**

(1) Cash (interest bearing accounts)		
Santander	3,418,352	
Bank of Scotland	103	
HSBC	<u>50,000</u>	
	3,468,455	
(2) Fixed Term Deposits		
Royal Bank of Scotland	10,000,000	

## Credit Ratings of Investment Counterparties at 31 March 2013

Institution	Fitch Long Term Rating	Fitch Short Term Rating	Moody's Long Term Rating	Moody's Short Term Rating	Standard & Poor's (S&P) Long Term Rating	Standard & Poor's (S&P) Short Term Rating	Sector Colour	Sector Suggested Duration
Santander Bank Plc	A	F1	A2	P-1	A	A-1	Green	3 months
Bank of Scotland Plc	A	F1	A2	P-1	A	A-1	Blue	12 months
HSBC Plc	AA-	F1+	Aa3	P-1	AA-	A-1+	Orange	12 months
The Royal Bank of Scotland Plc	A	F1	A3	P-2	A	A-1	Blue	12 months

- It can be seen from the above that the Bank of Scotland and the Royal Bank of Scotland were given a blue colour coding by Sector as they were part nationalised throughout 2012/13. This meant that they were eligible to have up to £10m invested, for up to 364 days, under the approved lending list (by credit rating), Section 4.1- Si (a iii). The Lending List can be found in Appendix 6 of the 2012/13 Treasury Management Strategy Statement / Annual Investment Strategy.
- It can also be seen that HSBC met the credit criteria for investment throughout the year.
- The only institution not to meet the credit criteria was Santander. This is discussed in Section 7.5.
- The equivalent credit ratings for the 3 rating agencies referred to above are found in Appendix 3.

## Equivalent Credit Ratings (Fitch, Moodys, S&amp;P)

<b>Fitch Long Term</b>	<b>Moodys Long Term</b>	<b>S&amp;P Long Term</b>
AAA	Aaa	AAA
AA+	Aa1	AA+
AA	Aa2	AA
AA-	Aa3	AA-
A+	A1	A+
A	A2	A
A-	A3	A-
BBB+	Baa1	BBB+
BBB	Baa2	BBB
BBB-	Baa3	BBB-
<b>Fitch Short Term</b>	<b>Moodys Short Term</b>	<b>S&amp;P Short Term</b>
F1+	n/a	A-1+
F1	P-1	A-1
F2	P-2	A-2
F3	P-3	A-3

## THE ECONOMY AND INTEREST RATES

The EU sovereign debt crisis was an ongoing saga during the year. However, the ECB statement in July that it would do “whatever it takes” to support struggling Eurozone countries provided a major boost in confidence that the Eurozone was (at last) beginning to get on top of its problems. This was followed by the establishment of the Outright Monetary Transactions Scheme in September. During the summer, a €100bn package of support was given to Spanish banks. The crisis over Greece blew up again as it became apparent that the first bailout package was insufficient. An eventual very protracted agreement of a second bailout for Greece in December was then followed by a second major crisis, this time over Cyprus, towards the end of the year. In addition, the Italian general election in February resulted in the new Five Star anti-austerity party gaining a 25% blocking vote; this has the potential to make Italy almost ungovernable if the grand coalition formed in April proves unable to agree on individual policies. This could then cause a second general election – but one which could yield an equally ‘unsatisfactory’ result! This result emphasises the dangers of a Eurozone approach heavily focused on imposing austerity, rather than promoting economic growth, reducing unemployment, and addressing the need to win voter support in democracies subject to periodic general elections. This weakness leaves continuing concerns that this approach has merely postponed the ultimate debt crisis, rather than provide a conclusive solution. These problems will, in turn, also affect the financial strength of many already weakened EU banks during the expected economic downturn in the EU. There are also major questions as to whether the Greek Government will be able to deliver on its promises of cuts in expenditure and increasing tax collection rates, given the hostility of much of the population.

The UK coalition Government maintained its tight fiscal policy stance against a background of warnings from two credit rating agencies that the UK could lose its AAA credit rating. Moody’s followed up this warning by actually downgrading the rating to AA+ in February 2013 and Fitch then placed their rating on negative watch, after the Budget statement in March. Key to retaining the AAA rating from Fitch and S&P will be a return to strong economic growth in order to reduce the national debt burden to a sustainable level, within a reasonable timeframe.

2012/13 started the first quarter with negative growth of -0.4%. This was followed by an Olympics boosted +0.9% in the next quarter, then by a return to negative growth of -0.3% in the third quarter and finally a positive figure of +0.3% in the last quarter. This weak UK growth resulted in the Monetary Policy Committee increasing quantitative easing (QE) by £50bn in July to a total of £375bn on concerns of a downturn in growth and a forecast for inflation to fall below the 2% target. QE was targeted at further gilt purchases. In the March 2013 Budget, the Office of Budget Responsibility yet again slashed its previously over optimistic growth forecasts, for both calendar years 2013 and 2014, to 0.6% and 1.8% respectively.

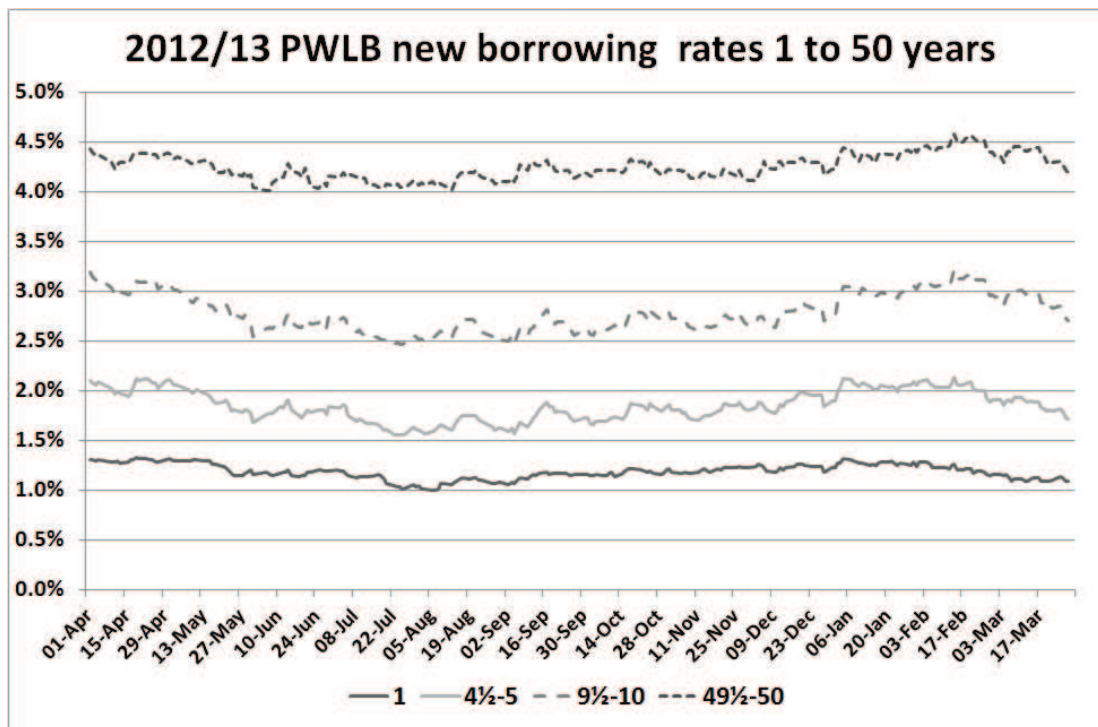
UK CPI inflation has remained stubbornly high and above the 2% target, starting the year at 3.0% and still being at 2.8% in March; however, it is forecast to fall to 2% in three years time. The MPC has continued its stance of looking through temporary spikes in inflation by placing more importance on the need to promote economic growth.

Gilt yields oscillated during the year as events in the ongoing Eurozone debt crisis ebbed and flowed, causing corresponding fluctuations in safe haven flows into / out of UK gilts. This, together with a further £50bn of QE in July and widely expected further QE still to come, combined to keep PwLB rates depressed for much of the year at historically low levels.

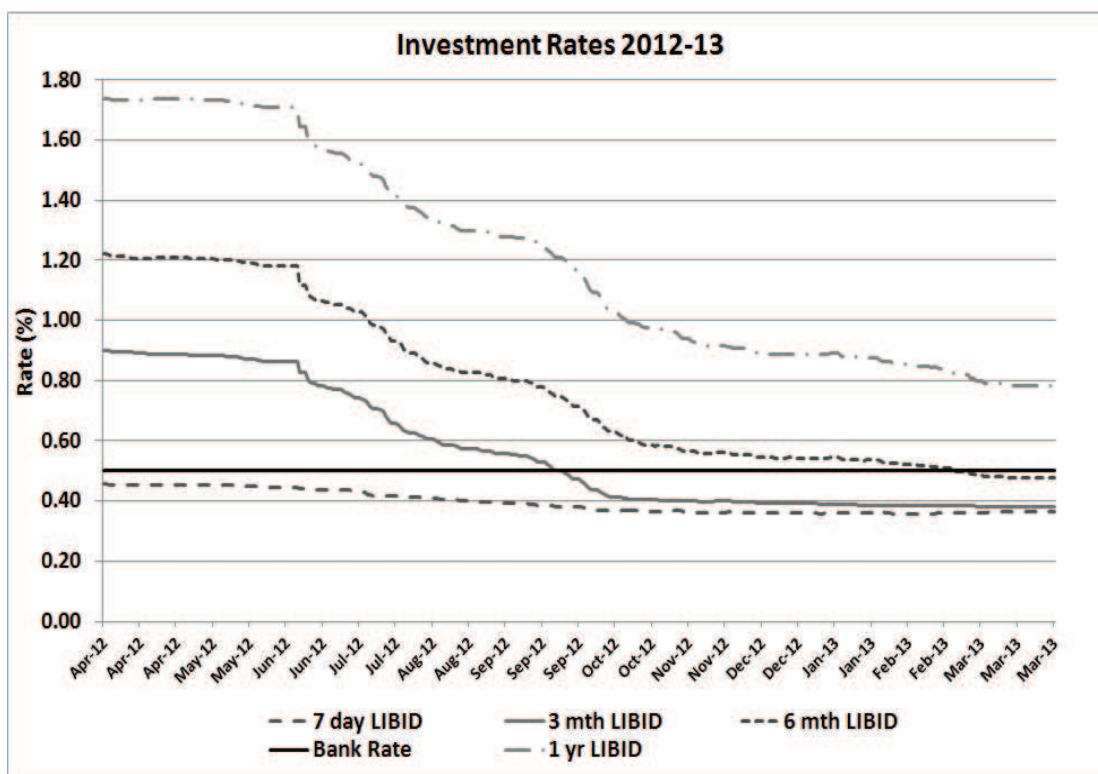
Bank Rate was unchanged at 0.5% throughout the year, while expectations of when the first increase would occur were pushed back to quarter 1 2015 at the earliest.

The Funding for Lending Scheme, announced in July, resulted in a flood of cheap credit being made available to banks and this has resulted in money market investment rates falling sharply in the second half of the year. However, perceptions of counterparty risk have improved after the ECB statement in July that it would do “whatever it takes” to support struggling Eurozone countries. This has resulted in some return of confidence to move away from only very short term investing.

**Chart 1: Borrowing Rates 2012-13**



**Chart 2: Investment Rates 2012-13**



Extracts from report by SECTOR, Treasury Management Consultants

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<b>ISLE OF ANGLESEY COUNTY COUNCIL</b>	
<b>Report to</b>	Full Council
<b>Date</b>	10.10.13
<b>Subject</b>	Performance Report 2012/13
<b>Portfolio Holder(s)</b>	Councillor Alwyn Rowlands
<b>Lead Officer(s)</b>	Huw Jones (2108)
<b>Contact Officer</b>	Gethin Morgan (2111)
<b>Nature and reason for reporting:</b>	
<p>There is a Statutory requirement under the Wales Programme for Improvement and the Local Government Measure (2009) for the council to report and publish its performance on previous years activity before the end of October each year.</p>	

<b>A – Introduction / Background / Issues</b>
<p>The Council is required to compile and publish its annual Performance Report by 31<sup>st</sup> October annually - documenting and analyzing past performance over the financial year. This paper covers the production of the 'Draft' Performance Report for 2012/13 which looks back over the council's performance for 2012/13, and is presented as a brief summary of the main headings to be found within the actual Performance Report document.</p> <p>The Performance Report is presented to full Council for approval prior to final editing and proof reading of the document during October 2013.</p> <p>The process of preparing the report was presented to the Executive Committee on the 9<sup>th</sup> of September, 2013.</p>

<b>B – Considerations</b>
<b>The main considerations are as follows:-</b>
<b>Strategic focus and priorities</b>

The Plan looks at progress the Council has made against its five strategic priorities:-

1. Anglesey has a thriving and prosperous rural economy
2. People in Anglesey achieve their full potential
3. People in Anglesey are healthy and safe
4. People in Anglesey enjoy, protect and enhance their built and natural environment for future generations
5. People in Anglesey are proud of their Council

### **Regulatory Activity**

As well as continuing to address our main priorities the Report also notes any Inspection and other regulatory work that was undertaken during 2012/13 in the Council.

Summary details are outlined in the audit and inspection reports referred to within the body of the Report.

### **Performance Indicators**

Under the Performance Measurement Framework, each council in Wales has to collect and share data for National Strategic Indicators (NSIs) and also Public Accountability Measures (PAMs) under each service area. The full results for NSI and PAM Indicators for 2012/13 can be found in the Appendix of the attached Report. This section within the plan looks at performance against the top, middle and bottom quartiles as well as against year on year performance and performance as benchmarked against other authorities.

### **Outcome Agreement**

This year, 2012-13, was the last year of a three year programme for delivery of the Outcome Agreement (OAs) signed between the council and the Welsh Government (WG).

Based on indications from our self-assessment work we believe that we will achieve 100% grant allocation again this year (awaiting WG discussion/confirmation at the time of writing).

### **Financial Performance 2012/13**

There is reference within the document as regards the council's overall financial position and performance for 2012/13.

### **Ensuring equality and sustainability**



The Council continues its commitment to equality, both in the provision of services and in its role as a major employer., and building and supporting sustainable communities has been identified as one of our key priorities. Mainstreaming sustainability across the Authority continues to be developed and further work is required to make sure that this is integrated in future plans.

### **Addressing our Improvement Objectives**

This part of the Report contains our assessment of how we addressed and delivered our improvement objective actions during 2012/13, namely:-

- a. Improving Children's Services so that children are protected from harm and abuse and that their wellbeing, independence and stability are promoted
- b. Regenerating our Communities so that we prevent homelessness and meet the housing and associated needs of homeless people
- c. Improve corporate Governance so that we ensure the Council fully delivers on its promise to promote and protect the interests of the island, its citizens and communities
- d. Realisation of our Outcome Agreement so that we ensure alignment and work in partnership to meet the aims of the Welsh Government

### **D – Recommendation**

The Council is requested to:

Delegate authority to the Head of Service (Policy) in consultation with the Portfolio Holder & Executive's Business Manager to finalise the editing of the said draft and proof read the 2012/13 Performance Report for publication in accordance with our statutory deadline by end of October, 2013.

**Name of author of report:** Gethin Morgan  
**Job Title:** Business Planning and Programme Manager  
**Date:** September 2013



CYNGOR SIR  
YNYS MÔN  
ISLE OF ANGLESEY  
COUNTY COUNCIL

Isle of Anglesey County Council  
Performance Report  
2012/13  
Draft

## A word from the Leader...

**To be updated (all parts in red text relate to previous year)....**

Welcome to the County Council's Improvement Plan (Performance Review) for 2012/13. The Plan looks back to assess how we performed against the priorities and targets as set out in our Corporate Business Plan 2012/15.....

**Ieuan Williams**  
Leader of the Council

**October 2013**

**Richard Parry Jones**  
Chief Executive

### **Statement of responsibility**

This Review has been produced on the basis that the Isle of Anglesey County Council is responsible for the preparation of the Review, for the information and assessments set out in it and the estimates on which they are based.

The Authority is satisfied that the information and assessments included in the Review are, in all material respects, accurate and complete to the best of our knowledge and belief.

**This document can also be produced,  
on request, in Braille, large print, on tape or on disk –  
See page ?? for contact details.**

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## EXECUTIVE SUMMARY

As a County Council we continued to implement significant change during 2012/13. The Welsh Government had appointed its own Commissioners to run the Council in March 2011 in order to improve corporate governance and working arrangements in light of long-standing concerns about the governance of the Council. Over the two years which have elapsed since the Commissioners were first appointed, they have reported substantial improvements in the Council's corporate governance arrangements.

Significant changes have been made in the way in which the Council carries out its business, and relationships between political groups, elected members and senior officers have been transformed. Member conduct improved considerably and the Executive engaged constructively and enthusiastically with the Commissioners to manage both the day-to-day business and strategic development of the Council. As a result, the level of adverse publicity which the Council attracts diminished considerably.

At the same time, the corporate centre was strengthened, a revised, outcome-based corporate planning process has been implemented and new systems for managing finance, performance and risk were established. Over the past twelve months, a more robust, more fit for purpose Constitution has been adopted and a stronger and more capable Senior Leadership Team has been recruited, creating solid foundations for further improvement.

In order to consolidate this early progress we have now embarked upon an ambitious programme of transformational change which will help sustain the improvement which has been achieved thus far, and ultimately result in improved services for




our citizens. Our own self-assessment and the Commissioners Progress Report to Welsh Government covering the period between November 2012 and April 2013 stated that there was

...


*'a real sea change in the level of confidence at both member and officer level that the Council can move beyond recovery to deliver the commitment it has made to transform itself into a 'New Anglesey' – a well-governed, well-led, cost-effective local authority which consistently delivers modern, fit for purpose public services for the people of the Island'*

Whilst all these changes have been taking place, services have continued to work as effectively and efficiently as possible during these difficult economic times.

This report outlines progress against each of our improvement objectives and strategic priorities outlined at the start of the 12/13 financial year. Progress made is evidence-based and uses business intelligence to provide a Red / Amber / Green rating. Actions set against these priorities also highlight the considerable challenges and risks which lie ahead during 2013/14.

- Red  – failed to achieve original target
- Amber  – marginally failed or outside Council control
- Green  - Achieved original targets

Progress against our **Improvement Objectives** is monitored throughout the year on a quarterly basis using Ffynnon, our performance management system, and can be summarised as follows –

 *To ensure that children are protected from harm & abuse and that their wellbeing, independence and stability are promoted by **improving our services for children** -*

As a Council we believe we have responded positively to the areas for development identified last year by the CSSIW, particularly in relation to children's services. This was noted in this year's Council Annual Improvement Report issued by Wales Audit Office. We have introduced strengthened guidance, increased staffing and brought in additional expertise. We have also undertaken significant efforts to improve performance and quality management which has resulted in improved **Performance Indicator** results where some are noted as being the best in Wales. Further work needs to be accomplished to sustain these improvements and we are aware that this will be a long term continued process into the future.

 *To prevent homelessness and to meet the **housing needs and associated needs of homeless people** by **regenerating our communities** -*

In order to meet this objective we restructured the Housing Service to include an integrated Housing Options team, incorporating the Council's housing advice, Housing Allocations and Homeless functions. A Customer Service Team was established - which has meant that specialist staff can concentrate their efforts on more complicated casework, whilst the frontline enquiries can be dealt by the Customer Services Team. We published our Housing Option website, providing information to customers and housing staff on local sources of housing, assistance, support and advice. Homelessness as a result was prevented in 88.7% of cases where citizens approached the Council for Housing advice in 2012-13.


 *To ensure the Council fully delivers on its promise to promote and protect the interests of the Island, its citizens and its communities by **improving our governance***

The Commissioners reported that corporate governance improvement is now embedded within the Council as a core management function, and that since the middle of December 2012, they had sensed a real sea change in the level of confidence at both member and officer level so that the Council could move beyond recovery to deliver the commitment it had made to transform itself into a 'New Anglesey' - a well-governed, well-led, cost effective local authority which consistently delivers modern, fit for purpose public services for the people of the Island

 *To ensure that the County Council aligns itself and works in partnership towards the aims of the Welsh Government through the **realisation of our Outcome Agreements***

On the basis of our own self-assessment it is envisaged that we will achieve 100% full grant allocation in the third and final year of the Outcome Agreement. (Awaiting WG assessment / dialogue).

Our **strategic priorities** can be summarised as follows –

**Anglesey has a thriving and prosperous rural economy** 

As an island we are set to benefit from significant investment and growth opportunity securing positive transformational economic and social change as a result of considerable progress made during 12/13.

Following the purchase of Horizon Nuclear Power by Hitachi there has been increased momentum in relation to the potential new Nuclear Build at Wylfa, as well as via major developers, to progress the Island's low carbon agenda.

The Welsh Government awarded Enterprise Zone status, which presents the opportunity for a number of major strategic investment projects, has also been welcomed.

We remain committed to supporting local businesses and financially assisted 26 businesses through the EU Convergence 'Local Investment Fund' resulting in the creation of 78 new jobs. In addition, following the announcement of the closure of the Welsh Country Foods site in Gaerwen and the Anglesey Aluminium Site in Holyhead, with the potential loss of in excess of 300 jobs, the Council worked in partnership with other agencies to support the employees and minimise the impact on the local economy.

The Destination Management Plan (DMP), aimed at co-ordinating the management of all the aspects of a destination that contribute to a visitor's experience, has continued to develop providing guidance and direction to the Island's tourism aspirations.

Significant effort has been made to promote the Island as a tourist destination, including the development of the 2013 Visit Anglesey Brochure and presence at local and International Sea Trade events. As a result of these activities the 2012/13 season attracted 14 cruise ships to the Port of Anglesey generating c.£1.3M spend in the local economy and attracted in excess of 1.4million visitors.

## People in Anglesey achieve their full potential

We are fully committed to addressing the weaknesses identified by Estyn and the Wales Audit Office when they inspected the Council's Local Authority Education Services for Children and Young People in May 2012.

In order to do this, and to contribute to Welsh Government's ambitious vision for education in Wales, we acknowledged that we needed to further improve the standard of education on the island and implement a post inspection action plan (PIAP) to improve the quality of our education services. A Recovery Board was established by the Minister for Children, Education, Lifelong Learning and Skills to provide support and external challenge.

We have already made significant efforts since the inspection and made satisfactory progress in all key recommendations. Solid foundations have been put in place in response to Estyn's recommendations that have strengthened the service and key appointments have improved capacity at strategic level. There is evidence to suggest that standards are rising in all key areas. Attendance in schools has improved as has the quality of self-evaluation within the service. The performance of both primary and secondary schools in Anglesey improved in 2012/13, based on the results of the previous year and relative to other councils in Wales.

Mon Communities First Ltd was also established in February 2013 and it's delivery plans will contribute to the creation of prosperous, learning and healthy communities, and complementing the Council's approach to the Anti-poverty plan.

As we indicated in our Corporate Business Plan 2012-15 assisting our people to achieve their full potential does not rest solely with the educational remit. As such we also report on how



we performed in relation to equalities, anti-poverty and the Welsh language.

## People in Anglesey are healthy and safe

Central to our role to support this agenda are social services and housing, and as well as our safeguarding role we also see healthy lifestyles/chronic conditions and promoting independence are cross-cutting and inter-related themes

The transformation of Children's Services has been the result of collaborative working across organisational boundaries within the service and the establishment of multi-agency Improvement Board which oversaw, challenged and held the Council to account for its statutory Children's Service function. This improvement was the result of our own internal service recovery model. We have introduced strengthened guidance, increased staffing and brought in additional expertise in Children's and Adult Services and have made significant efforts to improve performance and quality management which has already led to the council moving from a low-performing authority to performing well against a number of performance indicators. We will now continue to move from stabilising provision to improving and transforming services through the Improvement Board.

On the housing front we are also particularly proud that we were one of only two councils throughout Wales to deliver the Welsh Housing Quality Standard (WHQS) by the target date and within budget. In addition, we also made significant progress in bringing back empty homes into use and continued to focus on providing affordable homes and tackling homelessness

We also continued our community safety work, concentrating our efforts on working on a regional basis with our other

partners to further develop a joint approach to community safety issues, inclusive of community cohesion

## People in Anglesey enjoy, protect and enhance their built and natural environment for future generations

We are making progress through a number of collaborative initiatives on the environmental front, although some are not yet fully developed. The new corporate arrangements are enabling the Chief Executive to concentrate more on developing regional leadership and collaboration. Examples include working with Gwynedd County Council on the development of a joint Local Development Plan, Local Service Board and Planning Policy Unit

We have progressed a number of cross service initiatives with the destination management partnership whereby six Services are collaborating with an external organisation to develop and implement a plan for the benefit of the tourism agenda on the island. We are also proud to have completed the last two major gaps within our Coastal Path and utilised underspend from another Area of Outstanding Natural Beauty (AONB) in Wales to support additional projects on Anglesey which led to 13 projects, creating eight jobs and 51 volunteering opportunities.

We have also reviewed and revised our Corporate Asset Management Plan to rationalize the Council's current asset portfolio to minimize liabilities and the introduction of a new marketing strategy has led to sales agreements on a number of properties. In relation to waste management, we continue to perform well, and have consistently been within the top quartile in Wales for our recycling rates.

## People in Anglesey are proud of their Council



One significant strategy developed and agreed is the Corporate Communication Strategy, which identifies our customers as central to the focus of the Council's work and the means by which we should be engaging, consulting and communicating with them. A far-reaching community engagement strategy and implementation plan is still in development which will take a structured and streamlined approach to engagement and will avoid the pitfalls of duplication or lack of coordination

We also worked tirelessly with partner organisations such as the Electoral Commission to encourage a greater number of candidates to stand for election. It can be concluded that the drive was successful in that 106 candidates were nominated for 30 seats which is a considerable improvement on previous elections when some seats were uncontested

For the first time since intervention began, we have fully delivered against our outcome agreement. This is a three year agreement between the Council and Welsh Government which aims to realise aspects of the national agenda on a local basis, and which bought in approx. £720K in grant funding for the council during 2012/13

A project board was established to oversee a review of the people strategy, chaired by the Portfolio Holder. As part of further development of the strategy, a staff survey has been commissioned through Conwy County Borough Council and scheduled to be undertaken during May–June 2013. We have also developed, agreed and adopted a single integrated plan which is based on community and key stakeholder engagement.

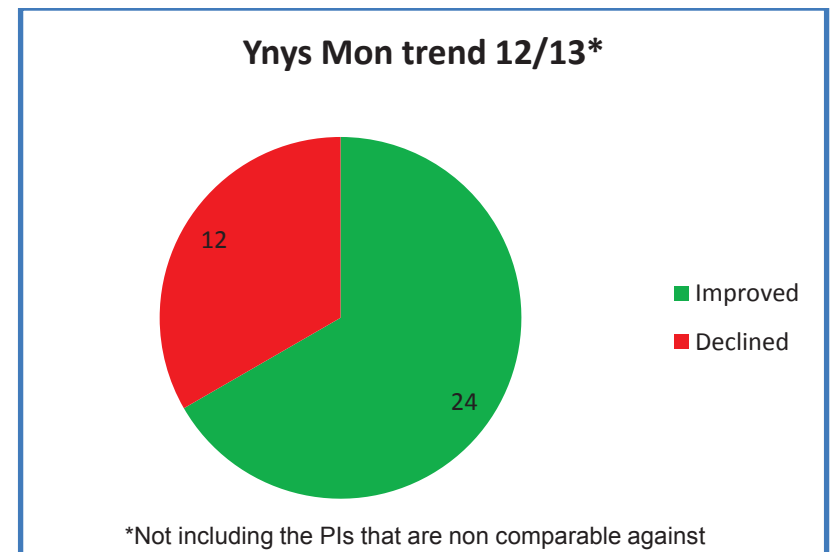
The **greatest achievement** in respect of this strategic priority however is that intervention at the council came to an end with

the reinstatement of decision making handed back to members of the new Council following the May 2013 elections.

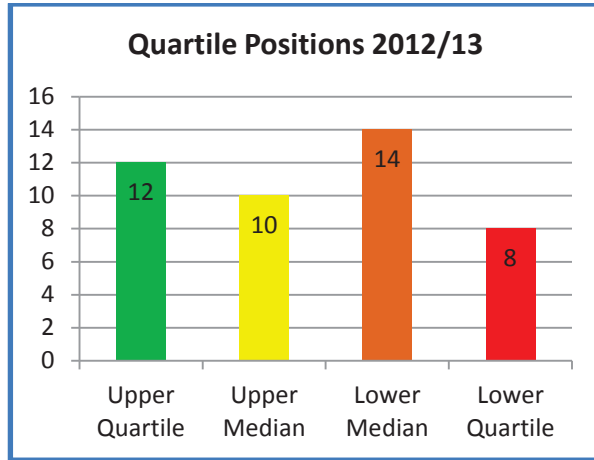
## Performance Indicators and Trends

The overall picture in terms of our performance indicators (PIs) – inclusive of Public Accountability Measures (PAMs) and National Statutory Indicators (NSI's) - was very positive in 2012/13. The trend (Table 1) shows that against the 36 PIs (NSI and PAM) that are directly comparable from previous years, 24 (67%) of all our PIs had improved in 2012/13 with 12 (33%) declining. In terms of quartile position (Table 2) 12 (27%) of our PIs are in the top quartile whilst there are only 8 (18%) within the bottom quartile, with the remainder 24 (55%) in the middle quartiles.

Table 1

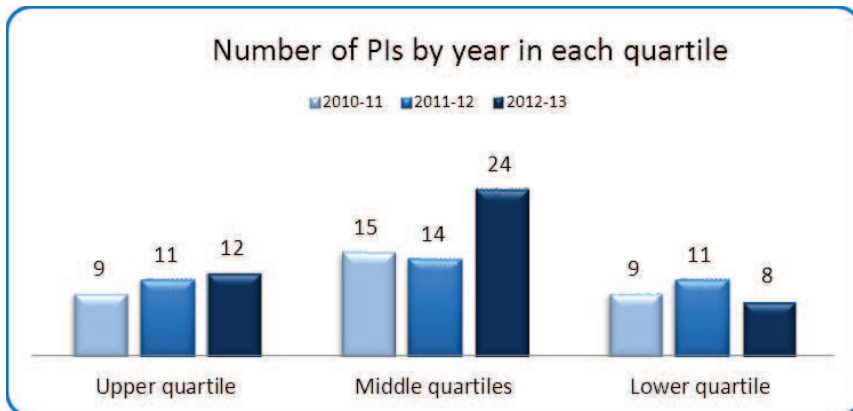


**Table 2**



Looking in a bit more detail at performance year on year, we can see from Table 3 that we continue to improve as regards increasing the number of PIs which are in the upper quartile and reducing those in the lower quartile over the last three years. We do however need to look in more detail and monitor more closely those PIs which are at the lower end on the middle quartile, the number of which has increased significantly during 2012/13.

**Table 3**



In conclusion therefore, 2012/13 was a year of continued change with intense scrutiny on the Council's working arrangements. However, significant progress has been made against each of our improvement objectives and strategic priorities.

**The challenge that remains is to transform and sustain these improvements into the future.**

## Introduction – Reflecting on a Plan for Change

In our forward looking Corporate Business Plan for 2012/15 we noted that Anglesey, Wales and the United Kingdom were facing challenging times. We also noted that resources were reducing substantially within the Isle of Anglesey County Council and across the public sector. The key theme which ran throughout this document was our ambition to work together collaboratively with our citizens, communities and partners to deliver a better quality of life for all on the island despite the economic climate

We also stated that the Corporate Business Plan 2012-15 set out the Council's priorities for 2012-15 and that it informed decision-making at all levels of the Council and ...

- Showed how we will make a real difference to our area
- Sets the framework we will use to plan, drive and deliver our services
- Influences the way we shape our budget and
- Helps us to monitor our progress and take stock of our achievements

The forward looking Corporate Business Plan also identified those areas for change and improvement which we have sought to implement over the last 12 months. This Performance Report therefore reviews our performance against the goals and targets we set ourselves through –

1. Our Improvement Objectives and
2. Strategic Priorities



and also provides the financial context within which these were met. The result of which discharges our duty to demonstrate continuous improvement as set out by the Local Government Measure 2009 (Sec 2, 15(2)).

## Our Improvement Objectives 2012/13

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Progress against our Improvement Objectives are monitored throughout the year on a quarterly basis using Ffynnon, our performance management system, and represent those areas of services or functions that we have decided to prioritize for improvement during a specific year.

During 2012/13 our key Improvements Objectives were:-

RAG	Improvement Objectives
	To ensure that children are protected from harm & abuse and that their wellbeing, independence and stability are promoted by <i>improving children services</i>
	To prevent homelessness and to meet the housing needs and associated needs of homeless people by <i>regenerating our communities</i>

	To ensure the Council fully delivers on its promise to promote and protect the interests of the Island, its citizens and its communities through <i>improved Corporate Governance</i>
	To ensure that the County Council aligns itself and works in partnership towards the aims of the Welsh Government through the <i>realisation of our Outcome Agreements</i>

The following pages lists some examples of what we did to achieve our improvement objectives which are also included and contribute towards our five strategic priorities (the measures that contribute towards our improvement objectives are also colour-coded within the results for our strategic priorities).

Whilst we have not hit all targets across all our improvement objectives, we believe that the combination of actions and measures that we have achieved and the general direction of travel of all the areas included in our improvement objectives provides a very positive picture of overall achievement and improvement during 2012/13. This has also been the general view of regulators from feedback received during 2012/13.

### Improvement Objective 1 - To ensure that children are protected from harm & abuse and that their wellbeing, independence and stability are promoted by Improving Children Services

Examples of what we did to improve services for children

- Made decisions within 24 hours on 98.65% of all referrals

- 80.49% children received a Core assessment within 35 working days.
- 89.81% Children seen by a social worker during the initial assessment process – best performance in Wales
- 90.24% of children had Care plans in place @ start of each initial Looked After Children episodes
- 97.21% of Looked After Children received a statutory review
- Carried out 90.79% Statutory Visits out in accordance with legislation
- Provided 100% care leavers with Personal advisors
- Stayed in contact with 100% of care leavers
- Supported 100% care leavers on to independent accommodation
- 93.75% of Looked After Children seen by a dentist
- 94.34% Looked After Children attended primary school
- 88.66% Looked After Children attended secondary school
- Looked After Children aged 15+ supported to achieve educational qualifications (206 points score against 77 for the previous year)
- 100% Looked After Children and Young People had a PEP plan when they became looked after or changed school
- We provided educational Seminars for elected members dealing with Children Services
- Appointed a Quality Assurance Manager and established a Quality Assurance Panel
- Reduced Staff Turnover from 26.9% to 8% within the service

- Carried out 95% of staff supervisions in accordance with corporate policies.

As indicated through some of the above examples, **Children Services** has responded well to the weaknesses previously identified by CSSIW and this is reflected in the significant improvement in our performance against statutory PIs which contribute towards this improvement objective. Of the 13 NSIs and PAMs for the service in 2012/13, 5 were in the top quartile, 6 were in the middle quartiles and only 2 were in the bottom quartile. Table 4 shows that 53% of all our PIs have improved during 2012/13, whilst only 26% have declined. **This is a major improvement on past performance and of particular note is that four of our children services PIs are now ranked as the best in Wales** - e.g. see Table 5 which shows that we are the best performing as regards the PI for initial assessments where a child has been seen alone by a social worker, and this PI (SCC/011b) has improved by over 4% between 20011/12 and 2012/13. Table 6 also shows that we are in the top quartile for the % of statutory visits to looked after children which were carried out according to regulation during the year (SCC/025).

We are aware however, that although 5 of our NSI and PAMs improved during 2012/13 that a corresponding number of PIs also saw a decline in performance. As we have devoted much effort into our referral and assessment procedures, we are monitoring closely associated PIs, such as SCC/001a (first placements for looked after children that began with a care plan in place) and SCC/030a (the percentage of young carers known to Social services who were assessed, see Table 7 and Table 8) so that we can attempt to address any apparent issues

Table 4

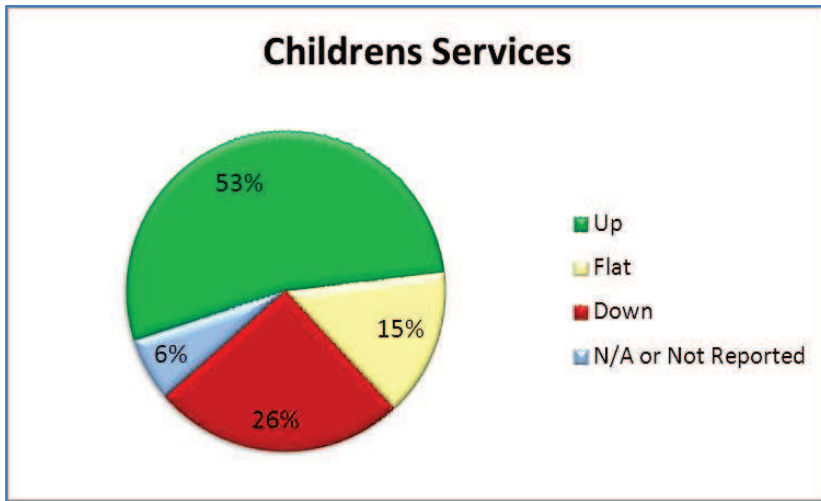


Table 6

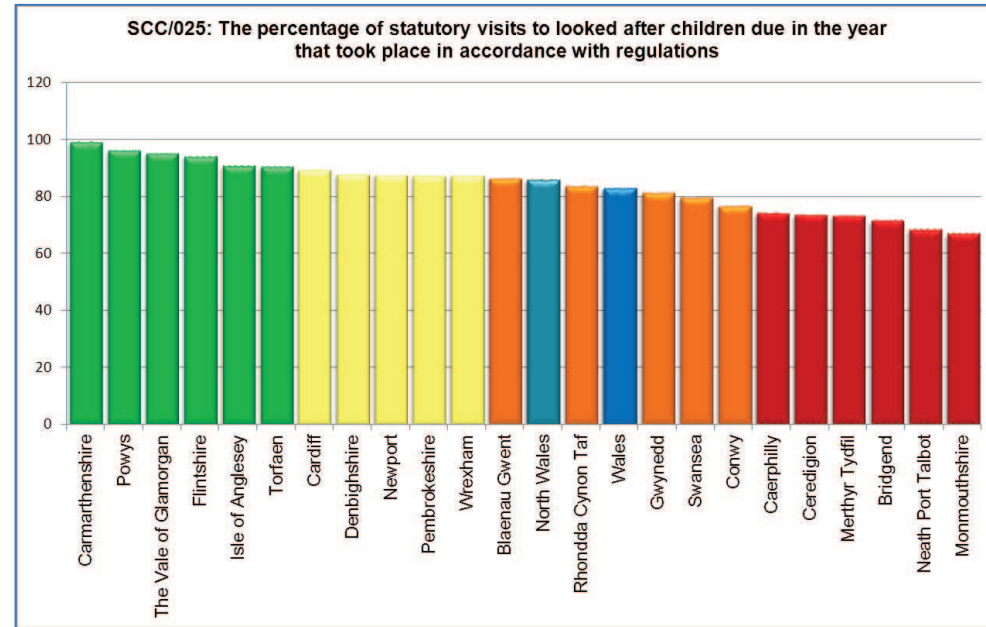


Table 5

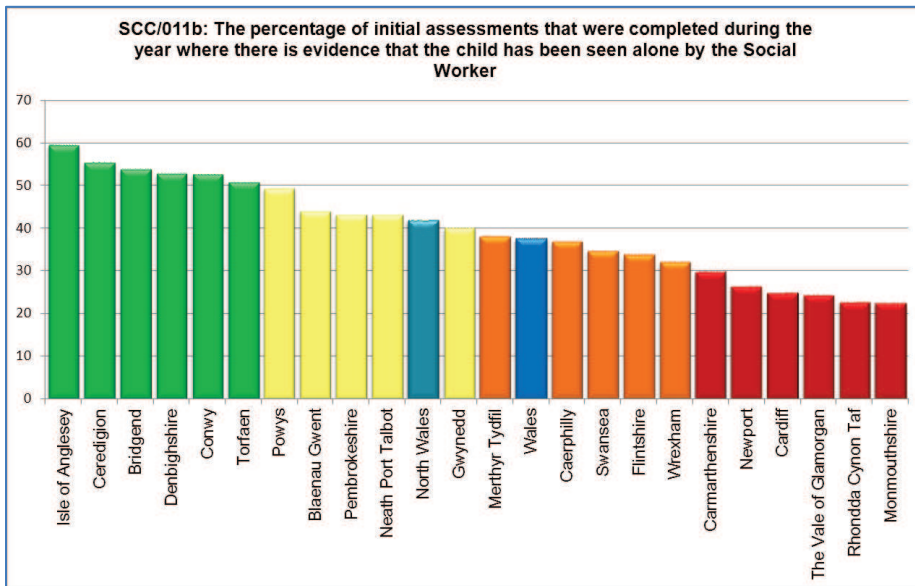


Table 7

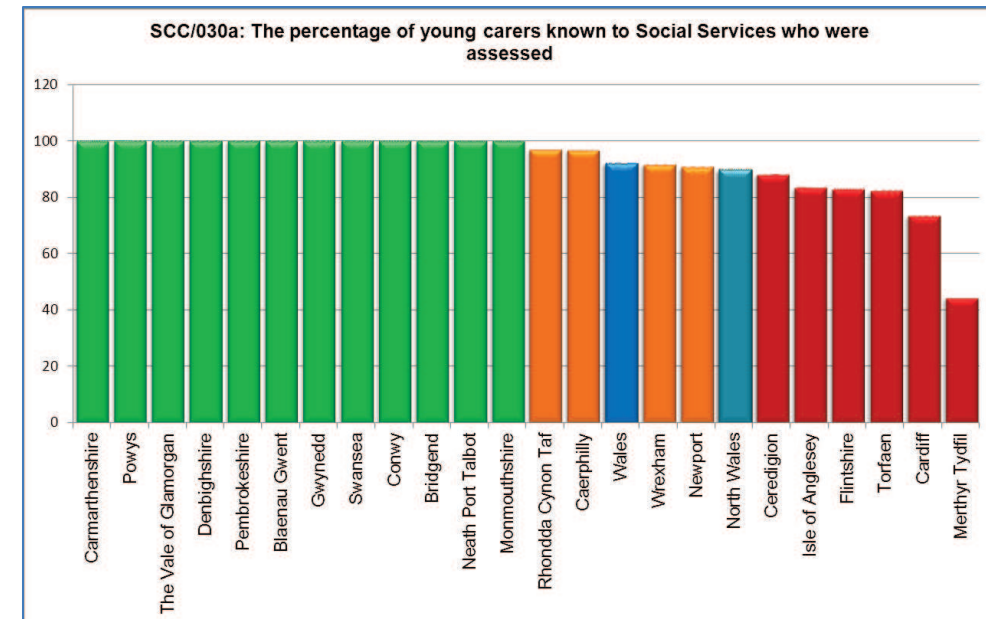
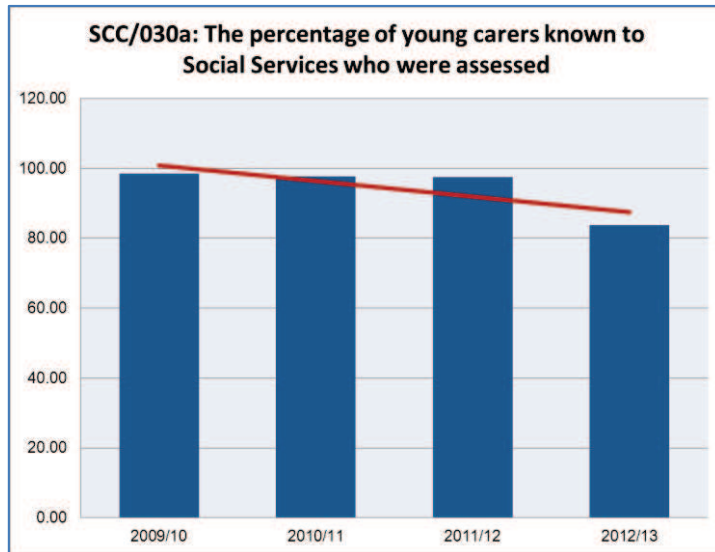


Table 8



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## Improvement Objective 2 - To prevent homelessness and to meet the housing needs and associated needs of homeless people by regenerating our Communities

Examples of what we did to improve the housing needs of homeless people

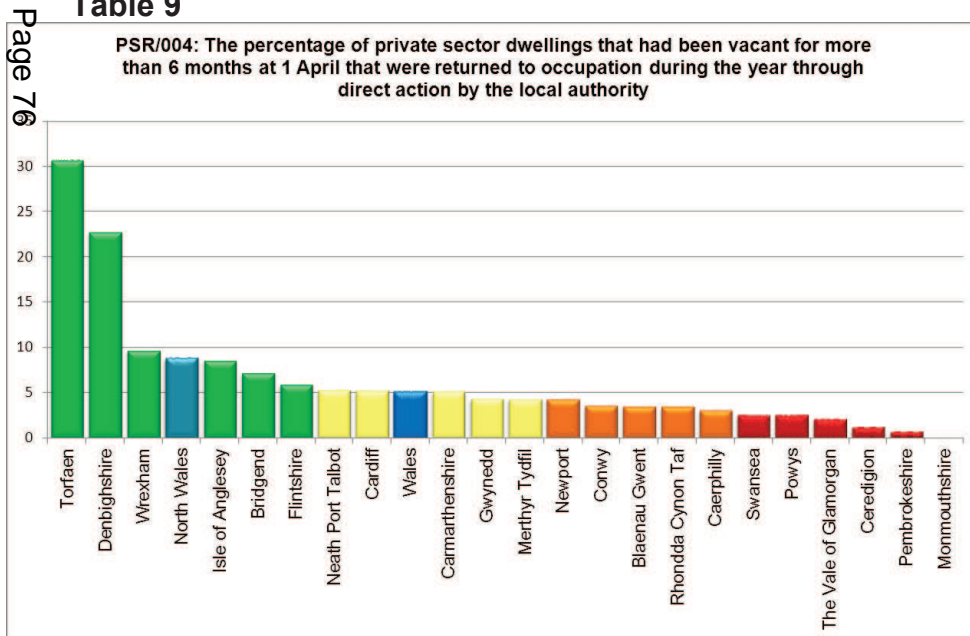
- Established a Customer Service Team
- Prevented Homelessness in 88.7% of cases where persons approached the Council for Housing advice
- Restructured the Housing Service, providing integrated Housing Options team, incorporating the Council's housing advice, Housing Allocations and Homeless functions
- Published our Housing Option website, providing information to customers and housing staff on local sources of housing, assistance, support and advice

- Landlord Liaison Officer contacted all current housing benefit recipients affected by the single room rate benefit amendment
- Contacted landlords in all cases where the Council had reason to believe that Homelessness may be caused by single room rate benefit change
- A revised staff supervision framework implemented to identify officers training and development needs
- Held 1:2:1 supervision meeting with 95% of officers providing housing options assistance and held 2 days training on housing options advice related issues
- Implemented a revised customer satisfaction survey which incorporates both the housing options advice and homelessness functions.
- Achieved a customer satisfaction rate of 100% (based on 8 returned questionnaires)
- Incorporated and used the Homeless IT module in the Orchard housing management systems
- Made 87.3% of section 184 homelessness decisions within 33 working days
- Confirming the original decision in 65% of section 202 homelessness reviews
- Identified Issues of inadequate assessment and record keeping via supervision and implemented an updated homelessness and housing advice procedure, incorporating procedures currently out of date or not formalised
- Reduced the average number of days in bed and breakfast accommodation by homeless applicants to 37.4 days

In terms of this second improvement objective, regenerating our communities, we continue to perform fairly well in terms of **Housing** PIs. We are performing particularly well, and in the top quartile, in terms of returning empty properties to occupation (PSR/004) – fourth in Wales with 8.63% against a Wales average of 5.11% - having moved from the lower middle quartile in 2010/11 and showing significant year on year improvement since then (see Table 9 and Table 10).

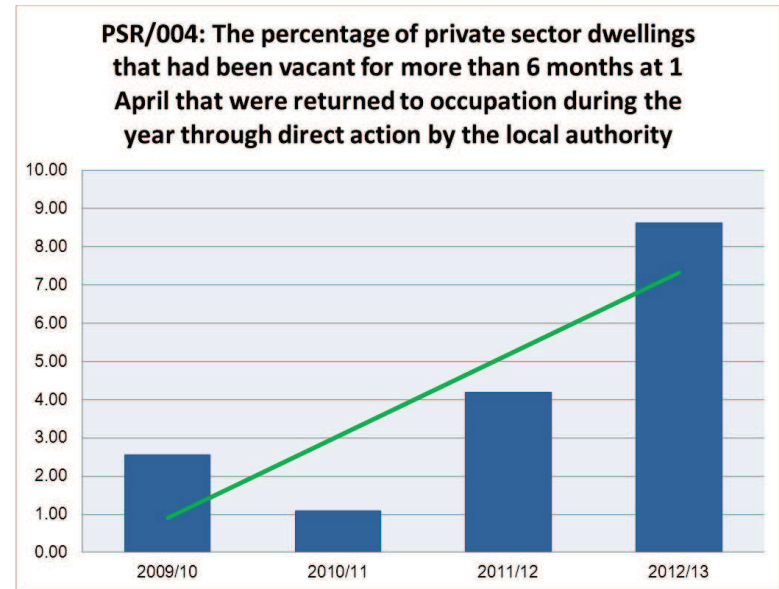
We also remain well placed in the middle quartiles in terms of preventing homelessness (HHA/013 - 88.6% an increase of 7% on the previous year) and delivery of Disabled Facility Grant (PSR/002). We are also ranked 6<sup>th</sup> in Wales as regards providing additional affordable housing units – \*66% against a Wales average of \*45% (PLA/006b)<sup>1</sup>

**Table 9**



<sup>1</sup> Note this PI has been universally qualified by the Wales Audit Office

**Table 10**



### Improvement Objective 3 - To ensure the Council fully achieves its promise to promote and protect the interests of the Island, its citizens and its communities by Improving Corporate Governance

Examples of what we did to improve corporate governance

- Reduced the level of intervention and regained democratic decision making responsibility
- Complied with new Constitutional arrangements - 13 changes received full Council and Ministerial approval
- Strengthened the Senior Leadership Team which has added significantly to the Council's capacity and capability to deliver further improvement



- Over the past 12 months, members and officers have attended externally facilitated workshops and learning has helped develop a new methodology for self-assessment underpinned by better performance management
- Completed a review on Registers of Members' Interests and reported outcomes to the All Wales Standards Conference in April 2013
- To further aid capacity, we have appointed a permanent Head of Resources, Head of ICT, and recruited a Programme Manager to Co-ordinate the work of our newly established programme boards
- Standards Committee has met and reported on a quarterly basis
- Agreed a detailed and comprehensive Induction training plan post-election
- Scrutiny Outcome Panels completed during the year had direct influence over key decisions made within certain services i.e. Education Integration Budget
- Only one call-in held during 2012-13 (Dec 2012 – Smallholdings Estate) – increase in number of Pre-Scrutiny items considered by Committees (20 Pre-Scrutiny items considered during 2012-13);
- Members job descriptions - 100% complete by 1st January 2013
- CRB - 100% complete by 1st January 2013. Reported quarterly including non-compliance. New CRB Policy adopted in relation to Members
- The increasing implementation and embedding of corporate initiatives such as risk management, performance management and quality assurance has the potential to support improvement in social services
- Set up a Sickness Absence Co-ordinator post for a period of 12 months to provide support to services on the management of sickness absence
- Improved our engagement with the public and beginning to address democratic renewal. We are also developing our partnership working arrangements, beginning to engage with the public more effectively and addressing economic, social and environmental issues – e.g. working with Gwynedd County Council on the development of:
  - Joint Local Development Plan
  - Joint Local Service Board
  - Integrated Family Support Service
  - Joint Planning Policy Unit

Over the two years since the Commissioners were first appointed, following an adverse corporate governance inspection report by the Auditor General for Wales in March 2011, they have reported substantial improvements in the Council's corporate governance arrangements. Significant changes were made in the way in which the Council carries out its business, and relationships between political groups, elected members and senior officers have been transformed. Member conduct has improved considerably and the Executive engaged constructively and enthusiastically with the Commissioners to manage both the day-to-day business and strategic development of the Council. As a result, the level of adverse publicity which the Council attracts has diminished considerably. The corporate centre has been strengthened, a revised, outcome-based corporate planning

process has been implemented and new systems for managing finance, performance and risk have been established.

Over the past twelve months, a more robust, more fit for purpose Constitution has been adopted and a stronger Senior Leadership Team has been recruited, creating solid foundations for further improvement. In order to consolidate this early progress we have now embarked upon an ambitious programme of transformational change which will help sustain the improvement which has been achieved this far and ultimately result in improved services for the people of the Island.

## **Improvement Objective 4 - To ensure that the County Council aligns itself and works in partnership towards the aims of the Welsh Government through realisation of our Outcome Agreements**

### **Examples of what we did to realize our Outcome Agreement**

- Increased membership and usage of Leisure centres
- Increased Telecare usage for the most vulnerable group of users
- Met all except one of our targets re GP referrals - % of G.P. high risk referred clients that completed the Departments 16 week scheme was 64% against a target of 60%
- Increased Benefit take-up - annual gain from benefit take-up for the Council was £186K against a target of £120K

- Significantly increased uptake of 'Taith i Waith' users – 394 participants against a target of 100 due to closer working with Job Centre Plus
- Provided educational programmes to meet the needs of young people, reflecting essential lifestyle issues (e.g. drug abuse, sexual health, alcohol awareness, healthy image/lifestyle) for 5,000 young people
- Achieved 721 accreditations within the youth service within the year
- Homelessness prevented in 88.7% cases against target of 74% and 69 empty homes bought back into use against a target of 30 (see also Improvement Objective 2)
- Despite minor shortfalls in 2 recycling and associated waste management targets we continue to perform well in terms of national targets and in comparison to other councils across Wales
- Continued to improve our footpaths and public rights of way in collaboration with Ramblers Association - significant increase in percentage of footpaths and rights of way which are easy to use (7.9% over last 2 years)
- Achieved a total of 327, 631 visitors to Heritage attractions on the island
- Achieved 7 Cruise ship visits with excursions to visit:- Beaumaris Castle;- South Stack; Plas Newydd; and Anglesey County Drive
- Continued to improve our Smallholdings - 10 upgrades achieved against a target of 8 (with a further 5 on-going)
- Made £599,948 savings against identified maintenance costs from sales and asset transfers

Many of the performance indicators included in our second improvement objective (Housing) also feature as part of our fourth improvement objective – delivery of our **outcome agreement** – as well as contributing to our five strategic priorities. For example, some of our waste management PIs contribute to all these complementary agendas, and we have historically performed well in this area. This continues to be the case as regards WMT/009(b), the percentage of municipal waste collected by local authorities which is reused, recycled or treated biologically, where we are ranked 6<sup>th</sup> in Wales (Table 11). We also showed an improvement of 11.5% with clearing fly tipping incidents within 5 days (STS/006) compared to last year’s performance and have moved up from the bottom quartile to the lower median (Table 12).

Table 11

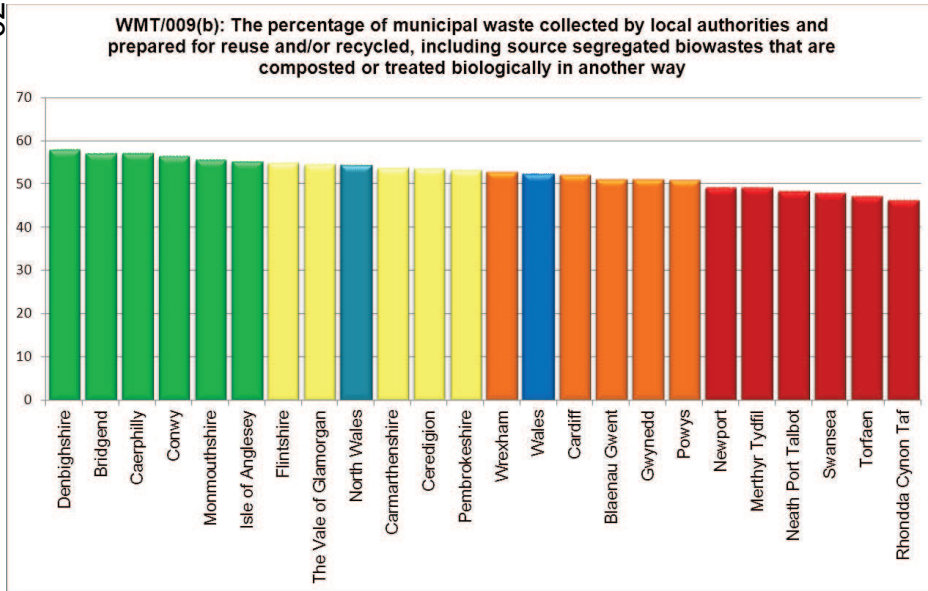
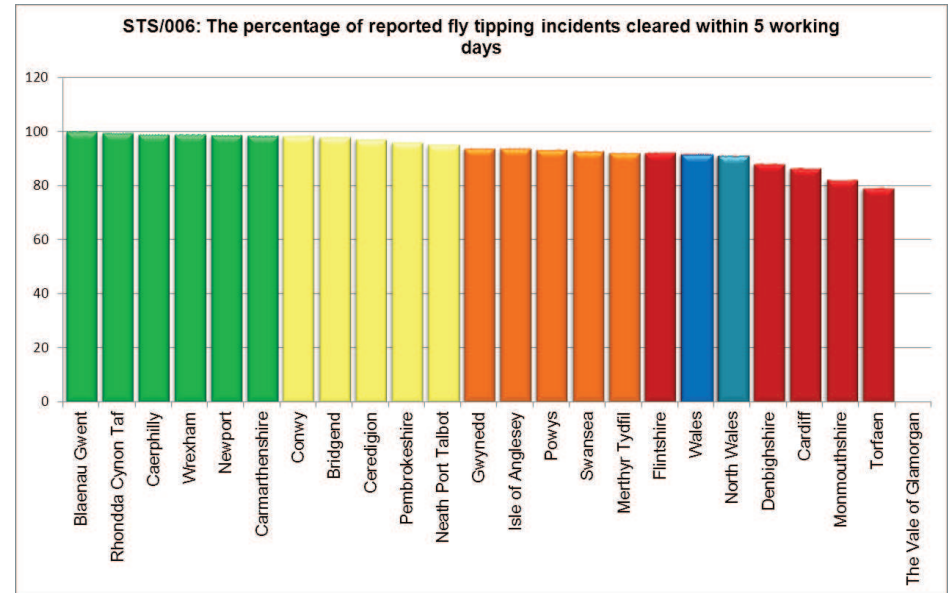
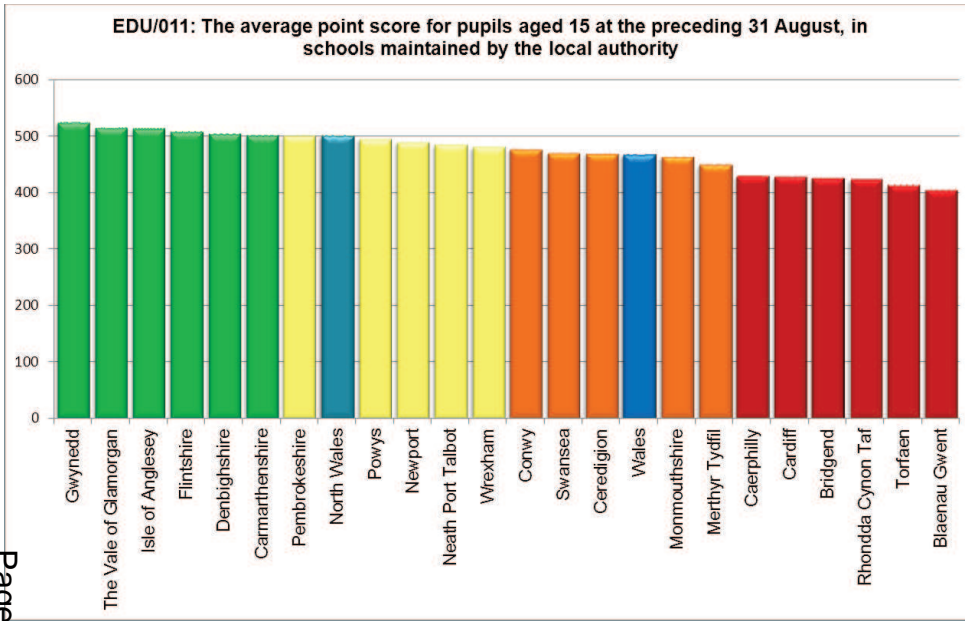


Table 12



Similarly, Education features as an important area for Improvement for Anglesey as both part of our outcome agreement and strategic priorities, as well as being an improvement objective for 2011/12 following the Estyn Inspection. As such, we continue to closely monitor our Education PIs as part of the Estyn Post Inspection Action Plan. We are pleased that 3 of those PIs that have improved during 2012/13 are also in the top quartile in relation to teacher assessments in Welsh at Key stage 3 (EDU006ii); the average points score for pupils at 15 years of age in the authority’s schools (Table 13 & 14, EDU/011 – which at 514.7 is over 86 points up on 2011/12 and has shown steady improvement from 2009/10 onwards) and pupils achieving core subject indicator through teacher assessment (EDU/004) where we have moved from 11<sup>th</sup> to 3<sup>rd</sup> ranking.

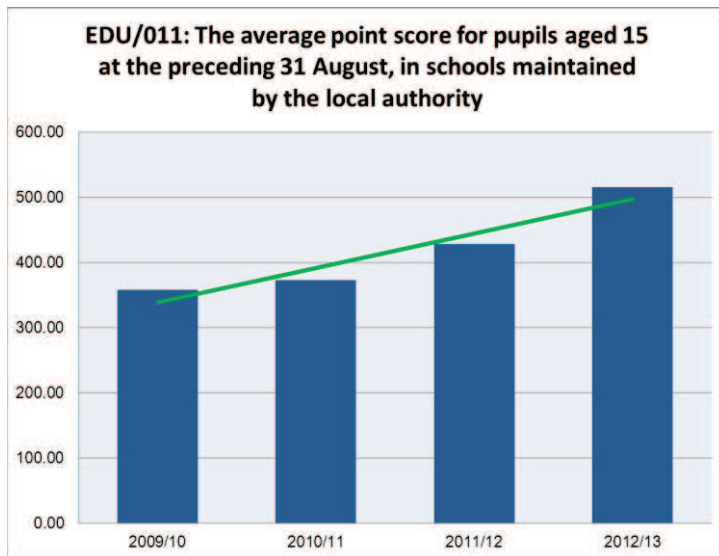
**Table 13**



Whilst we only have 2 PIs in the bottom quartile for education, we are however concerned that they have both declined dramatically from being in the top quartile in 2011/12 to the bottom quartile in 2012/13 – pupils aged 15 who leave education, training or work based learning without any approved external qualifications (EDU/002ii) and percentage of final SEN statements issued in 26 weeks excluding exceptions (EDU/015b – Table 15 & 16) – moving from rank 1 to rank 22 and 19 respectively. The overall trend remains positive however, with 6 PIs having improved and only 4 having declined between 21011/12 and 2012/13.

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**Table 14**



**Table 15**

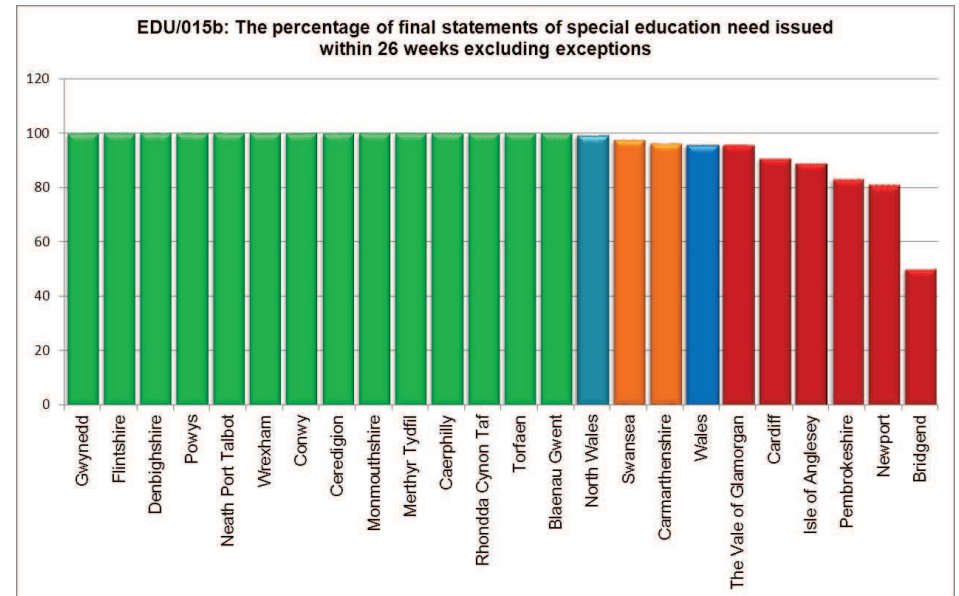
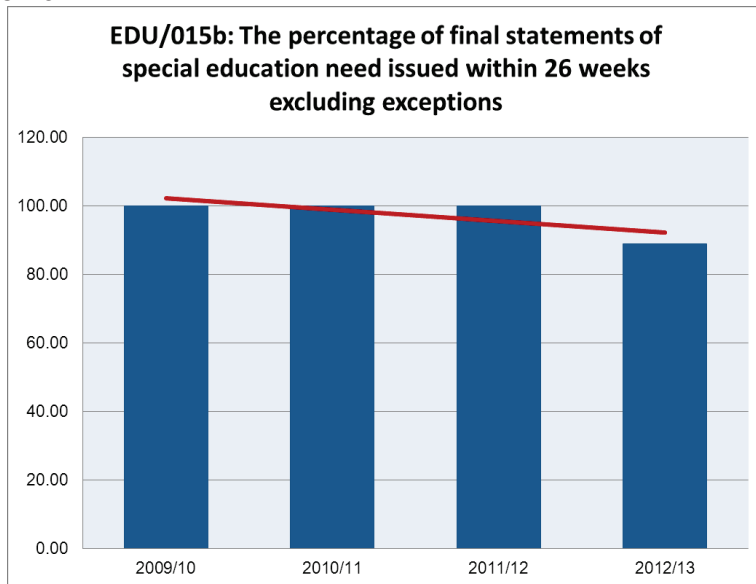
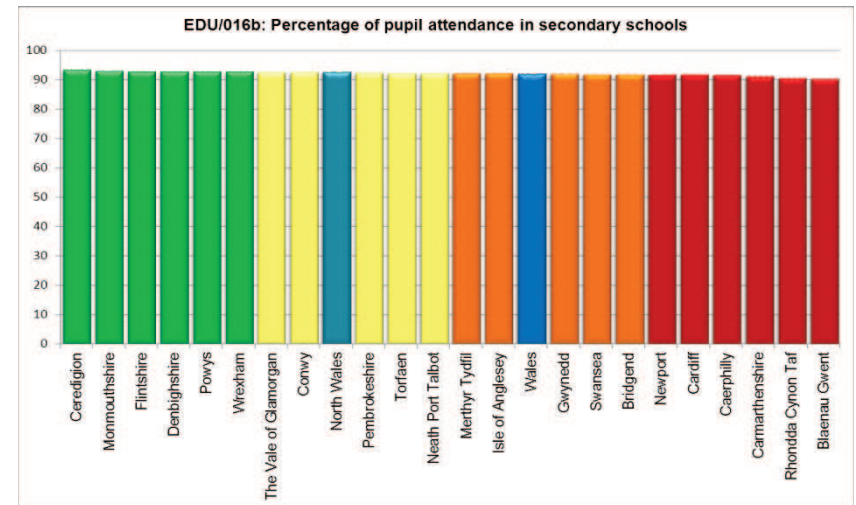


Table 16



Another area where we are showing an improvement in Education is with attendance at schools. Attendance at secondary schools (EDU/016b) has improved from the bottom quartile to the lower median quartile (Table 17). The best performing Authority is Ceredigion with 93.68% attendance, and the worst performing being Blaenau Gwent with 90.46%, however the small margin of 3% from the top to bottom shows how difficult it is to improve with regards to this performance indicator nationally. The same can also be said for attendance at primary school and we are pleased that we are performing better than the Welsh average for both indicators.

Table 17



## Our Strategic Priorities

In our Corporate Business Plan for 2012/15 we outlined our values and beliefs and set out our overall aim and strategic priorities for the coming year in that :

*Our vision for the Authority is ambitious:*

***'TO BE A WELL-RUN COUNTY COUNCIL, DELIVERING CONSISTENT SERVICE TO OUR CITIZENS WHILST PROVIDING VALUE FOR MONEY'***

The Council's key outcomes or *strategic priorities* that we said would be working towards were developed to address citizens' priorities whilst also taking into account national, local and political views. They were as follows:

1. Anglesey has a thriving and prosperous rural economy
2. People in Anglesey achieve their full potential

3. People in Anglesey are healthy and safe
4. People in Anglesey enjoy, protect and enhance their built and natural environment for future generations
5. People in Anglesey are proud of their Council

The following analysis looks in detail at the Council's overall performance in delivering against our strategic priorities and improvement objectives. The analysis will look at what we said we would do and how we delivered, as well as at the targets and measures helping us assess whether we are making a difference to the communities we serve. Strategic priorities are marked **RED**, **AMBER** or **GREEN** to indicate progress.

We also include in our analysis more detailed information for middle quartile performance which is split between the upper middle and lower middle quartiles in order to highlight PIs which perhaps need more attention as they may be closer to the bottom than the top performance quartiles.

### ***DELIVERING FOR OUR CITIZENS AND COMMUNITIES***

Despite challenges in addressing the 2012/13 improvement priorities, our services were still expected to continue to perform well. At a time of budgetary constraints, Commissioners, members, our citizens and communities still expected greater administration and management efficiencies whilst maintaining a high standard of frontline services.

Key work areas undertaken by services in 2012/13 to support the Council's strategic priorities are detailed below. In some areas there are close linkages with the Improvement Priorities and outcome agreements outlined in this document.

### ***STRATEGIC PRIORITY 1: Anglesey has a thriving and prosperous rural economy***



As a result of considerable progress made during 12/13, Anglesey is set to benefit from significant investment and growth opportunity securing positive transformational economic and social change. The Council in close collaboration with the Welsh Government, private sector and key external stakeholders, are working to ensure opportunities are capitalised upon, whilst responding effectively to the challenges.

Following the purchase of Horizon Nuclear Power by Hitachi there has been increased momentum in relation to the potential new Nuclear Build at Wylfa. Significant progress has also been made in securing additional capacity, via the major developers, to progress the Island's low carbon agenda.

The Welsh Government (WG) awarded Enterprise Zone status, which presents the opportunity for a number of major strategic investment projects, has also been welcomed. The IACC are actively supporting the WG from existing staffing and funding resources in order to capitalise on the associated investment and employment opportunities, such as the Zero Business Rate Relief Scheme. A package of infrastructure improvements have been presented to the WG, and a response to the capital funding proposals is awaited.

We also remain committed to supporting local businesses and financially assisted 26 businesses through the EU Convergence 'Local Investment Fund' resulting in the creation of 78 new jobs. In addition, following the announcement of the closure of the Welsh Country Foods site in Gaerwen and the Anglesey Aluminium Site in Holyhead, with the potential loss of in excess of 300 jobs, we worked in partnership with other agencies to

support the employees and minimise the impact on the local economy.

The Destination Management Plan (DMP), aimed at co-ordinating the management of all the aspects of a destination that contribute to a visitor's experience, whilst taking account of the needs of visitors, local residents, businesses and the environment has continued to develop providing guidance and direction to the Island's tourism aspirations. Significant effort has been made to promote the Island as a tourist destination, including the development of the 2013 Visit Anglesey Brochure and presence at International Sea Trade events. As a result of these activities the 2012/13 season attracted 14 cruise ships to the Port of Anglesey generating c.£1.3M spend in the local economy and attracted in excess of 1.4million visitors.

Page 83 The scale of the planned investment on the Island creates a positive long-term outlook with economic growth, sustainable jobs and improved social well-being. The EDU 2013/14 Business Plan reflects the commitment of the Council in driving this transformational change.

#### *What we said we would do*

***We will be at the forefront of energy R&D and production of low carbon and renewable energy for the benefit of current and future generations***

#### *How we said we would do it*

In order to accomplish this we said that we would work with partners to secure the approval of a new nuclear build and maximise opportunities to strengthen the competitiveness of the island's economy. We also noted that we would ensure local people were made aware and kept informed of these on-going

developments and that we would agree and adopt a supplementary planning guidance to enable a clear stance to be taken re: on-shore wind energy provision.

#### *What we did*

- Facilitated increased momentum in relation to New Nuclear Build following sale of Horizon to Hitachi
- Supported the developers in public consultation and engagement activity
- Secured additional Programme Management Office capacity to support increasing development activities
- Signed a Planning Performance Agreement with National Grid and draft Planning Performance Agreement agreed with Centrica
- Successfully collaborated with the Welsh Government to progress the Anglesey Enterprise Zone
- Assisted the Welsh Government to develop the Anglesey Enterprise Zone and market the associated Business Rate Relief Scheme
- Adopted Supplementary Planning Guidance on 24 January 2013, and this subsequently became a material consideration in the determination of planning applications for on-shore wind energy schemes

#### *What we said we would do*

***We will support and encourage entrepreneurship, business and employment growth***

*How we said we would do it*

In order to achieve this we said that we would continue close working with partners to maximise the local benefits and supply chain opportunities for local businesses emanating from new strategic developments. We also stated that we would work towards delivering the social inclusion strategy led by the Local Services Board

*What we did*

- Assisted 26 Businesses through the EU Convergence the 'Local Investment Fund' resulting in 78 new jobs created
- Successfully supported the inaugural Leaders Business Evening at RAF Valley
- Ensured effective completion of the externally funded Celtic Wave, Brand, WINSSENT and Môn Menai local inactivity projects resulting in significant local legacy benefits
- Secured c.£1.6M EU funding to develop the Sites & Premises project and extend the RDP Ymweld a Môn project
- Secured domestic funding to support 5 IACC and External projects (PEG Scheme, Digital Branding, RAF community Covenant, RAF Heritage Centre, Canolfan Tudur)
- Supported the development of Mon Communities First, which has amongst other outcomes, established a Vocational Skills Academy and has already facilitated and supported citizens into work opportunities

*What we said we would do**We will be one of the most visited tourist destinations in Wales**How we said we would do it*

In order to accomplish this we noted that we would develop and embed an organisational destination management approach working in partnership with the island's tourism trade, together with implementing the AONB strategy and working towards attaining full national trail status for our coastal path.

*What we did*






- We successful managed the implementation of the Destination Management Plan ensuring collaboration with the tourism trade and key stakeholders
- Welcomed 14 Cruise Ships to the Port of Anglesey, generating c.£1.3M spend in the local economy
- Attended International Sea Trade Events to market the Port of Anglesey amongst Cruise Executives
- Successfully secured £160k RDP funding to extend the Ymweld a Môn project until December 2014
- Attracted 1,490 visitors, which although down on the previous year's figures is still considered good due to the inclement weather experienced on Anglesey during the tourist season
- Successfully cleared the last two major gaps within the Coastal path with the construction of a 45m span arched footbridge over the Afon Alaw and a new path around the Plas Newydd estate, via Bryn Celli Ddu



## Have we made a difference locally?

In order to show that what we are doing has a positive impact on the lives our citizens, we have also identified relevant indicators to help us monitor and report whether our efforts are making a difference locally (**Table A**). The details appear below, with the RAG status indicating whether we fully, partially or did not achieve our set targets.

**Table A**

Ref	Title	11/12 Out-turn	12/13 Target	12/13 Actual
O1a	Number of visitors per annum <sup>2</sup>	1,509,000	1,554,270	1,490.4 
O1b	Revenue generated by visitors <sup>2</sup>	£233.7 (£'s millions)	£240.7	£237.84 
O1c	Number of new businesses supported <sup>3</sup>	21	12	8 
O1d	Number of existing businesses supported <sup>3</sup>	30	45	18 
O1e	Collaboratively work with internal and external partners to deliver economic investment through the Rural Development Plan	£390,000	£1,208,392	£934,754 

<sup>2</sup> based on STEAM figures received during financial year portraying out-turn of previous calendar year

<sup>3</sup> targets agreed on a regional basis with the Wales European Funding Office and reviewed annually

## What we need to Improve and/or build upon in 2013/14

- Progress the development of key post 2013 programme projects/ interventions
- Support the Welsh Government in development and implementation of the Anglesey Enterprise Zone
- Plan, deliver and standardise all statutory consenting processes associated with the major energy developments
- effective delivery of the DMP through the Island of Enterprise Board
- Ensuring policy development, synergy and alignment to support transformational change
- Develop and progress a consistent approach to Community Benefits (from major developments)
- Define and develop legacy aspirations (statutory and non-statutory) in relation to major energy developments
- Support key partners in developing and implementing 'Inspire' skills action plan in response to major energy developments
- Developing a social inclusion strategy as part of the joint Single Integrated Plan with Gwynedd

## **STRATEGIC PRIORITY 2 - People in Anglesey achieve their full potential**



*“The Council is responding constructively to the findings of the Estyn inspection in 2012”*

*Wales Audit Office Annual Improvement Report, March 2013*

Although we noted in the Corporate Business Plan 2012-15 that Educational performance on Anglesey has for a long while operated in the upper quartile we also want every child, every young person, every learner, wherever they are, irrespective of background and circumstance, to achieve their full potential and be prepared to play an active role as future responsible citizens and community champions. We are also fully committed to addressing the weaknesses identified by Estyn and the Wales Audit Office when they inspected the Council’s Local Authority Education Services for Children and Young People in May 2012.

In order to do this, and to contribute to Welsh Government’s ambitious vision for education in Wales, we acknowledged that we needed to further improve the standard of education on the island and implemented a post inspection action plan (PIAP) to improve the quality of its education services. A Recovery Board was also appointed by the Minister for Children, Education, Lifelong Learning and Skills to provide support and external challenge.

We have already made significant efforts since the inspection and made good progress in all key recommendations. Solid foundations have been put in place in response to Estyn’s recommendations that have strengthened the service and key appointments have been made at strategic level to add relevant capacity and standards are rising in all key areas. Attendance is also targeted more effectively and the Service’s self-evaluation

has improved through clear business planning arrangements and methods to limit risk in key areas appear to have improved. A new regional School Effectiveness and Improvement service has been established to work with us in close partnership to undertake our statutory responsibilities to monitor and challenge schools’ performance. Subsequently, the performance of both primary and secondary schools in Anglesey has improved significantly in 2012/13, based on the results of the previous year and relative to other councils in Wales

Looking to the future as regards the 21st Century schools modernisation programme, this will involve extensive catchment area reorganisation, the building of new area schools and a review of schools that are not fit for purpose. An internal review process has given elected members a more accurate view of surplus places and brought about acceptance of the need for change. A review of surplus places has also been produced, highlighting specific rooms in individual schools that could be used for other purposes.

As we indicated in our Corporate Business Plan 2012-15 assisting our people to achieve their full potential does not rest solely with the educational remit. As such we also report on how we performed in relation to equalities, anti-poverty and the Welsh language

*What we said we would do*

***Our children and young people’s needs and aspirations are met***

*How we said we would do it*

In order to achieve this we said we would be establishing a multiagency approach to support children and young families. In addition, we were looking at rationalising and modernising

school provision so that resources are targeted towards teaching, learning and the raising of educational standards and decreasing surplus places. We also stated that we would improve the quality of our school building stock and reduce long term maintenance costs as well as examine alternative arrangements for the provision of school transport. In line with the recommendations within the Estyn Review we also aimed to delegate 80% of revenue resource directly to the Island's schools.

We said we would be reviewing and improving our services for Children whilst providing enhanced support for children in the care of the Council. Working with partner organisations would be key to ensuring all young people were in education, employment or training. We also promised to support vulnerable children and adults to ensure they receive appropriate learning programmes

#### *What we did*

- Held a Workshop on 18th January with other Agencies to develop shared understanding and practice in the provision of children's Services
- Established the Team Around the Family – the Service has reviewed its eligibility criteria and is intending to consult with partners before seeking Council approval
- Formulated the Education Post Inspection Action plan (PIAP) that addresses standards, professionalising services and surplus places
- Increased the level of challenge to schools and officers, which has led to increased accountability

- Sharpened target setting in schools to include specific focus on absolute performance and performance in relation to free school meals family data
- Produced Update on surplus school places which highlighting specific rooms in individual schools that could be used for other purposes
- Undertook consultation process on school modernisation in the Holyhead area, South East Anglesey and the Llannau area
- Discussed Principles associated with modernising school infrastructure
- Revised School-LA Partnership Agreement to increase level of challenge to schools deemed to be underperforming
- Established a School standards monitoring group to consider in detail the performance of individual schools
- Focused in Scrutiny on school and authority performance
- Established a more robust systems to track individual pupil achievement
- Established Strategic Protocol between the Community Directorate and the Lifelong Learning Directorate to promote effective joint working so that Children's combined social care and educational needs are met. Achieving joined up services for children is a central aim of both Directorates and is supported by the Council as a whole
- Continued to improve on 11/12 performance regarding decisions within 24 hours of referral (SCC/006). Performance generally continues to be

a considerable improvement upon 2011/12 in the provision of support and services for those children in need and those that are in the care of the authority; “Looked after Children”

- Engaged with NEET through the Potensial Project as part of the Child (TAC) linked to each secondary school with those whose out of school behaviours put them at risk and support them back into supported education and training
- Continued to work with Gwynedd and other partners to deliver IFSS service on a collaborative basis
- Delegated 80% of revenue resource directly to the Island’s schools
- Worked in collaboration with the Recovery Board to address perceived weaknesses inclusive of developing and introducing a new model for school improvement on Anglesey that addresses the role of schools, the new regional school improvements service and school modernisation

#### *What we said we would do*

#### ***We will be better educated and more skilled to meet the needs of the labour market***

#### *How we said we would do it*

We said that we would be introducing a targeted campaign to enthuse and promote engagement amongst our children and young people in science, technology, engineering and mathematics. We also said we would continue to work with partners in the HE/FE sector to ensure that local people are able to gain the skills that are likely to be required during the lifetime and operation of the nuclear facility. In addition we

said we would implement the Council’s anti-poverty strategy which encapsulates the ‘Taith i Waith’ programme which promotes opportunities for disabled people in the workplace

#### *What we did*

- Worked with other education partners to develop a strategic plan for skill development as part of the Energy Island initiative. This plan outlines the work that needs to be done to develop STEM related education in primary and secondary schools
- Developed a Strategic Plan in conjunction with Further and Higher Education partners
- Increased total participants in ‘Taith i Waith’ for 2012/13 - 394 against a target of 100. The overall increase in referrals is due to a better relationship with Job Centre Plus, enabling individual officers to have a better understanding of the project

#### *What we said we would do*

#### ***We will value and promote equal opportunities for all***

#### *How we said we would do it*

In order to achieve this we said that we would implement the Authority’s Strategic Equality Plan and work with partner organisations such as the Equality of Human Rights Commission to ensure that the Authority fulfils its specific equality duties. We also looked to identify steps which will deliver a more representative pool of decision makers and a greater numbers of women in Member led Cabinet roles as well as implementing a programme to mitigate and address equal pay measures within the Authority

### What we did

- Continued to work towards securing a consistent approach across the authority in terms of completing effective impact assessments. Guidance on equality considerations was circulated to services at the outset of the budget-setting process for the 2013/14 budget, templates and guidance are available on our intranet (MonITor), and training was made available to staff and the Policy Unit continues to provide support and guidance to services
- Published our Annual Equality Report before the statutory deadline of 31 March 2013. The report covered 2011/12 and also included an outline of progress against our equality objectives as at December 2012
- Undertook a publicity campaign was in local press and on the Council's website to raise awareness about the local elections on 2 May 2013. 106 candidates stood for 30 seats
- Developed an Equal Pay Strategy which requires a fully completed Job evaluation (JE) rank order to enable the Authority to confirm its position. A rank order is currently being reviewed internally and is expected to be finalised in the autumn of 2013

### What we said we would do

#### *We will take pride in our language and culture and promote our cultural heritage*

#### *How we said we would do it*

To achieve this we sought to ensure the promotion of the Welsh language and Welsh culture through the implementation of our Welsh Language Scheme and promoting the Council-

owned attractions as a part of the Destination Management Plan


### What we did

- Completed our Annual Monitoring Report on the implementation of our Welsh Language Scheme during 2012/13 and forwarded it to the Welsh Language Commissioner before the statutory deadline of 30 June 2013
- Held several meetings where it has been agreed that leisure would be included the Destination Management Delivery plan, which promotes more wet-weather family leisure facilities and the improvement of existing leisure facilities including commercial leisure and local authority swimming pools and leisure centres that are also used by visitors

### *Have we made a difference locally?*


In order to show that the work linked to our second strategic priority has a positive impact on the lives our citizens, we have also identified relevant indicators to help us monitor and report our efforts (**Table B**). The details appear below, with the RAG status indicating whether we fully, partially or did not achieve our set targets.

**Table B**

Ref	Title	11/12 Out-turn	12/13 Target	12/13 Actual
SCC/035	% of Looked After Children (LAC) eligible for assessment at the end of Key Stage 2 achieving the Core Subject indicator, as determined by Teacher Assessment	66.67	75	25.0 

Ref	Title	11/12 Out-turn	12/13 Target	12/13 Actual
SCC/036	% of LAC eligible for assessment at the end of Key Stage 3 achieving the Core Subject Indicator, as determined by Teacher Assessment	66.67	75	71.43 ↑
SCC/044	% of children looked after who are permanently excluded from school in year April 1 – 31 March	2.44	0	0 ↑
EDU/002i	% of all pupils (including those in LA care) in any local authority maintained school, aged 15 as at the preceding 31 August who leave education, training or work based learning without an approved external qualification	0.1	0.3	0.3 ↓
EDU/003	% of pupils assessed at the end of Key Stage 2, in schools maintained by the local authority, achieving the Core Subject Indicator, as determined by Teacher Assessment	78.6	79.8	84.7 ↑
EDU/004	% of pupils assessed at the end of Key Stage 3, in schools maintained by the local authority, achieving the Core Subject Indicator, as determined by Teacher Assessment	69.4	70.9	77.9 ↑
EDU/011	The average point score for pupils aged 15 at the preceding 31 August, in schools maintained by the local authority	428	390	514.7 ↑

Ref	Title	11/12 Out-turn	12/13 Target	12/13 Actual
EDU/015 a	% of final statements of special education need issued within 26 weeks: including exceptions	70.4	75	69.6 ↓
EDU/015 b	% of final statements of special education need issued within 26 weeks: excluding exceptions	100	100	88.9 ↓
EDU/016 a	% of pupil attendance in primary schools	93.5	94.6	94.4 ↑
EDU/016 b	% of pupil attendance in secondary schools	90.9	92	92.2 ↑
O2a	% of pupils that leave full time education that are NEET	2.4	4.1	2.4 ↔
O2b	No. of visitors to Council owned Attractions (including Oriol Ynys Môn)	128,926	132,500	144,746 ↑
LCL/001	No. of visits to Public Libraries during the year, per 1,000 population	3,903	4,009	4,094 ↑

 Indicators which demonstrate successful achievement of Improvement Objective 1 targets

### *What we need to Improve and/or build upon in 2013/14*

- Further work with LSCB to be continued

- Continue to improve the support provided for our Looked After Children in their health and education to ensure they achieve their potential particularly at Key Stage 2
- Approve our draft Corporate Parenting Strategy
- there is a need to improve regularity and recording of senior officers meetings with agencies re: Children's service - audit for the year in Quarter 4 2012/13
- Complete Job evaluation( JE) rank order to enable the Authority to confirm its position. A rank order is currently being reviewed internally and is expected to be finalised in the autumn of 2013
- Continue to develop and define leisure services inclusion in the Destination Management Delivery plan
- Agree and adopt a School Modernisation Strategy
- Progress matters with regards to primary school re-organisation in the Holyhead / Llannau and South East Anglesey areas

### **STRATEGIC PRIORITY 3 - People in Anglesey are healthy and safe**



*“Good progress is being made in bringing about improvement in the performance of children’s services and responding to the findings of the CSSIW inspection in 2011”*

*“The Council is one of only two in Wales to deliver the Welsh Housing Quality Standard by the target date and arrangements for responsive repairs to housing are improving”*

*Wales Audit Office, Annual Improvement Report, March 2013*

In our Corporate Business Plan for 2012/15 we stated that delivering healthier, safer and fairer communities through a range of preventative, curative and support services in partnership with other likeminded stakeholders was one of the cornerstones of our agenda. We stated that It would ensure that our citizens are able to enjoy a healthy and active life with prompt access to suitable health and social care when needed. Central to our role to support this agenda are social services and housing, and as well as our safeguarding role we also see healthy lifestyles/chronic conditions and promoting independence are cross-cutting and inter-related themes

The CSSIW reported that 2012-13 continued to be a year of significant change for the Council's Social Services department. In particular, there was intense corporate activity in response to concerns about children's services, especially in relation to safeguarding. An interim director was appointed and took up post in January 2012 and we also appointed a new Head of Children's Services. We also agreed the principles needed to modernise adult services, but there are still difficult decisions required to manage the risks associated with this work. A permanent Director of Communities was appointed in September 2012. The transformation of Children's Services has been the result of collaborative working across organisational boundaries and the establishment of multi-agency Improvement Board which oversaw, challenged and held the Children's Service to account. This improvement was the result of our own internal service recovery model. We have introduced

strengthened guidance, increased staffing and brought in additional expertise in Adult Services and have made significant efforts to improve performance and quality management which has already led to the council moving from a low-performing authority to performing well against a number of performance indicators.

We will now continue to move from stabilising provision to improving and transforming services through the Improvement Board.

On the housing front we are also particularly proud that we were one of only two councils throughout Wales to deliver the WHQS by the target date and within budget. In addition, we also made significant progress in bringing back empty homes into use and continued to focus on providing and facilitating affordable homes and tackling homelessness. We are also making strategic preparations for accommodating workers on the potential Wylfa B project and a housing options report will be issued later in 2013. Our draft Local Housing Market Assessment was completed which is a strategic document, providing strong evidence base for our forthcoming Local Housing Strategy and the Joint Local Development Plan. Work continues to modernise our Building Maintenance Unit and phase 2 of our IT strategy will result in an improvement in quality of services offered in repairs and maintenance services to our tenants. We also continued our community safety work, and our former lead officer now works on a regional basis with our other partners to further develop a joint approach to community safety issues, community cohesion and Anti-Poverty work.

#### *What we said we would do*

#### ***We will safeguard and improve the 'life chances' of vulnerable children and adults in our society***

#### *How we said we would do it*

To achieve this aim we said that we would implement the 'Older People Strategy' to provide opportunities for independent living and by re-modelling Adult Services to reflect current requirements in partnership with other statutory partners - inclusive of the 3rd sector and Users. We also said that we would implement a multi-agency approach to the provision of Children and Adult Services thereby maximizing opportunities to enhance safety provision for our most vulnerable citizens and seek to alleviate the impacts of the welfare reform and provide adequate support for the most vulnerable households who are at risk of homelessness and fuel poverty.

#### *What we did*

- Supported the older people's council in playing an active role in scrutinising the vision for adults services
- We have completed significant preparatory work around the transformation of adult social care (older people); inclusive of full service user, citizen, community and stakeholder engagement process
- Established a Community Equipment Store – a partnership across 3 local authorities (Ynys Môn, Gwynedd & Conwy) and the Health Board Assistive Technology – sub-regional partnership with Gwynedd Council
- Developed Môn Enhanced Care (MEC) with the Health Board. 300 adults received MEC services since its inception in May, 2012
- Developed and supported the Agewell universal service offering social and leisure opportunities for older people (over 500 attending). The service is now run by older people themselves and they have recently gained charitable status - and has received a national Care Standards accolade



- We have fully implemented the Wales Interim Adult Protection Procedures and training was delivered to 407 professionals at Level 2 and 30 at Level 3/4 covering the spectrum of the adult social care staff and health service
- We successfully delivered significant improvement in our Children services against the improvement plan: improvements made to the referral and assessment functions. Much attention is being given to improving assessment and care management through faster response rates, better care planning and reviews. This has been the result of increased management attention, improved processes, social work training and resources
- Secured improvements in Workforce; numbers of permanent staff increased and Agency staff reduced by 50% in children services; stability of workforce improved; sickness levels reduced; improved induction programme and an overall strategy for improving and retaining the workforce has been developed
- Put in place effective systems to monitor performance. This has been an integral part of our service improvement, which has seen an improvement in performance and delivery, this then having a positive impact on the service users
- We are showing signs of improvement in safeguarding practice both on a service and corporate level
- Received a CSSIW regulatory inspection report of the Fostering Service in December 2012 which found that the service was compliant with regulatory requirement
- Reviewed the Out of Hours Service – we have a long standing partnership with Gwynedd Council for the provision of social services out of hours response
- Jointly commissioned an options appraisal of the Hospital Social Work Service – we have a long standing partnership with Gwynedd for the provision of hospital social work in the acute hospital in Bangor
- Worked with colleagues in Services around the Family over the past 12 months to prepare the foundations of an Integrated Family Support Service (IFSS) across Môn and Gwynedd. This Service will be introduced during 2013/14 and will be hosted / managed by Children’s Services on the Island.
- We decommissioned a traditional day service during 2012 and replaced it with 3<sup>rd</sup> sector contemporary day opportunities service for older people
- Developed and progressed a Tenant Profiling Project Plan, identifying who are the households affected by the Welfare Reform
- Completed a needs assessment (Children and Housing services) of young people’s housing and support needs and will implement during 2013/14 a Young People’s Housing project- part-funded through Supporting People programme
- Undertook six feasibility studies regarding Mains Gas network for social housing tenants with British Gas and Wales & West Utilities. Following on the feasibility study, works ordered on 235 new gas connections
- Had further success with our Empty Homes project, resulting in becoming a finalist in the Chartered Institute of Housing’s annual award ceremony, as an Outstanding Local Authority.

*What we said we would do*

***We will live our lives safe from crime, disorder and danger***

### *How we said we would do it*

We said we would be working with partners to effectively tackle crime and disorder, substance misuse, antisocial behaviour and other behaviour that adversely effects our surrounding environment by the implementation of our Community Safety Partnership Plan

### *What we did*

- Completed the draft statutory partnership plan for Anglesey Community Safety (minus operational plan) and forwarded to NW Safer Communities Board
- Completed the Community Safety Partnership Plan and had it approved by Community Strategy Partnership - Wrexham to be host authority for SM projects. Indicative increase in funding across all North Wales authorities. Currently going through transitional period, review of contracts on-going. North Wales strategy commission to be completed by Oct. 2013

### *What we said we would do*

### ***We will ensure that the housing needs of the island are met***

### *How we said we would do it*

In order to address this important agenda we said that we would implement the preferred option regarding the needs of construction workers associated with the proposed new nuclear build through adopting a mixed approach (purpose built, privately rented and tourist accommodation). We also said we would secure the Welsh Housing Quality Standards (WHQS) of Council housing stock by December 2012 and improve the existing housing stock by bringing empty homes back into use and generally increase the supply of affordable housing. We also said we would be developing measures to make better use of the existing Council Housing stock to

address changing housing needs as well as reduce the Authority's maintenance liability and achieve additional capital receipts in our smallholdings estate

### *What we did*

- We had positive dialogue with Horizon in April 2013 - due to uncertainty around the future of Horizon there was a delay in accommodation for construction workers project start date. Report commissioned and will be reported to Executive Committee July 2013
- We successfully achieved WHQS by the target date
- Bought 69 empty properties bought back into use (Target 30)
- Empty Homes surgery operational
- Enforced Sale Process Policy approved by Executive Committee and implemented
- Undertook surveys in Beaumaris and Llanfaelog re increasing supply of Affordable housing. Also held meetings with Community groups.
- Worked with North Wales Housing Association to build affordable housing .Council owned land [HRA] identified as a subsidy, in lieu of Social Capital Grant
- Fully committed the Mon Homebuy grant allocation with 5 households being assisted, 4 by Home buy and 1 by Mortgage Rescue
- Received Welsh Government support for the Revenue Funding bid for Cymdeithas Tai Eryri to develop 12 affordable homes on the Bryn Du site
- Received approval of the Executive Committee re the disposal of the former Ysgol Aberffraw site for affordable housing use

- Completed over 90 units during 2012/13 with Social Capital Grant allocation from WG, quarterly PDP meetings held with Development Directors of RSL's, Head of Housing Services, Affordable Housing Advisor, Rural Housing Enabler and Empty Homes Officer
- Re-deployed 3 Full time officers leading on tenant profiling (existing housing stock), with other front line officers also undertaking tenant profiling. First tranche to be completed in April 2013
- Commissioned an Options Appraisal on existing sheltered accommodation block – with a view for re-modelling as a very sheltered accommodation scheme, or possibly hub and spoke model for older people in Llangefni
- Held regular weekly meetings between Housing and Social Services re Voids. Voids workshop independently facilitated and recommendations discussed and actioned
- Implemented phase 1 of the new Housing IT system

#### *What we said we would do*

#### *We will live longer and healthier lives*

#### *How we said we would do it*

In tackling this agenda we said that our aim was encouraging children, young people and adults on Anglesey to live active lives and become as healthy and independent as possible. This included collaborative working practice with the Betsi Cadwaladr Health Board and other partner organizations to effectively manage chronic conditions and to generally modernize and re-model the day care service for older people on Anglesey

#### *What we did*

- We provided a varied activities programme and schemes for children at our 5 leisure centres and the Sports Development Unit schemes in schools and the community. Of particular note this year have been new activity initiatives; Surf Lifesaving Club in Rhosneigr (first of its kind in North Wales), organising parallel activities for juniors at high profile events such as the Anglesey Half Marathon and Anglesey Sandman Triathlon
- The leisure centres through working with the Sports Development Unit introduced new activities such as Hydro bikes (aqua spinning sessions); Water paddlerz; virtual spinning; structured school swimming lessons targeted at KS1; structured school & holiday lessons targeting those children who have not reached KS2, to do so by the time they enter secondary school. One to one lessons at all centres
- We also provided a variety of activity programmes (courses/sessions/clubs) for adults This year also saw a significant improvement in meeting Leisure Centre membership and usage targets for adults through the direct debit Leisure card
- We met all GP referral targets in relation chronic condition referrals except for a minor shortfall in 1 (39% against 40% target for completion of our 16 week scheme low risk patients). % of G.P. high risk referred clients that completed the Departments 16 week scheme was 64% against a target of 60%

## Have we made a difference locally?



Table C

Reference	Title	11/12 Out-turn	12/13 Target	12/13 Actuals
HHA/002	The average number of working days between homeless presentation and discharge of duty for households found to be statutorily homeless	680	975	740 ↓
HHA/013	% of all potentially homeless households for whom homelessness was prevented for at least 6 months	81.6	78	88.6 ↑
O2Ha	% of customer satisfaction	NA	65	↓
HHA/008	% of homeless presentations decided within 33 working days	85.1	90.5	87.30 ↑
HHA/017a	The average number of days that all homeless households spent in Bed and Breakfast accommodation	48.67	48	37.36 ↑
HHA/018a	The average number of days that all homeless households spent in other forms of temporary accommodation	1200	975	1224 ↓

O2Hb	% of section 202 homelessness reviews confirming the original decision	NA	65	100 ↑
SCA/001	The rate of delayed transfers of care for social care reasons per 1,000 population aged 75 or over	1.06	1.2	2.53 ↓
SCA/002a	The rate of older people (aged 65 or over) supported in the community per 1,000 population aged 65 or over at 31 March	84.24	83	58.94 ↓
SCA/002b	The rate of older people (aged 65 or over) whom the authority supports in care homes per 1,000 population aged 65 or over at 31 March	23.57	23	21.93 ↑
SCA/003a	% percentage of clients, in the following age groups, who are supported in the community during the year aged 18-64	92.82	93	93.91 ↑
SCA/003b	% percentage of clients, in the following age groups, who are supported in the community during the year aged 65+	78.93	80	80.83 ↑

SCA/007	% percentage of clients with a care plan at 31 March whose care plans should have been reviewed that were reviewed during the year	78.23	80	<b>82.82</b> ↑
SCA/018a	% of carers of adults who were offered an assessment or review of their needs in their own right during the year	70.1	77	<b>81.70</b> ↑
SCA/018b	% of carers of adults who had an assessment or review of their needs in their own right during the year	78	80	<b>75</b> ↓
SCA/018c	% of carers of adults who were assessed or re-assessed in their own right during the year who were provided with a service	72.9	80	<b>72</b> ↓
SCA/019	% of adult protection referrals completed where the risk has been managed	92.59	97	<b>92.78</b> ↑
SCC/043a	% of required core assessments completed within 35 working days	43.3	75	<b>80.5</b> ↑

SCC/006	% of referrals during the year on which a decision was made within 1 working day	96.76	100	<b>98.6</b> ↑
SCC/042a	% of initial assessments completed within 7 working days	71.84	85	<b>80.5</b> ↑
SCC/028	% of looked after children who had a fully completed and updated assessment and progress record at their third review	15.38	30	<b>69.23</b> ↑
SCC/016	% of statutory visits to children looked after reviews carried out within statutory timescales during the year	85.83	95	<b>77.6</b> ↓
SCC/020	% of LAC who have had their teeth checked by a dentist during the year	91.53	87	<b>93.75</b> ↑

-  Indicators which demonstrate successful achievement of Improvement Objective 1 targets  
 Indicators which demonstrate successful achievement of Improvement Objective 2 targets

### ***What we need to improve and/or build upon in***

- Further opportunity for us to strengthen our partnership with Health Board colleagues (including GPs and nursing colleagues) in jointly implementing our recently approved assistive technology strategy. The emerging regional work-stream around Telecare provides a further opportunity for us to develop our existing local and sub-regional partnerships
- opportunity for us to develop our existing local and sub-regional partnerships
- Implement Phase 2 Housing IT system – which will include asset management incl. updated stock condition and asbestos management tools
- Concentrate effort on improving adult swimming – both structured and casual swims
- Continue to improve on our performance on discharging out homelessness duty to citizens – this is a historical issue going back many years, and has a project plan – the progress of which is being monitored

#### **In Children Services we will:**

- Continue to improve the timeliness of assessments and reviews of children through improved management and monitoring of performance

- Maintain and consolidate performance in relation to Key PIs that ensure that where children may be eligible, they will receive a good and timely response to their needs and that children will have up to date good quality sustainable care plans that ensure their needs are met, including all children with a disability
- Complete the review of our policies and procedures ensuring that they make clear the standards of practice expected of staff
- Seek to provide support within the local community or in a family setting rather than in institutional care, wherever possible
- Provide appropriate support to enable improved life chances for young people leaving care to develop life skills, including access to universal and community based services, training and employment opportunities
- Develop the skills and capacity within the workforce
- Review our Service Delivery Model
- Strengthen the development and understanding of members and senior managers with corporate responsibilities to understand the role and function of the Children services, how well they are meeting needs locally and give them appropriate priority
- Review Corporate parenting Panel and implement Corporate Parenting Policy to ensure effective monitoring and improved quality control

## **STRATEGIC PRIORITY 4 - People in Anglesey enjoy, protect and enhance their built and natural environment for future generations**



*“The Council is developing its partnership working arrangements, beginning to engage with the public more effectively and is addressing economic, social and environmental issues”*

*Wales Audit Office, Annual Improvement Report, March 2013*

We are making progress through a number of collaborative initiatives on the environmental front, although some are not yet fully developed. The new corporate arrangements are enabling the Chief Executive to concentrate more on developing regional leadership and collaboration. Examples include working with Gwynedd County Council on the development of:

- A joint Local Development Plan
- A joint Local Service Board
- Joint Planning Policy Unit

Further examples of pan-North Wales’ environmental partnership work that we are involved in include a regional residual waste treatment project, minerals and waste planning partnership and regional transport management.

We have also progressed a number of cross service initiatives with the destination management partnership whereby 6 Services are collaborating with an external organisation to develop and implement a plan for the benefit of the tourism agenda on the island. We are also proud to have completed the last two major gaps within our Coastal Path and utilised

underspend from another AONB in Wales to support additional projects on Anglesey which led to 13 projects, creating 8 jobs and 51 volunteering opportunities.

We have also reviewed and revised our Corporate Asset Management Plan to rationalize the Council’s current asset portfolio to minimize liabilities and maintain services and the introduction of a new marketing strategy has led to sales agreements on a number of properties.

In relation to waste management, we continue to perform well, and have consistently been within the top quartile in Wales for our recycling rates. Ynys Môn also leads on in-Vessel Composting – a collaborative project undertaken with Gwynedd and Conwy.

### *What we said we would do*

***We will work with partners to provide the necessary infrastructure capacity to meet the needs of our citizens, businesses and communities***

### *How we said we would do it*

We said that we would achieve this by putting in place the Local Development Plan to ensure strong, developing and sustainable communities. This included working with partners to improve the road infrastructure in and around potential new strategic developments, as well as utilizing Welsh Government prudential borrowing to establish a programme of works to improve road infrastructure at key locations – inclusive of increasing the capacity of the A55 across the Menai Strait. We also said we would be working with partners (public and private) to explore the options surrounding the development of leisure centre provision on the Island

### *What we did*

- Received Full Council approval for the Preferred LDP Strategy for public consultation on 24.1.13, but there has been some slippage in the LDP Delivery Agreement timetable due to the delayed local election in Ynys Mon. Public consultation for the statutory period commenced on 9.5.13 following the re-arranged local election
- Experienced lack of progress as regards A55 across Menai Straits – WG conducted a Public Consultation exercise in 2007, but no progress has been made since then. The Council has pressed for many years for a third crossing and an opportunity may now exist with the need for new power cables to cross the Straits
- Experienced delays with road infrastructure development due to the pull-out of Wylfa developers. However, £1.3M of WG's funds spent on Highway Maintenance with a further £0.5M spent on improving the B5111 at Trefor. Finance Minister visited the site in March, as Ynys Môn were one of only two North Wales authorities that implemented Welsh Government wishes to provide some improvement schemes with the funding
- Made significant progress as regards Beaumaris Leisure Centre: the new social enterprise registered as a charitable company limited by guarantee. The service was successfully transferred during the spring of 2013 and on schedule for operational handover 01/04/2013. In relation to other Park and Outdoor Facilities there has been progress on leasehold transfer of the assets in relation to the Rhosneigr Bowling Green to the Community Council (lease transfer / asset transfer) and agreement has been given for the first stage of an asset transfer of the Llanerchymedd Bowling Green and Football Field to that Community Council. Core elements (Holyhead based) are complex and

require a corporate focus. Resolution will require funding arrangements for 2013 – 2014

### *What we said we would do*

#### ***We will promote, protect and make sustainable use of our unique built heritage and natural environment***

### *How we said we would do it*

We said that to accomplish this we would be reviewing, revising and amending the Corporate Asset Management Plan to rationalize the Council's current asset portfolio to minimize liabilities and maintain services. We also said that we would be working in partnership with the Joint Advisory Committee to implement the AONB Management Plan and championing environmental sustainability by working towards attaining full national trail status for our 125 mile Coastal Path

### *What we did*

- Introduced the new Asset Management Plan marketing strategy - sales have been agreed on a number of properties. These are:
  - Former toilets at St George's Pier, Menai Bridge;
  - Dinorben Square, Amlwch;
  - Maes Athen, Llanerchymedd
- Sales were agreed on Craigwen House, Amlwch and surplus grazing land at Dwyran. The sale of land at former Penyrorsedd Units was also completed during the year
- Lease disposals were completed in relation to Tolldy Llanfairpwll, land at Amlwch, Rhosneigr Bowling Green and Penmynydd Community Centre.



- Smallholdings at Tredryw and Rhos Isaf were sold and a sale was agreed on a plot at Saith Aelwyd
- The Ynys Mon AONB Joint Advisory Committee met on 18.4.12 and 20.11.12
- We fully committed the SDF fund and underspend from another AONB in Wales was utilised to support additional projects. The SDF supported 13 projects, creating 8 jobs and 51 volunteering opportunities
- We experienced some slippage as regards monitoring and review the AONB Management Plan 2009-2014. Management Plan is now being reviewed and streamlined and is being significantly utilised during the proposal stages of large scale infrastructure developments on Anglesey
- A number of on-going projects have been successful in raising the awareness and promotion of the AONB through events/ activities
- A partnership approach has been implemented through a Heritage Lottery Fund (HLF) Landscape Partnership bid concentrating on coastal land management, sustainable infrastructure, volunteering / training, heritage and engagement / interpretation
- Secured resources for 2013/14 to enable retention of two AONB Community Wardens, fund projects which fulfil sections of the current AONB Management Plan and prepare / review the next AONB Management Plan for the period 2014-2019
- Monitored and reviewed the State of the Isle of Anglesey AONB Report

- Completed the last two major gaps within the Coastal path with the construction of a 45m span arched footbridge over the Afon Alaw and a new path around the Plas Newydd estate, via Bryn Celli Ddu

#### *What we said we would do*

#### ***We will ensure clean and environmentally sustainable communities***

#### *How we said we would do it*

This we said we would achieve this by developing and implementing a long term Waste Management Strategy to maximise the efficiency of waste collection








#### *What we did*

- We progressed the North Wales Residual Waste Treatment Project. It is expected that the NWRWTP will add between 5% and 7% to the recycling rate of each authority
- Lead on the In Vessel Composting collaborative project, working with Gwynedd and Conwy. Problems were encountered with the disposal of the soil improver during 2012/13 due to the wet weather and Tyddyn Môn the company that collected the soil improver pulled out of the contract, which has since been retendered
- Household Waste Recycling Centre – the provision of a new HWRC at Penhesgyn is virtually complete with the new centre opening on the 1/7/2013. The original works were commissioned at a tender price circa £800k, but additional works have been added to renovate the remainder of the site, circa £150k.

## Have we made a difference locally?

Indicators used to demonstrate the impact and validity of this outcome are noted below:

**Table Ch**

Reference	Title	11/12 Out-turn	12/13 Target	12/13 Actuals
THS/011a	% of principal (A) roads that are in overall poor condition	3.91	3.8	3.4 
THS/011b	% of non-principal (B) roads that are in overall poor condition	7.11	7.0	7.5 
STS/005b	% of highways and relevant land inspected of a high or acceptable standard of cleanliness	83.4	82.9	93.7 
STS/005a	The Cleanliness Index (%)	75.72	68	73 
WMT/004	% of municipal wastes sent to landfill	42.2	42.9	43.7 
WMT/009	% of municipal waste collected by local authorities and prepared for reuse and/or recycled, including source segregated biowastes that are composted or treated biologically in another way	54.14	54.6	55.22 
STS/006	% of reported fly tipping incidents cleared within 5 working days	82.28	90	93.74 

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### What we need to improve and/or build upon in 2013/14

- Pursue lack of progress as regards A55 across Menai Straits
- Pursue road infrastructure possibilities as part of Wylfa development
- Consider taking food waste to Gwynedd's new Anaerobic Digestion plant at Clynnog and just process green waste at Penhesgyn
- Future: next HWRC at Gwalchmai or Holyhead to be designed internally by Highway Design Team to overcome past design difficulties with external designers

## **STRATEGIC PRIORITY 5 - People in Anglesey will be proud of their Council**



*“The Council continues to make good progress in addressing the Commissioners’ corporate governance themes and has reached a critical turning point with intervention being scaled back”*

*“In October 2012, the Minister for Local Government and Communities returned all of the powers formerly exercised by the Commissioners back to the Council and its Executive. The decision was based on the progress made by the Council and findings from our work undertaken this year”*

*Wales Audit Office Annual Improvement Report, March 2013*

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A far-reaching community engagement strategy and implementation plan is in development which will take a structured and streamlined approach to engagement and will avoid the pitfalls of duplication or lack of coordination. Whilst this has fallen behind in its SLT 180 day cycle development a concerted effort is being made to get it back on track.

One significant strategy developed and agreed is the Corporate Communication Strategy, which identifies our customers as central to the focus of the Council’s work and the means by which we should be engaging, consulting and communicating with them. The democratic renewal programme used the strategy to guide its work and we worked tirelessly with partner organisations such as the Electoral Commission to encourage a greater number of candidates to stand for election. It can be concluded that the drive was been successful in that 106 candidates contested 30 seats. This equates to an average of 3.53 candidates per seat which is higher than that of any other North Wales councils at their 2012 elections. It is also an

increase of 1.53 candidates per seat from the 2008 elections in Anglesey.

It is also worth noting, that for the first time since intervention began, we have fully delivered against our outcome agreement. This is a 3 year agreement between the Council and Welsh Government which aims to realise aspects of the national agenda on a local basis, and which bought in approx. £720K in grant funding for the council during 2012/13.

A project board has been established to oversee the review of the people strategy, chaired by the Portfolio Holder. As part of the strategy development, a staff survey has been commissioned through Conwy CBC and scheduled to be undertaken during May–June 2013. We have also developed, agreed and adopted a single integrated plan which is based on community and key stakeholder engagement, to identify the strategic outcomes we as an island should be working towards. We are also continuing to invest in significant private sector partnership work through the structured approach to the Energy Island Programme.

Significant challenges still await us as an organisation during the current improvement and sustainability phase, but the clear sense of purpose and direction engendered by the Senior Leadership Team will enable us to take a focused approach to decision making and risk management to overcome the hurdles which we will face. One particular area that we need to prioritise in terms of improving during 2013/14 is sickness absence levels, where we are experiencing higher levels than in previous years as well as in comparison to most other councils across Wales.

*What we said we would do*

***We will listen to our citizens and deliver on our promises***

### *How we said we would do it*

We said that this would be achieved by the implementation of our Community Engagement and Communication strategies including regular Citizen Surveys to identify residents' priorities and their views, as well as redesigning our internal processes and technological solutions in order to make our decision making transparent, lean and more customer-focused

### *What we did*

- We developed a far-reaching community engagement strategy and implementation plan which takes a structured and streamlined approach to engagement and will avoid the pitfalls of duplication or lack of coordination (Residents survey carried out August-Sept 2013 and results not yet analysed and available for feedback)
- We have developed, agreed and adopted a single integrated plan during the reporting period which is based on community and key stakeholder engagement to identify the strategic outcomes we as an island should be working towards
- Developed the community focus with 3rd sector workshops, key stakeholder seminars and town and community council consultations
- Undertook a survey with all our Council housing tenants to gather their views on the services delivered by the Housing Services
- Trained a team of volunteer tenants to undertake mystery-customer exercises on services delivered by the Housing Services

### *What we said we would do*

### *We will work in partnership to improve the outcomes for our citizens*

#### *How we said we would do it*

We would accomplish this by incorporating a new approach to island wide / sector specific partnerships as well as delivering on the Council's Outcome Agreement. We also said we would deliver the Council's contribution to the Strategic Integrated Plan - Our Island, Our Future in partnership with private, public and 3<sup>rd</sup> sector organizations, and by exploring a new approach to the way in which we procure services that will release real savings into the future

#### *What we did*

- The newly formed and developing SLT enabled the Chief Executive to lead the strategic direction of the partnership and collaboration agenda on behalf of Anglesey locally, regionally and nationally
- We collaborated to improve Education services regionally
- We established a joint partnership team with Gwynedd Council to oversee the implementation of the Single Integrated Plan. A joint Local Service Board has been established and a joint Officer group which Anglesey is chairing
- We are an active part of the Health and Social Services Regional Programme Board including leading / participating on work streams such as the 'Commissioning Hub', regional safeguarding, adoption and supporting people
- Collaborated regionally as regards Legal matters with the other North Wales Authorities

- We launched a collaborative multi agency Anti-Human Trafficking initiative where the Council is taking the lead on behalf of the region
- We collaborated on a regional Trading Standards delivery model with an agreed business case being considered for formal adoption during April 2013
- The Executive agreed in principle to a single strategic emergency planning model with an associated sub-regional operational delivery mechanism
- We collaborated with the Third Sector to agree on the Compact and Volunteering Policy
- We established an Economic Vision for the future whereby partnership working with the private / 3rd and voluntary sector is developing to realise a vision that the Island becomes a globally renowned region of choice with a vibrant and strong economy with increased prosperity, flourishing local culture and enhanced environmental position. a greener and cleaner environment
- We hope to achieve 100% Welsh Government grant for successfully delivering our ten Outcome Agreement themes
- Developed a business case to build on the work which has been undertaken on procurement. This will identify the investment required to improve procurement practice across the Authority including professional procurement support and IT, together with the potential financial savings that such an investment would bring
- We have also partnered with the University of Bangor to develop an innovative approach to procurement which will be a key driver of efficiencies into the future. Particular expertise has been gained by the increased capacity / support offered by the University that could further up-skill and increase capability within the organisation

### *What we said we would do*

#### *We will value our staff and treat our citizens and environment with respect*

### *How we said we would do it*

We said that we would implement our Internal Communication strategy to inform staff of developments at all levels of the organisation and undertake regular staff surveys to ensure the Authority gains the intelligence to build on and improve its Investors in People 'Standard - Corporate Status' accreditation. In addition we stated that we would implement our 'People Strategy' which sets out the plan for our people management priorities for the future. We also said we would work towards making all Council buildings compliant with disability statutory requirements

### *What we did*

- As part of the Communication strategy, we developed our approach to internal communications using the developing IT strategy as an enabler of this work.
- A further key element of developing and valuing staff has been the re-introduction of regular monthly meetings with Trade Unions, to keep them abreast of on-going developments and future plans
- We established a project board to oversee the revision of the people strategy, chaired by the Portfolio Holder. As part of the strategy development, a staff survey was commissioned through Conwy CBC and undertaken in May /June 2013

- We established a Job Evaluation Steering Group which is chaired by the Deputy Chief Executive, and has representation from the Trade Unions. A comprehensive project plan has been developed, driven by the HR Service, and a Team has been established to deliver this
- Established a working group of staff (comprising of Property / Human Resources and Information Technology) to drive forward the agile working agenda
- Undertook disability access improvements- Provision of a hoist at Plas Arthur Leisure Centre; Platform Lift at Ysgol Gyfun Llangefni; Hoist and disabled toilet at Holyhead Leisure Centre Ramp, front entrance reception and disabled change facilities at Amlwch Leisure Centre
- Set up a Sickness Absence Co-ordinator post for a period of 12 months to provide support to services on the management of sickness absence
- Planned and undertook a staff survey (fieldwork undertaken in May – June 2013 and result published Sept 2013) which achieved promising and improving results that build upon the previous survey undertaken in 2009/10

#### *What we said we would do*

#### *We will be ambitious and outward looking*

#### *How we said we would do it*

We said that we would look at good practice elsewhere and seek to become champions of networks and building on the success of the Energy Island programme, as well as undertaking and implementing a democratic renewal initiative to increase annual level of community participation

#### *What we did*

- Undertook significant private sector partnership work through the structured approach to the Energy Island Programme (EIP), thereby maintaining effective governance delivery structures through EIP Advisory Board meetings, EIP Strategy Forum and EIP Workstream meetings
- Revised the democratic renewal strategy in preparation for the re-launch at the County Show in August 2012. A positive inspection report was also received from the Electoral Commission confirming that the Council now meets all the relevant criteria in terms of its approach to the provision of democratic services


#### *Have we made a difference locally?*


In order to show that the Council's work is having a positive impact on the lives of our citizens and that we're taking our partners' views and concerns on board, we have identified relevant indicators to help us monitor and report whether our efforts are making a difference with regards to our reputation (**Table D**).

**Table D**

Ref	Title	11/12 Out-turn	12/13 Target	12/13 Actuals
O5a	% of people who feel they are well informed about Council services	60.4	62	New Residents Survey carried out Aug-Sept 2013

Ref	Title	11/12 Out-turn	12/13 Target	12/13 Actuals
O5b	% of people who are satisfied with the level of services the Council provides	76.0	78.0	New Residents Survey carried out Aug-Sept 2013
O5c	% of people who think the Council offers residents good value for money	34.6	40	New Residents Survey carried out Aug-Sept 2013
O5d	% of people who are satisfied with the way in which the Council is running the Island	40.2	45	New Residents Survey carried out Aug-Sept 2013
O5e	% of staff having a Performance Development Review	64	70	<b>64</b>
O5f	% of staff who feel valued by the Council	39 (09/10 fig)	45	<b>54</b>
O5g	Reduction in Sickness absence (days per FTE)	Approx 12.8	11.8	<b>14.45</b>
O5f	% of grant funding secured from Welsh Government under the Outcome Agreement	100%	100%	<b>100% (TBC)</b>

 Indicators which demonstrate successful achievement of Improvement Objective 3 targets

 Indicators which demonstrate successful achievement of Improvement Objective 4 targets

### *What we need to Improve and/or build upon in 2013/14*

- Further analyse our sickness absence levels across all council services and functions and put in place appropriate mitigating actions to address the issue
- Implement the Transformation Plan in terms of Senior Management restructuring
- Complete staff survey for 2013/14
- Undertake and complete comprehensive public engagement and consultation

## National Performance Indicators

Whilst certain measures have been used to show progress against our strategic priorities, under the Performance Measurement Framework introduced in April 2005, each council in Wales has in the past collected and shared data for nationally benchmarked performance indicators..

### The framework focuses on three distinct areas:

- National Strategic Indicators (NSIs)
- Public Accountability Measures (PAMs) - providing measures for public accountability; and
- Service Improvement Data – (SIDs) developing meaningful datasets for use by services and their regulators to support service improvement.

Welsh Ministers continue to set **National Strategic Indicators** (NSIs). Local authorities still have a legal duty to collect and report on these annually.

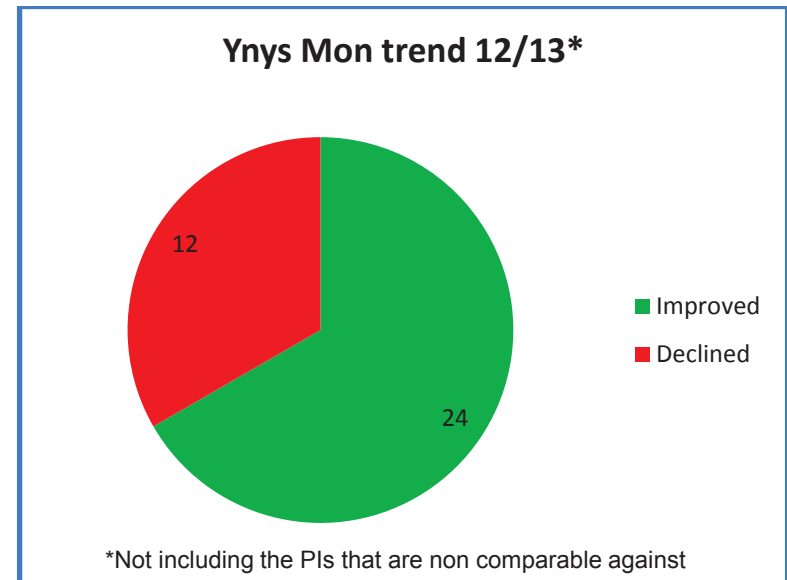
The data in this analysis will focus mainly on PAMs and NSIs so as to enable comparison with other local authority performance, but we have provided an overall assessment of all our PIs (inclusive of SIDs) at the end of this section. All PIs are used on a regular basis for internal monitoring of performance through the established Quarterly Performance Monitoring Framework and have been a strategically essential part of the Annual Service Reviews from 2012 onwards.

## How did we perform in 2012/13?

### Performance Indicators and Trends

The overall picture in terms of our performance indicators (PIs) – inclusive of PAMs and NSIs - was very positive in 2012/13. The trend (Table 18) shows that against the 36 PIs (NSI and PAM) that are directly comparable from previous years, 24 (67%) of all our PIs had improved in 2012/13 with 12 (33%) declining.

**Table 18**

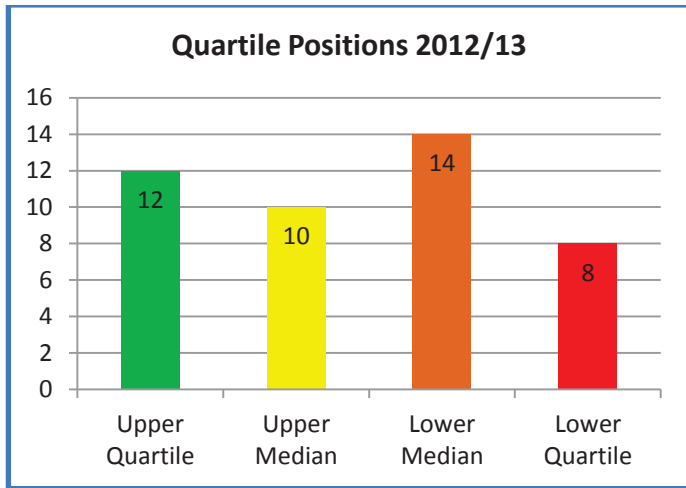


In terms of quartile position (Table 19), 12 (27%) of our PIs are in the top quartile whilst there are only 8 (18%) within the bottom



quartile, with the majority of the remainder 14 (32%) % in the middle quartiles - 10 (23%) in the upper median and 14 (32%) in the lower median quartiles.

**Table 19**



**Table 20**



Looking in a bit more detail at performance year on year, we can see from Table 20 that we continue to improve as regards increasing the number of PIs which are in the upper quartile and reducing those in the lower quartile over the last three years. We do however need to look in more detail and monitor more closely those PIs which are at the lower end on the middle quartile, the number of which has increased during 2012/13.

**Performance against our identified priorities**

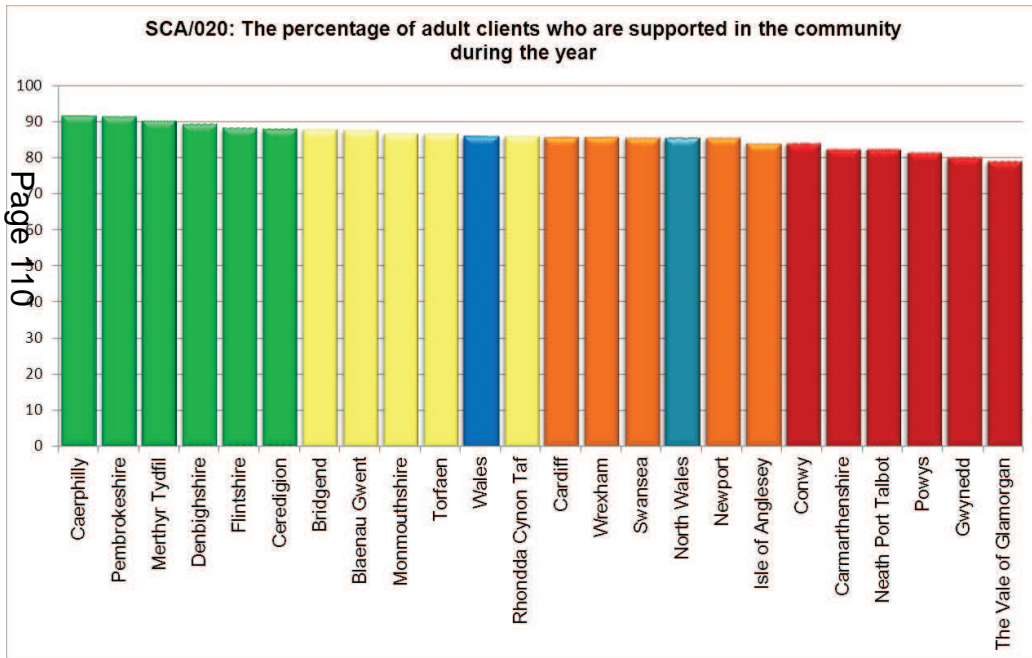
Our four **improvement objectives** for 2012/13 focussed on areas that we had identified as priorities for the council in order to move the authority forward by improving services and contributing to the transformation agenda. We have reported on performance against those improvement objectives which contain elements of children’s services, housing, education etc in the specific improvement objective section earlier. Unlike the other three improvement objectives, our third improvement objective of improving corporate governance, is not directly linked to any national performance indicators and as such will not form part of the analysis here either.

Whilst not an improvement objective in 2012/13, Adult Services remains a priority for the council as it is in the process of being transformed from a more traditional service into a modern, responsive and more fit for purpose service. In this transitional stage it is be expected that performance will plateau or even decline before improving when the new structures and procedures kick in. As such, the council is aware of the 7 PIs within this category we have no PIs within the top quartile - although 4 have shown an improvement -whereas in 2011/12 we had 2 PIs that were amongst the best performing in Wales (SCA/001- delayed transfer of care for social care reasons over

75 years, and SCA/0019 Adult Protection Referrals completed where risk was assessed).

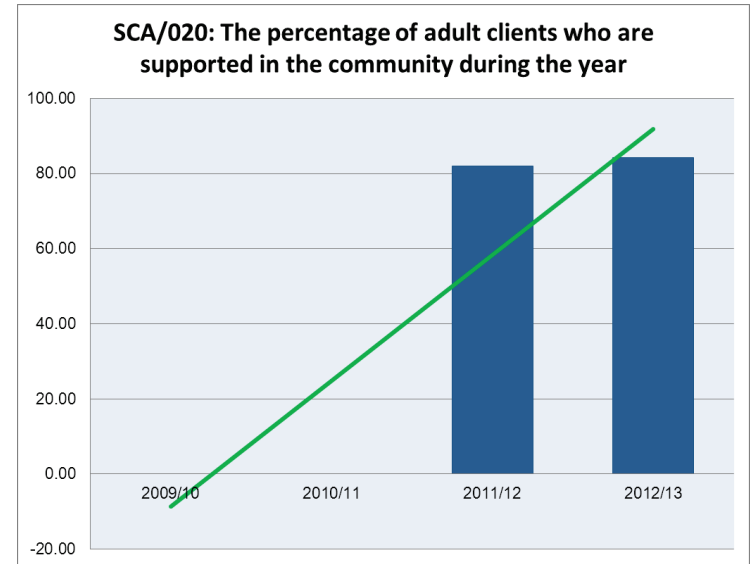
On the plus side however, and of the 4 PIs that have improved, we have moved from the lowest to the middle quartile in terms of adults supported within the community (Table 21 and 22 - SCA/020) and the rate of older people aged 65 or over that we support in care homes (SCA/002b)

**Table 21**

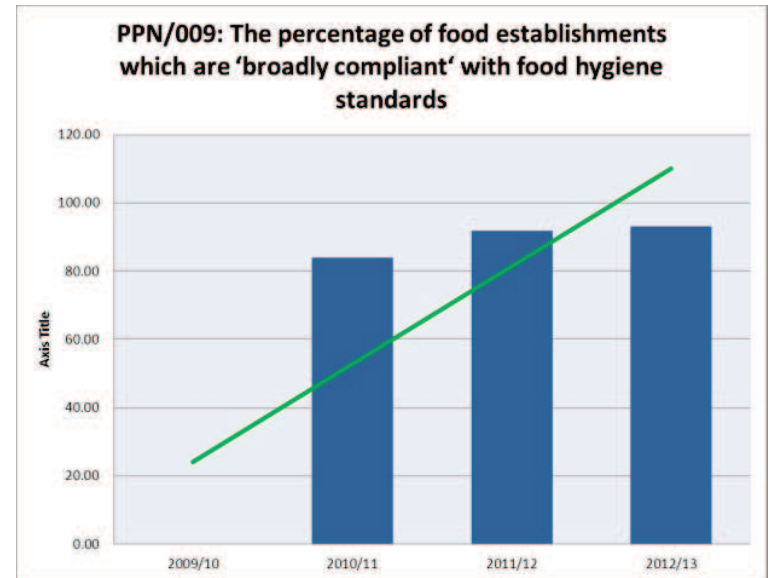


We are also pleased with the performance shown where food establishments on Anglesey are broadly compliant with food hygiene standards (PPN/009) as we continue to be 3<sup>rd</sup> in Wales and have shown improvement in the last 2 years (Table 23)

**Table 22**



**Table 23**



Looking at our overall performance in term of NSIs and PAMs across all services, what is particularly encouraging is the percentage of PIs in the bottom quartile in 2012/13, 16% as compared to 29% the previous year (Table 24). Whilst there has also been a slight drop in the number of PIs in the top quartile, from 14 in 2011/12 to 12 in 2012/13, we are keeping a close eye on the middle quartiles, and especially those PIs that are in the lower median quartile (14 in 2012/13 as opposed to 8 in 2011/12). This analysis also confirms both the steady nature of our overall improvement and those areas where we are concentrating on, education, children and adult services, where we need to continue to monitor and improve.

**Table 24**

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Isle of Anglesey County Council Performance		2012/13 Quartile Position				PI Change since 2011/12			
Number of Pis	Top Quartile	Upper Median	Lower Median	Lower Quartile	Improved	Unchanged	Declined	New Indicator	
Adult Services	7	0	2	4	1	4	0	3	0
Childrens Services	13	5	3	4	1	5	0	5	3
Housing	3	1	2	0	0	3	0	0	0
Leisure & Culture	2	0	1	0	1	0	0	0	1
Education	11	3	3	3	2	6	0	4	1
Highways & Waste Management	6	1	0	3	2	4	0	0	2
Planning & Public Protection	2	2	0	0	0	1	0	0	1
<b>Isle of Anglesey County Council Total</b>	<b>44</b>	<b>12 27%</b>	<b>11 25%</b>	<b>14 32%</b>	<b>7 16%</b>	<b>24 55%</b>	<b>0 0%</b>	<b>12 27%</b>	<b>8 18%</b>

Looking at how we compare against the north Wales authorities in general, we know from available data that we compare favourably with both Conwy and Wrexham but are some way behind Denbighshire, Gwynedd and to a lesser extent Flintshire in terms of comparisons of PIs in the upper quartile). What is encouraging though is that at the other end of the spectrum, we are reducing the number of PIs in the bottom Quartile (Table 25).

**Table 25 - NSI & PAM Quartile Performance Positions 2011/12 & 2012/13**



If we now include the Service Improvement Datasets (SIDs) in our analysis – those additional 95 indicators that give services a wider perspective of performance across a greater number of PIs – we can see that the overall picture remains positive. Out of the overall total of 139 PIs that include NSIs, PAMs and SIDs there are 47 (34%) in the top quartile, 32 (23%) in the upper middle quartile, 33 (24%) in the lower middle quartile and only 26 (19%) in the lower quartile. The analysis further shows that between 2011/12 and 2012/13 46% of our total PIs have improved, 9% have stayed the same and 34% have declined.

**Table 26**

Isle of Anglesey County Council Performance		2012/13 Quartile Position				PI Change since 2011/12			
Number of Pis		Top Quartile	Upper Median	Lower Median	Lower Quartile	Improved	Unchanged	Declined	New Indicator
Adult Services	11	1	4	5	1	6	0	5	0
Childrens Services	47	24	8	9	6	25	7	12	3
Housing	14	3	5	3	3	9	0	3	2
Leisure & Culture	6	1	3	0	2	3	0	2	1
Education	20	4	4	6	6	8	0	11	1
Highways & Waste Management	18	3	3	6	6	7	0	4	7
Planning & Public Protection	23	11	5	4	2	6	5	10	2
<b>Isle of Anglesey County Council Total</b>	<b>139</b>	<b>47 34%</b>	<b>32 23%</b>	<b>33 24%</b>	<b>26 19%</b>	<b>64 46%</b>	<b>12 9%</b>	<b>47 34%</b>	<b>16 12%</b>

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The overall conclusion from the PI analysis shows that we continue to make steady progress in improving our performance across most services, and especially within those services that have seen fairly critical past inspection reports. This highlights the steady improvement in most areas of performance across the council since intervention, and in particular within Children services. There are still areas that we need to improve upon and/or stabilise, for example education, although we are aware that decreases and improvement in performance are sometimes attributable to very small changes in numbers because of the overall small numbers of a particular service area. What we are sure of however is that regular monitoring and challenging of performance information across all services is now beginning to bear fruit, and that we are identifying declining performance a lot sooner.

A full list of Results for our NSI and PAM performance for 2012/13 is included as an appendix to this Report (Appendix 1).

## Financial Performance 2012/13

The net revenue budget for 2012/13 was set at £119m, which incorporated spending reductions of £3.7m, a Council Tax increase of 5% and required the use of £1.2m from reserves.

It was recognised that some significant risks were included in the budget proposals;

- A number of savings proposals had an impact on service delivery;
- There was the potential that not all of the savings proposals would be delivered or take time to be implemented;
- Reductions in staff numbers contained within the savings proposals would have to be met by the use of reserves, which would reduce the availability of balances to support the budget going forward.

The third quarter budget review indicated that there would be a significant overspend, principally due to pressures on the Education and Social Services budgets. At that time actions were identified to limit the overspend to £1m by the end of the financial year.

By the end of the year, the position had improved significantly and showed a net underspend of £1.4m, a turnaround of £2.4m from the position reported at quarter 3.

The biggest single factors contributing to this much improved position were

- A significant improvement of £0.864m in the budgetary position of the Education Service, with the main improvements arising from reductions in the costs of the School Meals Service and increased grant income for sixth form funding. and reduction in the integration budget overspend.
- A net increase of £0.3m for Children and Families and an increase in the costs of Adult Social Care of £0.4m.
- Savings of £0.5m in Highways and Transportation and Waste Services costs
- A significant reduction in the cost of Corporate Risks totalling £0.665m due to savings in the cost of out of county Education and social Services placements and a reduction in the cost of Housing Benefits due to a change in the level of subsidy expected.

Beyond this rather than a small number of large movements there has been a consistent pattern of more limited movement across all budget headings arising from;

- A spending moratorium on certain types of expenditure in the latter part of the year;
- General restraints on spending by services in response to the forecast financial position of the Council;

- A cautious approach to forecasting the year-end position taken by both budget holders and finance staff to avoid unforeseen overspends during the year.

The overall improvement shown in the out-turn position for 2012/13 actually meant that the value of reserves increased by £0.2m, rather than a reduction of £1.2m as forecasted as part of the budget setting process. The new position means that the Council is in an improved position to meet any potential funding shortfall arising from the current constraints on public sector finances.

During the year, net spending by schools reduced their reserves (in total) by £0.068m, so that the total value of schools reserves at 31 March 2013 stood at £1.18m (£1.25m 2011/12), a similar position to 2011/12. School reserves are limited to the uses approved by the individual schools and the position varies from school to school. Ten schools had a deficit at the end of the financial year (fourteen at the end of the previous year) and a number of other schools are projecting deficits in future years.

The Council spent £25.4m on capital projects in 2012/13, £6.9m less than forecast. Significant spending was incurred on the relocation of Ysgol Y Bont (£4.3m), the completion of the Welsh Housing Quality Standards Programme (£7.4m – Housing Revenue Account spend), continuation of the Small-holdings Improvements programme (£1m) and the Local Government Borrowing Initiative to promote capital infrastructure works (£1.8m).

The Council's financial standing can be best assessed by the extent to which it has made provision for known liabilities and the amount of distributable reserves it has available to cover other risks. The Council has made provision for known liabilities and has established reserves where required by statute, to meet Council Plans of where it is prudent to meet risk or uncertainty.

At 1 April 2012, the Council held earmarked reserves of £12.882m and had a Council Fund balance of £5.8m. The 2012/13 budget assumed that £0.3m would be taken from earmarked reserves and £0.9m from the Council Fund to support the revenue budget. The improved out-turn position has led to an increase of £4.52m in the value of earmarked reserves, which now stand at £17.402m, and an increase of £0.2m in the balance in the Council Fund, which now stands at £6m.

The Council's financial standing is therefore in a much more favourable position than expected and provides an adequate buffer to help meet the difficulties arising from the deteriorating state of local government finances.

The budget for 2013/14 also includes savings targets to be delivered as government funding continues to be reduced. This position will continue in future years and budgets will become even tighter as the continued delivery of budget cuts needed to set a balanced budget becomes more difficult.

## Ensuring equality and sustainability

The Council continues its commitment to equality, in terms of:

- Service provision
- Its responsibilities as a major employer and
- ensuring that policies, procedures and practices do not discriminate in any way

Our first annual equality report since the introduction of the new equality legislation was published in March 2012. This report, which can be found on the 'equality' pages on our website, outlines how we met our equality duties during 2011/12 but it also included an outline of progress as at December 2012 to

provide a more up-to-date picture. Our next annual equality report, which we are required to publish by 31 March 2014, will outline how we met our equality duties during 2012/13.

We will continue to work towards achieving our equality objectives and are committed, within the capabilities and influence of the County Council, to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity and foster good relations between different groups.

The Council in its approach to Anti-poverty has also appointed an Anti-poverty Senior Officer to lead on this and there are also plans to appoint an Elected Member to champion this agenda.

Our Strategic Equality Plan 2012-16 and the above partnership documents can be found at: [www.anglesey.gov.uk/equalityplan](http://www.anglesey.gov.uk/equalityplan)

## Regulatory Activity - 2012/13

The council receive a number of regulatory reports and feedback every year from inspections, reviews and studies (both local and national) carried out by our Regulators. The proposals and recommendations contained within those reports provide us with useful feedback on how we can improve services and the way we operate as a council.

The detail of how we have responded to any subsequent proposals or recommendations from past and present regulatory reports during 2012/13 is contained within the body of this Performance Report.

A summary of the main regulatory reports and their findings is presented below and can also be found at:

[www.anglesey.gov.uk/council-and-democracy/governance-and-performance-/external-assessments](http://www.anglesey.gov.uk/council-and-democracy/governance-and-performance-/external-assessments)

### ***Improvement Assessment Letter 1 (September 2012)***

This looked at forward planning and concluded that we had as a council discharged our improvement planning duties under the Measure and had acted in accordance with Welsh Government guidance and that we were likely to comply with the requirement to make arrangements to secure continuous improvement during the financial year. It also noted that we had responded constructively and responsibly to the critical inspection of our education services by Estyn and the Wales Audit Office.

### ***Improvement Assessment Letter 2 (January 2013)***

This looked at our self-assessment and performance report, and concluded that we had discharged our improvement reporting duties under the Measure but should ensure that we act more in accordance with Welsh Government guidance. This related to the need to include more qualitative information within our Performance Report, to have more consistent self-evaluation processes across the council and to improve on our response and slow progress as regards the Estyn Report. However, the report also noted that CSSIW has judged that the Council's annual evaluation of its social services was balanced and supported by evidence but that corporate determination is needed to improve social services, particularly in the light of the financial challenges facing the Council. Proposals for Improvement included the need to promote greater consistency

across services in the quality of self-evaluation, and that we should apply stronger editorial control of our performance report

### ***Annual Improvement Report (March 2013)***

In the WAO Annual Improvement Report (AIR) the Auditor General concluded we were making good progress in delivering improvements and was responding constructively to advice from the Commissioners and regulators, but that the momentum of change needed to continue in order to ensure sustainability. The report also stated that we were making good progress in addressing the Commissioners' corporate governance themes to the extent that intervention was now being scaled back and that good progress was reported in the way children's services was responding to the findings of the Care and Social Services Inspectorate for Wales (CSSIW) inspection in 2011 and that we were responding constructively to the findings of the Estyn inspection in 2012.

In addition, we were also congratulated for being one of only two in Wales to deliver the Welsh Housing Quality Standard by the target date and that responsive repairs to housing seem to be improving. Improvements were also noted in our self-critical reporting and evaluation of performance, governance and monitoring arrangements and the workings of scrutiny and audit committees. Whilst there were no statutory recommendations within the AIR, we noted that regulators were concerned that arrangements for the management of information asset could limit our ability to improve and face a number of financial challenges with continuing austerity measures despite having clear and robust financial plans in place.

## Finding out more

To find out more about anything in this Performance Review, or to make any comments please contact:

Deputy Chief Executive's Office  
Isle of Anglesey County Council  
Council Offices  
Llangefni  
Anglesey  
LL77 7TW

☎- 01248 752108 or 01248 752111  
✉- [jhjce@anglesey.gov.uk](mailto:jhjce@anglesey.gov.uk) or [grmce@anglesey.gov.uk](mailto:grmce@anglesey.gov.uk)

This Report is available on the Council's website: <http://www.anglesey.gov.uk/council-and-democracy/governance-and-performance-corporate-business-plan/>

Further information may also be obtained as follows:

**Policies, plans and strategies** published by the Council can be accessed at: <http://www.anglesey.gov.uk/council-and-democracy/council-documents>

**Service Delivery Plans** – please contact [nexce@anglesey.gov.uk](mailto:nexce@anglesey.gov.uk)

**The Annual Improvement Report (AIR)** is available on the Council's website by clicking on this link: <http://www.anglesey.gov.uk/council-and-democracy/governance-and-performance-external-assessments/annual-improvement-report-wales-audit-office/>

**Audit and Inspection Reports** produced by the Council's Regulators are available from their respective websites, as follows:

Wales Audit Office: [www.wao.gov.uk](http://www.wao.gov.uk)

Care and Social Services Inspectorate Wales :

<http://wales.gov.uk/cssiwebsite/newcssiw/?lang=en>

Estyn: [www.estyn.gov.uk](http://www.estyn.gov.uk)

If you do not have access to the internet, or would like to obtain a document that is not listed above, please contact the Council via the contact details outlined at the top of this page



## Appendix 1

PI Type	Description	PI Ref	Service	Direction	2009/10	2010/11	2011/12	2012/13	Trend	12/13 Quartiles
NSI	SCA/001: The rate of delayed transfers of care for social care reasons per 1,000 population aged 75 or over	SCA/001	Adult Services	<	1.2	1.5	1.06	2.53	↓	
NSI	SCA/002a: The rate of older people (aged 65 or over) supported in the community per 1,000 population aged 65 or over at 31 March	SCA/002a	Adult Services	>	84.9	74.9	82.37	58.94	↓	
NSI	SCA/002b: The rate of older people (aged 65 or over) whom the authority supports in care homes per 1,000 population aged 65 or over at 31 March	SCA/002b	Adult Services	<	22.0	23.5	23.6	21.93	↑	
PAM	SCA/007: The percentage of clients with a care plan at 31 March whose care plans should have been reviewed that were reviewed during the year	SCA/007	Adult Services	>	73.8	78.2	78.7	82.82	↑	
PAM	SCA/018a: The percentage of carers of adults who were offered an assessment or review of their needs in their own right during the year	SCA/018a	Adult Services	>	86.0	74.2	70.1	81.73	↑	
NSI/PAM	SCA/019: The percentage of adult protection referrals completed where the risk has been managed	SCA/019	Adult Services	>	-	89.80	95.70	92.78	↓	
PAM	SCA/020: The percentage of adult clients who are supported in the community during the year	SCA/020	Adult Services	>	-	-	82.04	84.22	↑	
PAM	SCC/001a: The percentage of first placements of looked after children during the year that began with a care plan in place	SCC/001a	Childrens Services	>	97.9	85.2	90.4	90.24	↓	

PI Type	Description	PI Ref	Service	Direction	2009/10	2010/11	2011/12	2012/13	Trend	12/13 Quartiles
NSI	SCC/002: % of children looked after at 31 March who have experienced one or more changes of school, during a period or periods of being looked after, which were not due to transitional arrangements, in the 12 months to 31 March	SCC/002	Childrens Services	<	9.09	8.70	5.7	15.69	↓	
NSI/PAM	SCC/004: The percentage of children looked after on 31 March who have had three or more placements during the year	SCC/004	Childrens Services	<	1↓	8.8	15.4	8.75	↑	
PAM	SCC/011a: The percentage of initial assessments that were completed during the year where there is evidence that the child has been seen by the Social Worker	SCC/011a	Childrens Services	>	71.8	89.4	89.2	89.81	↑	
NSI	SCC/011b: The percentage of initial assessments that were completed during the year where there is evidence that the child has been seen alone by the Social Worker	SCC/011b	Childrens Services	>	54.0	66.3	55.4	59.44	↑	
PAM	SCC/025: The percentage of statutory visits to looked after children due in the year that took place in accordance with regulations	SCC/025	Childrens Services	>	84.1	81.2	91.3	90.79	↓	
PAM	SCC/030a: The percentage of young carers known to Social Services who were assessed	SCC/030a	Childrens Services	>	98.4	97.5	97.4	83.58	↓	
NSI	SCC/033d: The percentage of young people formerly looked after with whom the authority is in contact at the age of 19	SCC/033d	Childrens Services	>	-	-	-	100.00	n/a	
NSI	SCC/033e: The percentage of young people formerly looked after with whom the authority is in contact, who are known to be in suitable, non-emergency accommodation at the age of 19	SCC/033e	Childrens Services	>	-	-	-	100.00	n/a	

PI Type	Description	PI Ref	Service	Direction	2009/10	2010/11	2011/12	2012/13	Trend	12/13 Quartiles
NSI	SCC/033f: The percentage of young people formerly looked after with whom the authority is in contact, who are known to be engaged in education, training or employment at the age of 19	SCC/033f	Childrens Services	>	-	-	-	62.50	n/a	
NSI	SCC/037: The average external qualifications point score for 16 year old looked after children, in any local authority maintained learning setting	SCC/037	Childrens Services	>	126.00	171.67	77	205.50	↑	
NSI	SCC/041a: The percentage of eligible, relevant and former relevant children that have pathway plans as required	SCC/041a	Childrens Services	>	90.6	92.1	96.2	95.65	↓	
PAM	SCC/045: The percentage of reviews of looked after children, children on the Child Protection Register and children in need carried out in line with the statutory timetable	SCC/045	Childrens Services	>	-	-	89.6	90.09	↑	
NSI/PAM	EDU/002i: The percentage of all pupils (including those in LA care) in any local authority maintained school, aged 15 as at the preceding 31 August who leave education, training or work based learning without an approved external qualification	EDU/002i	Education	<	0.4	0.3	0.1	0.28	↓	
NSI	EDU/002ii: The percentage of pupils in local authority care in any local authority maintained school, aged 15 as at the preceding 31 August who leave compulsory education, training or work based learning without an approved external qualification	EDU/002ii	Education	<	16.7	0.0	0.0	25.00	↓	

PI Type	Description	PI Ref	Service	Direction	2009/10	2010/11	2011/12	2012/13	Trend	12/13 Quartiles
NSI/PAM	EDU/003: The percentage of pupils assessed at the end of Key Stage 2, in schools maintained by the local authority, achieving the Core Subject Indicator, as determined by Teacher Assessment	EDU/003	Education	>	76.7	79.9	78.6	84.67	↑	
PAM	EDU/004: The percentage of pupils assessed at the end of Key Stage 3, in schools maintained by the local authority, achieving the Core Subject Indicator, as determined by Teacher Assessment	EDU/004	Education	>	61.9	65.6	69.4	77.86	↑	
NSI	EDU/006ii: The percentage of pupils assessed, in schools maintained by the local authority, receiving a Teacher Assessment in Welsh (first language) at the end of Key Stage 3	EDU/006ii	Education	>	65.9	63.8	63.3	64.91	↑	
NSI/PAM	EDU/011: The average point score for pupils aged 15 at the preceding 31 August, in schools maintained by the local authority	EDU/011	Education	>	357.2	372.3	428.1	514.65	↑	
NSI	EDU/015a: The percentage of final statements of special education need issued within 26 weeks including exceptions	EDU/015a	Education	>	50.0	43.9	70.4	69.57	↓	
NSI	EDU/015b: The percentage of final statements of special education need issued within 26 weeks excluding exceptions	EDU/015b	Education	>	100.0	100.0	100.0	88.89	↓	
PAM	EDU/016a: Percentage of pupil attendance in primary schools	EDU/016a	Education	>	93.9	93.8	93.5	94.38	↑	
PAM	EDU/016b: Percentage of pupil attendance in secondary schools	EDU/016b	Education	>	9↓	90.6	90.9	92.24	↑	

PI Type	Description	PI Ref	Service	Direction	2009/10	2010/11	2011/12	2012/13	Trend	12/13 Quartiles
NSI	EDU/017: The percentage of pupils ages 15 at the preceding 31st August, in schools maintained by the local authority who achieved the level 2 threshold including a GCSE grade A*-C in English or Welsh first language and mathematics	EDU/017	Education	>	-	-	-	52.25	n/a	
PAM	STS/005b: The percentage of highways inspected of a high or acceptable standard of cleanliness	STS/005b	Highways & Waste Management	>	91.1	87.6	85.6	93.70	↑	
NSI	STS/006: The percentage of reported fly tipping incidents cleared within 5 working days	STS/006	Highways & Waste Management	>	95.04	96.36	82.28	93.74	↑	
NSI	THS/007: The percentage of adults aged 60+ who hold a concessionary bus pass	THS/007	Highways & Waste Management	>	64.96	66.79	69.0	69.11	↑	
PAM	THS/012: The percentage of principal (A) roads, non-principal (B) roads and non-principal (C) roads that are in overall poor condition	THS/012	Highways & Waste Management	<	-	-	11.5	11.15	↑	
NSI/PAM	WMT/004b: The percentage of municipal wastes sent to landfill	WMT/004b	Highways & Waste Management	<	-	-	-	43.72	n/a	
NSI/PAM	WMT/009b: The percentage of municipal waste collected by local authorities and prepared for reuse and/or recycled, including source segregated biowastes that are composted or treated biologically in another way	WMT/009b	Highways & Waste Management	>	-	-	-	55.22	n/a	
NSI/PAM	HHA/013: The percentage of all potentially homeless households for whom homelessness was prevented for at least 6 months	HHA/013	Housing	>	72.2	72.0	81.6	88.65	↑	
NSI/PAM	PSR/002: The average number of calendar days taken to deliver a Disabled Facilities Grant	PSR/002	Housing	<	386.74	309.93	309	275.91	↑	

PI Type	Description	PI Ref	Service	Direction	2009/10	2010/11	2011/12	2012/13	Trend	12/13 Quartiles
NSI	PSR/004: The percentage of private sector dwellings that had been vacant for more than 6 months at 1 April that were returned to occupation during the year through direct action by the local authority	PSR/004	Housing	>	2.54	↓8	4.19	8.63	↑	
NSI	LCL/001b: The number of visits to Public Libraries during the year, per 1,000 population	LCL/001b	Leisure & Culture	>	3,706	3,758	3965	4094.43	↑	
NSI	LCS/002(b): The number of visits to local authority sport and leisure centres during the year where the visitor will be participating in physical activity, per 1,000 population	LCS/002b	Leisure & Culture	>			-	8109.21	n/a	
NSI/PAM	PLA/006b: The number of additional affordable housing units provided during the year as a percentage of all additional housing units provided during the year	PLA/006b	Planning & Public Protection	>			-	66.22	n/a	
PAM	PPN/009: The percentage of food establishments which are 'broadly compliant' with food hygiene standards	PPN/009	Planning & Public Protection	>	-	83.84	91.62	92.91	↑	



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Richard Parry Jones  
Chief Executive  
Isle of Anglesey County Council  
Council Offices  
Llangefni  
LL77 7TW

Date 13 September 2013  
Our reference 467A2013  
Pages 1 of 14

Dear Richard

## Improvement Assessment

I am required, under the Local Government (Wales) Measure 2009 (the Measure) to report my audit and assessment work in relation to whether Isle of Anglesey County Council (the Council) has discharged its duties and met the requirements of the Measure.

This letter summarises:

- my views on whether the Council has discharged its statutory duties in respect of improvement planning;
- my views on the Council's compliance with requirements to make arrangements to secure continuous improvement, based on work carried out to date by the Wales Audit Office and relevant regulators, including:
  - the Council's progress on areas for improvement and recommendations identified in my previous assessments;
  - any relevant issues that may have emerged since my last report, including comments on how the Council is addressing financial challenges; and
  - a brief summary of any reports of relevant regulators issued since my last report.
- my further proposals for improvement and/or recommendations; and
- updates to the Wales Audit Office work plan and timetable for delivering my Improvement Assessment work.

I shall update my views during the year and will provide a further letter by the end of November 2013.

**I am unable to state whether the Council has discharged its improvement planning duties under the Measure as the Council has not yet published its Improvement Plan for this year**

The Council has decided to delay publication of this year's Improvement Plan until October 2013. This delay is to give the newly elected members sufficient time to review the Council's current Improvement Objectives and align these with the improvement programme and Medium Term Financial Plan. Additionally, there is a well-publicised six-week public consultation, entitled *Making a difference*, which began in August and will feed into the Improvement Plan. I believe that the Council's approach is reasonable and practical and will provide the Council with the necessary time to engage with, and take ownership of, the Improvement Plan and the new 2013-17 Council Corporate Plan. I will report the results of my audit of the Improvement Plan by the end of November 2013.

**Based on, and limited to, work carried out to date by the Wales Audit Office and relevant regulators, I believe that the Council is likely to comply with the requirement to make arrangements to secure continuous improvement during this financial year**

I have reached this conclusion because:

- the Council is now better placed to deliver longer-term sustainable improvements and the progress it has already made has resulted in Welsh Government intervention ending in May 2013;
- the Council's ambitious improvement programme is supported by an appropriate programme management framework and reflects consultation with the citizens of Anglesey;
- despite significant and continuing challenges, the Council is managing its financial position robustly and responsibly;
- there has been improvement in a number of key services, but there are weaknesses in some areas that the Council still needs to tackle;
- the Council has improved its processes for developing its Annual Governance Statement but recognises that there is more to do;
- the Council engaged well with other councils in North Wales and with the Wales Audit Office during our recent Improvement Study on the effectiveness of scrutiny; and
- there has been steady progress in implementing most of the proposals for improvement identified in my previous assessments.



## **The Council is now better placed to deliver longer-term sustainable improvements and the progress it has already made has resulted in Welsh Government intervention ending in May 2013**

As I reported in my Annual Improvement Report in March 2013, Welsh Government intervention was scaled back in October 2012, with decision-making powers being returned to the Leader and his Executive Committee. However, in order to safeguard the improvements the Council had achieved, the then Minister for Social Justice and Local Government directed that three of the five Commissioners should be retained until 31 May 2013. The remaining Commissioners would monitor and report progress to Ministers and offer ongoing guidance, mentoring and support to the Council and officers. Commissioners also retained the power to confirm or override any Council decision which went against the advice of statutory officers. This period was known as the 'improvement and sustainability' phase of the intervention.

With the support of the Commissioners and an external consultancy, the Council developed and adopted a Transformational Plan (the Plan) as the basis of its strategic development and improvement over the next three years. The Plan brings together the Council's priorities for improvement and incorporates the Commissioners' 10 corporate governance themes under a programme management framework, which I will refer to later in this letter.

During the 'improvement and sustainability' phase of intervention, the Council made further progress. In particular:

- the Executive resumed democratic control of the Council in a mature and considered way while continuing to work with the Commissioners and others in their desire to secure long-term improvement;
- the Council made good progress in establishing transformational change plans and in the robustness of the arrangements which are in place to deliver them;
- the Council agreed a challenging budget for 2013-14 and strengthened its constitution;
- there was careful planning prior to the May 2013 election, including agreeing a revised Committee structure to enable the new thirty-member Council to fulfil its duties;
- there has been improvement in services such as housing, education and children's social care;
- the Council completed its first self-assessment, which provided a fair and balanced evaluation and what the Council is doing to sustain improvement; and
- the Council completed its first 180-day cycle of the transformational change programme.

The Commissioners' seventh progress report in April 2013 highlighted the Council's progress and the Commissioners' positive view of the Council's ability to deliver longer-term, sustainable improvements without the need for continued external intervention.

Prior to the election in May, the Council worked well with the Electoral Commission, promoting and raising public awareness. Eleven new multi-member wards were contested by 106 candidates, showing the increased level of interest and willingness among the citizens of Anglesey to play a part in the Council's future. The newly-elected members changed the Council's make-up, lowering the age profile, slightly improving the gender balance and bringing in a more diverse range of skills, backgrounds and experiences. I feel that all these factors demonstrate the Council's considerable success in addressing democratic renewal following the recommendation in my Special Inspection Report, published in March 2011.

Following the election, councillors have continued to demonstrate the group discipline that the Commissioners had previously supported and developed. This group discipline resulted in the orderly formation of a ruling coalition and the subsequent appointment of a new Leader and Cabinet. The Council had anticipated that some newly elected councillors may be less experienced and therefore devised an induction programme designed to reflect individual members' development and training needs. A series of briefings were provided to assist new members with the Council's transformational change programme and their important role within it.

The Council has obtained a commitment by the Welsh Local Government Association (WLGA) to provide mentorship to the new and comparatively inexperienced Leader, as well as other forms of support, as the new Council continues to develop. The strength of the Senior Leadership Team, improved managerial capacity and a more robust constitutional framework will help the Council to prevent and, where necessary, to respond to any potential problems that may emerge.

On 10 May 2013, the Commissioners wrote to the Minister for Local Government and Government Business (the Minister), recommending that the intervention by the Welsh Government in the affairs of the Isle of Anglesey County Council be brought to an end when the current Ministerial Direction expired on 31 May 2013. On 13 May 2013, I wrote to the Minister acknowledging the Council's progress and indicated that I saw no further purpose in continuing the intervention. On 23 May 2013, the Minister formally announced that intervention would end.

### **The Council's ambitious improvement programme is supported by an appropriate programme management framework and reflects consultation with the citizens of Anglesey**

With the support of the Commissioners and an external consultancy, the Council developed and agreed a Transformational Plan as the basis of its strategic development and improvement over the next three years. It is an ambitious programme, based on six improvement themes and work streams which link directly to the Council's corporate objectives and the Commissioners' governance themes.

With any large-scale plan, robust arrangements are required to manage and implement change. The Council has developed a programme management framework consisting of three Programme Boards to help deliver the Plan. Each Programme Board is responsible for specific themes and work streams relating to:

- Island of Enterprise;
- Service Excellence; and
- Business Transformation.

The aims of the three Programme Boards are to oversee the delivery of the Plan and to ensure that individual change programmes and projects are managed, delivered and monitored. The Boards include senior officers and councillors, therefore providing both leadership and co-ordination of the transformation journey. The Boards receive regular progress reports and have the authority to report and make recommendations to the Executive and Senior Leadership Team. Board members have the necessary status within the Council to be able to influence Executive decisions and to ensure that these decisions are subsequently implemented.

I consider that the establishment of the programme management framework and Programme Boards is soundly based and has the potential to rationalise and strengthen joint member/officer working in the monitoring and reporting of performance against the Transitional Plan and improvement objectives. It also has the potential to improve the Council's capacity and capability to deliver the Plan.

The Transformational Plan highlights the need to develop a new Corporate Plan to support long-term improvement and modernise the way the Council works. I referred earlier to the fact that the Council has delayed publication of this year's Improvement Plan to give the newly elected members sufficient time to review the Council's current Improvement Objectives and to align these with the improvement programme and Medium Term Financial Plan. To ensure the views of Anglesey citizens and stakeholders help shape priorities and the improvement programme, the Council has developed the following objective:

*To devise and implement a comprehensive, flexible and genuine consultation process; ensuring that options are developed in an open, transparent and robust manner and that every community, business and stakeholder on our island has the opportunity to contribute.*

To help achieve the objective, a six-week public consultation entitled *Making a Difference* was launched by the Leader in August 2013. The Council is asking for the public's views through:

- an online survey on its website and social media sites;
- community councils;
- local partner organisations;
- public engagement events; and
- postcards available at Council offices, libraries and leisure centres.

The Council has developed a communications and media plan to cover most of the island including the use of local press and radio, posters at private sector locations including supermarkets, local shops, GP and dental surgeries. We have also observed that the Council is making effective use of social media, providing useful information to citizens and those visiting the island and also promoting the current consultation through this medium.

I consider that these arrangements demonstrate a more mature and well-considered approach to consultation than has been the case in the past, focusing on those areas which are going to make the most difference to local peoples' lives and enabling citizens to shape the Council's plans.

### **Despite significant and continuing challenges, the Council is managing its financial position robustly and responsibly**

I previously reported that the Council's draft *Statement of Accounts* had for the first time in the last three years been completed in accordance with all statutory timescales. The Council has continued to make progress in addressing issues with producing the statement of accounts and produced its 2012-13 draft accounts on 28 June 2013, in accordance with the accounts production deadlines.

The Council has well-established medium-term financial planning arrangements which involve extensive consultation and challenge. The latest medium-term revenue budget strategy 2014-2017 shows funding gaps of £3.1 million, £4.0 million and £4.25 million in 2014-15, 2015-16 and 2016-17 respectively. The Council's budget has been set alongside the corporate plan and improvement priorities and includes not only savings but also investment in priority areas such as the *Energy Island* initiative. However, the Council recognises that, for some services, the scale of the financial challenge will require them to be delivered differently.

The Executive has identified Education, Adult Social Care, Leisure and Libraries for service redesign and reconfiguration during 2013-14 in order to deliver efficiency savings. Recent investment in new systems and the better use of technology is expected to deliver savings in the future. The Council continues to manage its financial position robustly and responsibly but, as the severity of the financial situation increases, it will become more difficult to protect the existing types and levels of all the services currently provided to the public. We will continue to monitor how the Council develops its detailed proposals to manage its financial position.

**There has been improvement in a number of key services, but there are weaknesses in some areas that the Council still needs to tackle**

I reported in my Annual Improvement Report on the Council's progress in responding to the areas for development identified in 2012 by the CSSIW, particularly in relation to children's services. The Council has strengthened its guidance, increased staffing and brought in additional expertise to address concerns. There have also been significant efforts to improve performance and quality management. Progress continues to be satisfactory, with the Council moving from a low-performing authority to performing well against a number of performance indicators.

I also referred in my Annual Improvement Report to the inspection in May 2012 by Estyn and the Wales Audit Office of the Council's Education Services for Children and Young People. The inspection found that the services were unsatisfactory and that they had unsatisfactory capacity to improve. The Council responded constructively to the report and a Recovery Board was subsequently appointed by the Minister for Education and Skills to provide support and external challenge. Since then, the Recovery Board has reviewed detailed strategic and operational information and received regular progress reports. However, the Recovery Board has not yet reported publicly to the Minister or to the Council on its findings. Estyn will continue to review the Council's progress in implementing the recommendations during 2013-2014.

In my March 2013 Annual Improvement Report, I reported that the Council's arrangements for the management of its information assets were limiting its ability to improve. Specifically, there were weaknesses in data security and information management. Similar weaknesses had been identified previously in a range of reports dating from May 2011, including Internal Audit's reports on Modern Records Management, Data Security and Business Continuity, issued in September 2012.

Following breaches of the Data Protection Act 1998, the Council agreed to the Information Commissioner's Office carrying out a consensual audit of the Council's arrangements for the processing of personal data. The Information Commissioner's auditors undertook fieldwork in July 2013 and their report is expected to confirm and add to the recommendations made in the previous regulatory reports.

The Council has subsequently agreed to conduct a project on information governance covering the areas of:

- information management – ICT Audit and security; records management and training on the Council's information security policy;
- review of arrangements for the disposal of confidential waste;
- review of access to the Council's main offices in Llangefni; and
- schools' handling of information.

We will be assessing the project's progress throughout this year and will report our findings in my Annual Improvement Report in 2014.

I reported in my March 2013 Annual Improvement Report that housing services were generally improving, that the Council had delivered the Welsh Housing Quality Standard by the target date and that arrangements for responsive repairs to housing were improving. In December 2012, we conducted a review of the homelessness service in Anglesey. We concluded that:

- the Council had made progress in 2012-13 in the arrangements to deliver an effective homelessness service; and
- the Council had identified areas in need of improvement in its arrangements to engage with users of the homelessness service.

The Council remodelled the homelessness and housing advice service, with the creation of a Housing Options Team. Additional staff resources have been provided to prevent homelessness and facilitate more effective use of private sector accommodation for those requesting housing assistance. Although the Council has an active tenant participation scheme and homelessness forum, it is difficult to demonstrate the value of engagement. We had provided more detailed feedback to the Council separately.

The Council is to review its homelessness strategy in 2013 and will address the issues raised in our review.

### **The Council has improved its processes for developing its Annual Governance Statement but recognises that there is more to do**

Every local authority must prepare an annual governance statement in order to report publicly on the extent to which it has complied with its own code of governance. The process should include an evaluation of how the authority has monitored and evaluated the effectiveness of its governance arrangements in the preceding financial year, and on any planned changes in the future.

Between December 2012 and March 2013, we evaluated the effectiveness of local authorities' reviews of governance in 2011-12 across Wales. In doing so, we aimed to identify how annual governance statements can be improved to give assurance that they are reliable mechanisms of self-evaluation.

Our review of the Council found governance arrangements based on firm principles and providing a reasonable level of assurance. However, there is scope to broaden arrangements to provide further assurance on the Council's vision and outcomes for the public. We shall be reporting the all-Wales results of this work later in 2013.

The Council responded constructively to our review and has been open to learning as demonstrated by the improvements it has made to the arrangements for drafting its Annual Governance Statement for 2012-13. Additionally, the Council identified further ways to improve its future arrangements, such as:

- aligning the Annual Governance Statement with the Corporate Self-Assessment, the Transformation Plan and the Risk Register;
- using the Performance Review Group to ensure that corporate planning and performance issues contribute more strongly than before to the production of the Annual Governance Statement;
- developing an action plan to provide updates on progress made and to minimise outdated risks and information remaining within its governance framework;
- considering the approach of other authorities with recognised good practice; and
- raising awareness and understanding of governance and reducing the perception that governance relates predominantly to financial matters.

### **The Council engaged well with other councils in North Wales and with the Wales Audit Office during our recent Improvement Study on the effectiveness of scrutiny**

During the autumn of 2012 and spring of 2013, the Council took an active part in our all-Wales Improvement Study into the effectiveness of councils' scrutiny arrangements. We shall be reporting the results of this work later in 2013 and hosting a shared learning event in November 2013.

During the study, the Council's Peer Learning Exchange Team, consisting of both councillors and officers:

- took part in two regional workshops along with peer learning exchange teams from other North Wales councils;
- observed two scrutiny committee meetings at Conwy County Borough Council, providing feedback to committee members;
- discussed the way that scrutiny works in Conwy County Borough Council with a group of committee chairs and vice-chairs; and
- drawing on its discussions and observations, provided an external perspective to Conwy County Borough Council by evaluating its scrutiny function against criteria developed jointly by the Wales Audit Office, the Welsh Local Government Association, the Welsh Government and the Scrutiny Officers' Network.

A Peer Learning Exchange Team from Gwynedd Council also conducted similar work at the Isle of Anglesey County Council.

Before undertaking the activities set out above, the Council had evaluated the effectiveness of its own scrutiny function against the criteria. After the Peer Learning Exchange Team had visited Conwy County Borough Council and received Gwynedd Council's evaluation, the Council re-evaluated the quality of its own scrutiny, drawing on what it had learned. We have provided the Council with an analysis of its two self-evaluations, and how they compare with those in other councils throughout Wales. We acknowledge that, following the May elections, the Council's scrutiny arrangements have necessarily changed and no longer reflect the model that was in place when the Council completed its self-evaluations. Nevertheless, we anticipate that the Council will consider the analysis of its self-evaluations and decide whether or not it needs to make further changes to its scrutiny arrangements.

### **There has been steady progress in implementing most of the proposals for improvement identified in my previous assessments**

I have previously reported a number of proposals for improvement. Progress on these matters is summarised in Appendix 1. Further information about our findings in some of these areas is provided in this letter and/or separately in interim updates where appropriate.

### **Further proposals for improvement/recommendations**

No new proposals for improvement are being suggested in this letter. We will continue to monitor and report on the progress made by the Council in implementing the proposals set out in my previous reports and letters.

### **Publication of the letter**

My letter will be published on the Wales Audit Office website after it has gone through the Council's democratic process or within two months of issue, whichever is the sooner.

### **Updates to the work plan and timetable**

My Improvement Assessment Team will keep the Council informed of the detailed arrangements for the delivery of my assessment work.

The regularly updated work plan and timetable provide more detail on the work being delivered during this year's assessment and in particular how we will add value by focusing on jointly identified areas or services.



The work plan and timetable take account of my consultation with improvement authorities over my proposals for 2013-14 performance audit work.

I am grateful to the Council for the way in which it has helped to facilitate our work and hope to see even more effective and efficient arrangements developing over time. I remain committed to providing appropriate levels of public assurance while supporting you in mitigating the inevitable risks to services and accountability that stem from reducing resources and consequential change.

Yours sincerely



**HUW VAUGHAN THOMAS**

**AUDITOR GENERAL FOR WALES**

cc: Lesley Griffiths, Minister for Local Government and Government Business

Huw Lloyd Jones – Manager

Andy Bruce – Performance Audit Lead

## Appendix 1

Proposals for improvement	Progress
<p>P1. The Council should make arrangements that enable the Chief Executive to focus on:</p> <ul style="list-style-type: none"> <li>• leading and developing the Senior Leadership Group;</li> <li>• managing individual members of the Senior Leadership Group, holding them to account for the delivery of specific aspects of the Council’s agenda for improving governance; and</li> <li>• representing the Council externally.</li> </ul>	<p>This recommendation is complete. The Council has restructured the Senior Leadership Team and the new arrangements are allowing the Chief Executive to engage more in the development of regional leadership and collaboration. Examples include, the contribution the Chief Executive made to the pre-election planning process; and the Council’s response to the Minister’s request that Anglesey takes a leading role in tackling human trafficking and work with cross-sector agencies across North Wales.</p>
<p>P2. The Council should develop the role of middle managers so that:</p> <ul style="list-style-type: none"> <li>• collectively, they provide feedback to senior managers about the implementation of change; and</li> <li>• both individually and collectively, they are accountable for the operational delivery of change in the services which they manage.</li> </ul>	<p>Good progress has been made and this recommendation is partially complete. Heads of Service submit Service Delivery Plans to senior management. However, the Council’s new operational model is restructuring middle management and should be complete by October 2013. The restructure brings revised roles and greater accountability for Heads of Service. The Transformational Plan makes Heads of Service responsible for change programmes and projects that address risk, opportunities and respond to external demand. The transformational plan is overseen by the three Project Management Boards. The Audit Committee receives updates on risk and progress. We will continue to review progress as the arrangements embed.</p>

Proposals for improvement	Progress
<p>P3. The Council should secure sufficient capacity and capability in its finance, HR and ICT services to:</p> <ul style="list-style-type: none"> <li>• deliver the necessary corporate functions associated with each of these services to required standards; and</li> <li>• provide support to other Council services in accordance with agreed standards.</li> </ul>	<p>The Council is making some progress to increase its capacity and capability in ICT, HR and Finance services. However, there is further work to complete:</p> <ul style="list-style-type: none"> <li>• A new financial ledger went live in April 2013. The system improves the financial information for management and monitoring purposes.</li> <li>• The staffing structure in Finance has changed to provide additional capacity to support services as well as providing the required corporate finance services. To further aid capacity, the Council has now appointed a permanent Head of Resources, Head of ICT, and recruited a Programme Manager to co-ordinate service improvement.</li> <li>• There is still work to do to strengthen corporate capacity, particularly around ICT, procurement, asset and information management. We will continue to review progress as the Council moves forward into the next stage of its development.</li> </ul>
<p>P4. The Council should:</p> <ul style="list-style-type: none"> <li>• collectively, specify its improvement objectives for 2012-13 in a manner that enables it to determine and report whether or not they have been achieved; and</li> <li>• draw on its analysis of 2011-12 performance to learn from what has gone well and to determine and report what steps it needs to take to improve.</li> </ul>	<p>Due to the election in May 2013, the Council's Improvement Priorities for 2013-14 are being developed and will be published in October 2013. The process involves a large public consultation exercise and forms part of its transformational plan.</p> <p>The Council has introduced Service Performance Reviews to identify performance strengths and weaknesses and better measure progress against the service and corporate targets.</p> <p>A Performance Review Group has been developed to support and inform the performance management process across services.</p> <p>The Council is making better use of its analysis of performance, and the recent self-assessment process demonstrates a clearer understanding of success factors and gaps which contributed to poorer performance. We will review progress in October 2013, on production of the Council's plans.</p>
<p>P5. The Council should promote greater consistency across services in the quality of self-evaluation.</p>	<p>The Council responded constructively to the recommendation as demonstrated by the improvements it has made to this year's Annual Governance Statement and the most recent self-assessment in April 2013. The Council's performance report is due in October 2013 and we will monitor progress then.</p>

Proposals for improvement	Progress
P6. The Council should apply stronger editorial control to its performance report in order to improve its readability and eliminate typographical errors.	The Council has responded constructively and is applying stronger editorial control to Council documents. This includes, in some cases, allowing the Wales Audit Office the opportunity to comment constructively on drafts. We will review progress in October 2013, on production of the Council's plans.

ISLE OF ANGLESEY COUNTY COUNCIL	
<b>MEETING:</b>	<b>COUNTY COUNCIL</b>
<b>DATE:</b>	<b>10 OCTOBER 2013</b>
<b>TITLE OF REPORT:</b>	<b>POLITICAL BALANCE ARRANGEMENTS WITHIN THE COUNCIL</b>
<b>REPORT BY:</b>	<b>INTERIM HEAD OF DEMOCRATIC SERVICES</b>
<b>PURPOSE OF REPORT:</b>	<b>TO ADDRESS THE QUESTION OF POLITICAL BALANCE FOLLOWING A REDUCTION IN THE MEMBERSHIP OF ONE GROUP AND THE ESTABLISHMENT OF ADDITIONAL COMMITTEES</b>

1.0 The Council needs to review the political balance arrangements on its Committees following notice that 1 member has ceased to be a member of the Independent Group.

2.0 The Local Government and Housing Act 1989 sets out the main principles governing political balance, which are :

*“(a) that not all the seats on the body are allocated to the same political group;*

*(b) that the majority of the seats on the body is allocated to a particular political group if the number of persons belonging to that group is a majority of the Authority’s membership;*

*(c) subject to (a) and (b) above, the number of seats on the ordinary committees of a relevant Authority which are allocated to each political group bears the same proportion to the total of all the seats on the ordinary committees of that Authority as is borne by the number of members of that group to the membership of the Authority; and*

*(d) subject to paragraphs (a) to (c) above, that the number of the seats on the body which are allocated to each political group bears the same proportion to the number of all the seats on that body as is borne by the number of members of that group to the membership of the Authority.”*

3.0 The political balance on the Council is now as follows:-

Plaid Cymru Party of Wales	-	12
Labour	-	3
Independent Group	-	12
Unaffiliated	-	3

4.0 The recent change means in effect that the Independent Group loses 3 seats in total based on the total number of seats (114) allocated to Groups in May 2013. In keeping with local conventions and to reflect the principles of political balance the scope for these changes are limited to the following committees where the Independent Group loses 1 seat to be re-allocated to an Unaffiliated Member:-

- Partnership and Regeneration Scrutiny Committee
- SACRE
- Pay and Grading

5.0 These changes are highlighted in yellow on the matrix attached to this report. The matrix has also been populated with 2 new Committees established by the Council on 26 September to be politically balanced – an Investigation Committee and a Disciplinary Committee. This increases the total number of seats available for allocation from 114 to 120. In accordance with the principles of political balance and local conventions, 1 seat would be allocated on each of these two new Committees to the Independent Group and to Plaid Cymru and 1 to the Labour Group on one of those Committees. By convention the remaining seat would need to be allocated to an Unaffiliated Member in order to reach the maximum number of seats available for allocation (120). This is highlighted in blue on the matrix.

6.0 In accordance with political management protocols the revised political management arrangements [taking account of the reduction in the membership of the Independent Group and the establishment of 2 new Committees] have been discussed with Group Leaders.

#### 7.0 **Recommendations:-**

- (i) to confirm the political balance arrangements and the number of seats allocated to each of the Groups under the Local Government and Housing Act 1989, and the number of seats given by custom and practice to the Members not subject to political balance as set out in the matrix;
- (ii) in accordance with recommendation (i) above, that the Leader in consultation with Group Leaders determine the allocation of seats to Unaffiliated Members arising from these changes and advise the Committee Services Manager accordingly.
- (iii) that Group Leaders be requested to provide details of committee membership to the Committee Services Manager as soon as possible in accordance with the changes highlighted in this report.

**Huw Jones**  
**Interim Head of Democratic Services**

<b>HYDREF 2013</b>
Pwyllgorau newydd
<b>OCTOBER 2013</b>
New committees

<b>PWYLLGORAU CRAFFU A THROSOLWG SCRUTINY AND OVERVIEW COMMITTEES</b>			
<b>Pwyllgorau Committees</b>	Partneriaeth Partnership	Corfforaethol Corporate	Cyfanswm Craffu Total Scrutiny
Aelodaeth Membership	10	10	20
	4	4	8
	4	4	8
	1	1	2
	1	1	2
	4	4	8
	4	4	8
	1	1	2
	1	1	2
	10	10	20
	10	10	20

<b>Balans ar y Cyngor Sir Balance on County Council</b>	
Plaid Cymru Party of Wales	12
Llafur Labour	3
Grwp Annibynnol Independent Group	12
Heb Ymaelodi Unaffiliated	3
	30

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<b>Pwyllgorau Committees</b>	<b>LLED-FARNWROL QUASI-JUDICIAL</b>								<b>PWYLLGORAU ERAILL Y CYNGOR OTHER COMMITTEES OF THE COUNCIL</b>								<b>Cyfanswm Eraill Total Others</b>	<b>CYFANSWM LLAWN GRAND TOTAL</b>
	Cynllunio a Gorchmynion Planning and Orders	Archwilio Audit	Gwasanaethau Democratiaidd Democratic Services	Penodiadau Appointments	Ymchwilio Investigation	Disgyblu Disciplinary	Apeliadau Appeals	Trwyddedu Licensing	CYSAG SACRE	Anghenion Addysgol Arbennig Special Educational Needs	Cynllunio ar y cyd Joint Planning	Tal a Graddio Pay and Grading	Penodi Safonau Standards Appointing	Is-Bwyllgor Indemniadau Indemnities sub-Committee				
Aelodaeth Membership	11	8	10	10	3	3	10	11	6	7	7	6	3	5	100	120		
Plaid Cymru Party of Wales	4.4 5	3.2 3	4 4	4 4	1.2 1	1.2 1	4 4	4.4 5	2.4 2	2.8 3	2.8 3	2.4 2	1.2 1	2 2	40 40	48 48		
Llafur Labour	1.1 1	0.8 1	1 1	1 1	0.3 1	0.3 0	1 1	1.1 1	0.6 0	0.7 0	0.7 1	0.6 1	0.3 0	0.5 1	10 10	12 12		
Grwp Annibynnol Independent Group	4.4 5	3.2 3	4 4	4 4	1.2 1	1.2 1	4 4	4.4 5	2.4 2	2.8 3	2.8 3	2.4 2	1.2 1	2 2	40 40	48 48		
Heb Ymaelodi Unaffiliated	1.1 0	0.8 1	1 1	1 1	0.3 0	0.3 1	1 1	1.1 0	0.6 2	0.7 1	0.7 0	0.6 1	0.3 1	0.5 0	10 10	12 12		
	11 11	8 8	10 10	10 10	3 3	3 3	10 10	11 11	6 6	7 7	7 7	6 6	3 3	5 5	100 100	120 120		

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<b>ISLE OF ANGLESEY COUNTY COUNCIL</b>	
<b>NAME OF COMMITTEE:</b>	<b>DEMOCRATIC SERVICES COMMITTEE</b>
<b>DATE OF MEETING:</b>	<b>1 OCTOBER 2013</b>
<b>TITLE:</b>	<b>WEBCASTING OF MEETINGS AND REMOTE ATTENDANCE</b>
<b>AUTHOR:</b>	<b>INTERIM HEAD OF DEMOCRATIC SERVICES/ICT MANAGER</b>
<b>PORTFOLIO HOLDER:</b>	<b>COUNCILLOR VAUGHAN HUGHES</b>

## **1. Background**

1.1 The webcasting of meetings is linked to the provisions within the Local Government (Wales) Measure 2011 to strengthen local democracy; the intention is to strengthen the structures and working of local government in Wales at all levels and to ensure that local Councils reach out to, and engage with, all sectors of the community they serve. However, webcasting is not a legislative requirement but is strongly supported by Welsh Government.

## **2. Welsh Authorities current position**

2.1 At present some Councils in Wales webcast Council meetings including:

- **Cardiff** webcast their Council meetings only (hosted by Public-i)
- **Carmarthenshire** webcast their Council meetings only (hosted by Public-i)
- **Powys** has used Public-i for meetings of high public interest.
- **Brecon Beacons NPA** webcast all their major meetings using a system provided by Public-i, on an 18 month pilot, funded by the Information Commissioners Office.

## **3. The Council's position**

3.1 As reported to the Democratic Services Committee on 1 July 2013. The Welsh Government has now offered a grant of £40,000 to each Council to assist the promotion of local democracy and public engagement. The purpose of the funding is to enable Councils "to make particular arrangements to broadcast council meetings, introduce remote attendance at council meetings, and assisting community councils to publish information on and be contactable through the Internet." An additional £20,000 of funding is allocated to assist community councils to set up websites. This allocation is currently being distributed to Community Councils.

- 3.2 The funding has a condition that the Authority must webcast at least a meeting(s) during 2013/14 and provide a remote attendance service. There is no guarantee of grant funding in future years

#### **4. Remote Attendance**

- 4.1 The Local Government (Wales) Measure 2011 places a requirement on local authorities to put arrangements in place for Members to participate in meetings remotely. This requirement has not yet been enacted but is likely to be scheduled for the Spring of 2014. Draft guidance on remote attendance has been received for consultation and it is envisaged that the final guidance will be published shortly.
- 4.2 The Council's Standing Orders will need to be amended once Section 4 of the Measure is enacted to include an enabling provision in relation to remote access.
- 4.3 The draft guidance does give some flexibility in allowing each local authority to determine which types of meetings can be attended remotely and how this is effected. Advice received from the Welsh Government leaves it to local Authorities to determine how to take this forward and the extent. This approach will satisfy the terms of the grant. Welsh Government are encouraging local authorities to trial remote access. Implementing remote access from a remote location such as a library or even another room in the Council Office is a realistic option for an area such as Ynys Môn and would enable us to comply with the requirement of the grant. The use of desk top video conferencing is being considered for this purpose.

#### **5. Webcasting**

- 5.1 Webcasting would allow meetings of the Council to be available to view over the internet by way of streaming media. The website would allow the public to view the meetings live or later through the website via an archive, all the audience needs is a device with an internet connection. Interface with Modern.gov management systems is being considered to facilitate engagement.
- 5.2 Typically, Councils using webcasts report that the number of people watching live is higher than the number of people who actually attend meetings, and that significantly higher numbers of people watch archived material as opposed to those that watch live.
- 5.3 The equipment would consist of a computer system with a series of cameras set up in the Chamber which automatically focus on the Member speaking when the button is pressed on his/her microphone.

#### **6.0 Benefits**

- 6.1 There are a number of benefits to promote local democracy through web-casting:
- View meetings live, which may be helpful for people who have difficulty travelling to attend the meeting or who may otherwise prefer to watch from another location

- Replay meetings after they have taken place, which may be helpful when the meeting time or location is inconvenient
- Search for, and view, particular speakers or agenda items
- Transparent governance and accountability
- Improved citizen engagement, particularly with the younger generation
- Improved understanding of the democratic process for example understanding of planning decisions
- Enables LG (Wales) Measure requirement for engaging public in Scrutiny
- Incentive for high standards of member attendance, engagement and conduct at meetings
- Effective means of communicating to officers and other members information and decisions
- As many council officers rarely have the opportunity to attend or observe formal council meetings, webcasting provides a valuable opportunity for more officers to view and understand council meetings and the democratic process, and webcasting (and archived meetings) could also be a useful part of officer induction and training.
- Opportunities for members to learn from peer observation and inform potential candidates about their role to encourage democratic renewal.

## **7. Resource Implications**

- 7.1 Informal discussions have taken place with leading suppliers in order to gain a better understanding of the proposals, the costs involved and whether webcasting is a feasible option. Indicative costs for a managed service suggest that the grant would fund a 2 year pilot for a hosted solution, based on annual costs of around £18k per annum, but this is dependent on a number of factors (e.g number of hours for webcasting, number of cameras and the sophistication of the hardware provided).
- 7.2 The costs are indicative only and include support and up to 90 hours of broadcasting content per year. This is based on the broadcasting of 4 Council meetings per year, 12 Executive Committee meetings and 12 Planning Committee meetings.
- 7.3 Members may wish to take a view on the extent of broadcasting meetings or to limit webcasting e.g. to meetings of a particular committee as part of a pilot. This would have a bearing on costs. Group Leaders are being consulted on this aspect.

- 7.4 A webcasting hosted solution is recommended as this includes equipment upgrades.
- 7.5 Beyond year 2 there would be a demand for revenue funding of approximately £15k per year for a hosted solution should the Council decide to continue with webcasting.

## **8. Staffing and Members**

- 8.1 Staff resources will be required to prepare for each meeting in setting up equipment to record and checking the links to the provider prior to the meeting, inputting relevant documents on the web page prior to the meeting, ensuring the equipment is operating correctly during the meeting. Following the meeting, placing the recording in the archive on the Council's site with all relevant matters being time linked etc for the meeting. Staff within Democratic Services will need to undergo training to undertake these additional roles in liaison with ITC Staff
- 8.2 In addition, there may be additional demands on the Translation Unit to service meetings and arrange translation of proceedings for the purposes of webcasting
- 8.3 The introduction of webcasting is likely to have a significant impact on Members and it would be necessary to invest considerable effort into ensuring buy-in and overcoming any potential concerns or difficulties that they may have. Webcasting could have impact on the governance of council meetings. Webcasting providers include training as part of the implementation and this would have to be tailored to take account of member concerns and needs. It would also be necessary to put in place member an on-going training programme and this would entail costs particularly if it was extended to cover media training and presentation skills.

## **9. Risks**

- 9.1 The risk associated with not installing any system will be that the Council may find itself in a position where the potential for enhancing public access is lost, possibly at the same time when other Councils in Wales are moving forward.
- 9.2 There is no doubt that the Welsh Government is strongly encouraging authorities to embrace this concept.
- 9.3 The risk with providing the system is mainly around funding, particularly at this time when the Council budget is under severe pressure. Grant funding is available to initiate a 2 year pilot, and towards the ends of the pilot period, it is recommended that a review be undertaken to establish whether the webcasting of meetings had been successful in promoting local democracy and public engagement. Following consideration of the review the Council would decide whether to continue with this service for the ongoing provision of webcasting for the following year(s).

## **10. Recommendations**

- 10.1 That the Democratic Services Committee recommends to Council:

- To proceed with the Webcasting of meetings for a 2 year pilot period in order to utilise Welsh Government funding, taking account of comments in para. 7.3 on the extent of broadcasting.
- To authorise the Interim Head of Democratic Services and ICT Manager to procure the necessary equipment based on a hosted solution.
- To note the position in relation to remote access as detailed in section 4 above.

**Huw Jones**  
**Interim Head of Democratic Services**  
**16/09/13**

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<b>ISLE OF ANGLESEY COUNTY COUNCIL</b>	
<b>Report to</b>	<b>County Council</b>
<b>Date</b>	<b>10 October 2013</b>
<b>Subject</b>	<b>Anglesey and Gwynedd Joint Local Development Plan – Revised Delivery Agreement</b>
<b>Portfolio Holder(s)</b>	<b>Councillor J Arwel Roberts</b>
<b>Lead Officer(s)</b>	<b>Jim Woodcock, Head of Planning and Public Protection Services</b>
<b>Contact Officer</b>	<b>Nia Davies, Planning Manager (Policy)</b>
<b>Nature and reason for reporting</b> To report about the revised timetable for the Joint Local Development Plan Delivery Agreement in order to obtain the Council's approval before submitting it to the Welsh Government.	

**A - Introduction / Background / Issues**

## AGENDA ITEM

- A1 The Council, working with Gwynedd Council, is preparing the Anglesey and Gwynedd Joint Local Development Plan (Joint LDP) (excluding the Snowdonia National Park).
- A2 A Delivery Agreement (DA) sets out the preparation process for the Joint LDP including a timetable to completion and proposals for community involvement in the plan making process. On the 13 September and 20 October 2011, the Isle of Anglesey County Council and Gwynedd Council, respectively, approved the DA which was subsequently submitted to and supported by the Welsh Government. The approved DA was published in November 2011 and can be viewed on:  
  
<http://www.anglesey.gov.uk/Journals/2013/05/08/z/o/u/Delivery-Agreement.pdf>
- A3 The current DA Agreement foresaw that the two Councils would be in a position to approve the Deposit Plan for statutory public consultation between September and October 2013. The Councils must monitor the way they adhere to the DA, and make changes if necessary.
- A4 A great deal of work has been done since we started on the journey but earlier on this year it was clear that a little more time is needed to prepare a full version of the Joint LDP, i.e. the Deposit Plan, that is 'sound'.
- A5 There are many reasons why more time is needed to prepare the Deposit Plan. The Joint Planning Policy Committee when it met in June 2013 agreed that there is an unquestionable need to formally revise the DA in order to ensure that the Plan preparation process conforms to all the tests of soundness. The report presented to the Joint Planning Policy Committee on the 21 June 2013 discusses those risks. A copy of the report can be viewed at:  
  
<http://democracy.anglesey.gov.uk/ieListDocuments.aspx?CId=159&MId=2419&Ver=4&LLL=0>
- A6 The Regulations allow Councils to agree on a revised timetable, subject to public consultation about any proposed changes.

### **B - Considerations**

- B1 Table 1 below, which has been taken from section 3.3.1 of the 2011 DA, shows the original timetable and the revised timetable, which was subject to public consultation until 9<sup>th</sup> September 2013. The timetable changes are highlighted in bold in the last column of the table.

**Table 1 Timetable for preparing the original and revised Joint LDP**

Stage in the preparation process		Timetable	Revised timetable
1.	Preparation and publication of the final Delivery Agreement	January to November 2011	<b>January to November 2011</b>



## AGENDA ITEM

	<i>(Regulation 5 - 10)</i>		
2.	Review and develop the evidence base	July 2010 - July 2012	July 2010 - <b>October 2012</b>
3.	Participation Pre-deposit – prepare the pre-deposit documents that will outline the key objectives and preferred strategy <i>(Regulation 14)</i> . This will not be a full draft of the Joint LDP	January 2011- July 2012	January 2011 - <b>October 2012</b>
4.	Pre-Deposit Consultation - 6 week period <i>(Regulation 15)</i> . Formal consultation on the pre-deposit documents and the sustainability appraisal report	September 2012 - October 2012	<b>May - June 2013</b>
5.	Participation - further develop the evidence base and prepare the Deposit Joint LDP (full draft plan) which is based on the evidence base, including the response to the pre-deposit documents	November 2012 - September 2013	<b>July 2013 - March 2014</b>
6.	Placing the Joint LDP and associated documents on deposit - 6 week consultation period <i>(Regulation 17)</i>	October 2013 - November 2013	<b>May - June 2014</b>
	Indicative timetable		
7.	Consideration of comments about the Deposit Joint LDP <i>(Regulations 18 &amp; 19)</i>	December 2013 - June 2014	<b>July 2014 - January 2015</b>
8.	Publish comments on alternative sites, consulting upon them - a period of 6 weeks <i>(Regulations 20 &amp; 21)</i>	January 2014 - February 2014	<b>September - October 2014</b>

## AGENDA ITEM

9.	Submitting the Joint LDP to the Welsh Government for Examination ( <i>Regulation 22</i> )	November 2014	<b>February 2015</b>
10.	Independent Public Examination ( <i>Regulation 23</i> )	April 2015	<b>June 2015</b>
11.	Publication of the Inspector's Report ( <i>Regulation 24</i> )	January 2016	<b>March 2016</b>
12.	Adoption of the Joint LDP ( <i>Regulation 25</i> )	April 2016	<b>May 2016</b>
13.	Monitoring and Reviewing	Annual report	Annual report

B2 Although the production of the Deposit Plan will take about 6 months more than initially anticipated, it is considered that the overall timetable to reach adoption may only slip by a month (see row 12 of Table 1 above).

### B3 Public consultation

A public notice about the revised timetable was published in the local newspapers and emails and letters were sent to everyone of the Joint LDP database to inform them of the proposed revised timetable. The database includes all specific and general consultation bodies as well as individuals, businesses and organizations that have shown an interest in the Plan. The public consultation provided an opportunity to comment on the proposed revised timetable.

### B4 Representations during the public consultation

Only six representations were received during the six weeks public consultation period. Five of them either didn't have any specific comment to make or supported the Councils' decision to ensure that sufficient time is allowed to prepare the Deposit Plan.

B5 The sixth thought that the original timetable was far too long and was very disappointed that the programme has slipped. It was suggested that more resources should be allocated and that every effort should be made to 'catch up'.

## AGENDA ITEM

### B6 Officer response

It is disappointing that so few on the Joint LDP database elected to present comments. Nonetheless, it may be reasonable to assume that the lack of representations means that the revised timetable is acceptable. The original timetable had provided more than enough time to get background documents in place for submission to the Government. Many of those documents are already in place and the programme to get the rest ready is already in place. Only an addendum to some of the original documents will be needed to record more recent evidence. The timetable shown in the last column of Table 1 above is sufficient to achieve this.

C - Implications and Impacts		
<b>1</b>	<b>Finance / Section 151</b>	
<b>2</b>	<b>Legal / Monitoring Officer</b>	No comments
<b>3</b>	<b>Human Resources</b>	
<b>4</b>	<b>Property Services</b> (see notes – separate document)	
<b>5</b>	<b>Information and Communications Technology (ICT)</b>	
<b>6</b>	<b>Equality</b> (see notes – separate document)	
<b>7</b>	<b>Anti-poverty and Social</b> (see notes – separate document)	
<b>8</b>	<b>Communication</b> (see notes – separate document)	
<b>9</b>	<b>Consultation</b> (see notes – separate document)	
<b>10</b>	<b>Economic</b>	

<b>C - Implications and Impacts</b>		
<b>11</b>	<b>Environmental</b> (see notes – separate document)	The implications for the Countryside and Rights of Way (CROW) Act, 2000 and Natural Environment and Rural Communities (NERC) Act, 2006 fully taken into account in the LDP process
<b>12</b>	<b>Crime and Disorder</b> (see notes – separate document)	
<b>13</b>	<b>Outcome Agreements</b>	

<b>CH - Summary</b>	
CH1	The Councils drew up a timetable in 2011 for going through the process of preparing the Joint LDP. In doing so, a number of potential risks were identified and unfortunately some of those were realized. In addition there was the need to cope with the effects of a local election in Anglesey held at a different time to the local election in Gwynedd and the need to report to both Authorities more frequently than envisaged.
CH2	The Joint Planning Policy Committee approved a revised timetable for public consultation. The public consultation took place between 26 <sup>th</sup> July and 9 <sup>th</sup> September 2013. 6 representations were received. All but one of the submitted representations recorded support for the revised timetable. We are currently on target to achieve the timetable set out to prepare the Deposit Plan. Councils are not expected to put a final timetable in place for the stages after the consultation on the Deposit Plan (7 – 13). However it is believed that the timetable set out in the Table for those stages gives as accurate a picture as is possible, albeit the potential risks can never be completely removed. The post-Deposit Plan timetable can be considered in more detail within 3 months after the end of the consultation period in order to confirm the timetable. There will be no need to re-consult on this, or to present the revised Delivery Agreement to the Government. The information in public places will be updated and everyone who has commented on the Deposit Plan will receive information directly from the Councils.
CH3	Gwynedd Council's approval of the revised timetable will be sought when it meets on the 5 <sup>th</sup> December 2013.

CH4 When the revised timetable as set out in Table 1 above is approved by both Councils and then supported by the Government, it will be published on the website of the two Councils and placed in public places, like local public libraries and Council offices. The next newsletter will also inform all stakeholders.`

**D - Recommendation**

To resolve to approve a revised timetable for the Joint LDP Delivery Agreement, which should be submitted to the Welsh Government for its signature.

**Name of author of report: Nia H Davies**  
**Job Title: Planning Manager (Policy)**  
**Date: 20 September 2013**

**Appendices:**

**Background papers**

- (i) Anglesey and Gwynedd Joint Local Development Plan Delivery Agreement (2011)
- (ii) Report to the Joint Planning Policy Committee 21/6/13 (Item 8)

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ISLE OF ANGLESEY COUNTY COUNCIL

Record of Executive Decision taken by the Leader

<b>1. MADE BY</b>	Councillor Ieuan Williams
<b>2. THE DECISION</b>	To appoint the Portfolio Holder for Human Resources and Councillor John Griffith to serve as the Council's representatives on the Joint Council for Wales (Forum).
<b>3. MADE ON</b>	15 August 2013
<b>4. REASONS FOR THE DECISION</b>	To meet with Local Authority Employers in Wales and the relevant Trade Unions to discuss workforce issues of mutual concern and interest.
<b>5. DECLARATION OF INTEREST</b>	None.
<b>6. DISPENSATION GRANTED?</b>	Not applicable.
<b>7. CONSULTATION, IF ANY</b>	With the Members in question and the Chief Executive.
<b>8. SUBJECT TO CALL IN?</b>	Yes.
<b>DATE OF PUBLICATION:</b>	16 August 2013
<b>DATE OF IMPLEMENTATION</b>	27 August 2013

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ISLE OF ANGLESEY COUNTY COUNCIL

Record of Executive Decision taken by the Leader

<b>1. MADE BY</b>	Councillor Ieuan Williams
<b>2. THE DECISION</b>	To appoint Councillor H.Eifion Jones, Portfolio Holder for Finance to serve as this Council's representative on the North Wales Valuation Tribunal – Joint Appointing Panel.
<b>3. MADE ON</b>	15 August 2013
<b>4. REASONS FOR THE DECISION</b>	To reflect new portfolio responsibilities.
<b>5. DECLARATION OF INTEREST</b>	None.
<b>6. DISPENSATION GRANTED?</b>	Not applicable.
<b>7. CONSULTATION, IF ANY</b>	With the Member in question.
<b>8. SUBJECT TO CALL IN?</b>	Yes
<b>DATE OF PUBLICATION:</b>	16 August 2013
<b>DATE OF IMPLEMENTATION</b>	27 August 2013

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## ISLE OF ANGLESEY COUNTY COUNCIL

### Record of Executive Decision taken by the Leader

<b>1. MADE BY</b>	Councillor Ieuan Williams
<b>2. THE DECISION</b>	To appoint the named Members to serve as the Council's representatives on the bodies referred to at the Appendix attached.
<b>3. MADE ON</b>	21 June 2013
<b>4. REASONS FOR THE DECISION</b>	To appoint Members to serve on the bodies listed, which is in addition to the list published by the Leader on the 13 June 2013.
<b>5. DECLARATION OF INTEREST</b>	None.
<b>6. DISPENSATION GRANTED?</b>	Not applicable.
<b>7. CONSULTATION, IF ANY</b>	With the relevant Councillors, Chief Executive and the Interim Head of Democratic Services.
<b>8. SUBJECT TO CALL IN?</b>	Yes.
<b>DATE OF PUBLICATION:</b>	21 June 2013
<b>DATE OF IMPLEMENTATION</b>	1 July 2013

1. (Fforwm Aelodau) - Datganiad Technegol Rhanbarthol - Cynghorydd J Arwel Roberts fel y Deilydd Portffolio ar gyfer Cynllunio a'r Amgylchedd.
  2. Grwp Cyfeirio Cydranddeiliad Betsi Cadwaladr - Cynghorydd K P Hughes fel y Deilydd Portffolio ar gyfer Tai a Gwasanaethau Cymdeithasol.
  3. Pencampwr Pobl Hyn - Cynghorydd R Ll Jones
  4. Pencampwr Gofalwyr - Cynghorydd Llinos M Hughes
  5. Aelod Arweinol ar gyfer Diogelu Oedolion - Cynghorydd K P Hughes fel y Deilydd Portffolio ar gyfer Tai a Gwasanaethau Cymdeithasol.
- 

1. Regional Technical Statement (Member Forum) - Councillor J Arwel Roberts as Portfolio Holder for Planning and Environment.
2. Betsi Cadwaladr Stakeholder Reference Group - Councillor K P Hughes as Portfolio Holder for Housing and Social Services.
3. Older People's Champion - Councillor R Ll Jones
4. Carers' Champion - Councillor Llinos M Hughes
5. Lead for Adults' Safeguarding - Councillor K P Hughes, Portfolio Holder for Housing and Social Services.

ISLE OF ANGLESEY COUNTY COUNCIL

Record of Executive Decision taken by the Leader

<b>1. MADE BY</b>	Councillor Ieuan Williams
<b>2. THE DECISION</b>	To appoint the named Members to serve as the Council's representatives on the bodies referred to at the Appendix attached.
<b>3. MADE ON</b>	13 June 2013
<b>4. REASONS FOR THE DECISION</b>	To amend the list of Members appointed so as to reflect the revised political groups within the Council.
<b>5. DECLARATION OF INTEREST</b>	None.
<b>6. DISPENSATION GRANTED?</b>	Not applicable.
<b>7. CONSULTATION, IF ANY</b>	With the relevant Councillors, Chief Executive and the Interim Head of Democratic Services.
<b>8. SUBJECT TO CALL IN?</b>	Yes.
<b>DATE OF PUBLICATION:</b>	13 June 2013
<b>DATE OF IMPLEMENTATION</b>	21 June 2013

**OUTSIDE BODIES TO BE DECIDED BY THE LEADER OF THE COUNCIL:-**

No.	Title	No.Required	Names
1.	Gwynedd Liaison Committee (Superannuation Fund) (90) <i>(Executive Member)</i>	1	H.Eifion Jones
2.	Pensions Committee (Gwynedd Council) (90A) <i>(Executive Member)</i>	1	H.Eifion Jones
3.	Menter Môn (55) <i>(Executive Member)</i>	1	A.Morris Jones
4.	W.J.E.C. (3) <i>(Executive Member)</i>	1	Ieuan Williams
5.	Court of Governors, University of Wales, Bangor (5) <i>(Executive Member)</i>	1	Ieuan Williams
6.	Grwp Llandrillo/Menai (formerly Coleg Menai) (7) <i>(Executive Member)</i>	1	Ieuan Williams
7.	A.O.N.B (92) <i>(Executive Member)</i>	1	J.Arwel Roberts
8.	North and Mid Wales Trunk Road Joint Committee <i>(Executive Member)</i>	1	Richard Dew
9.	Regional School Effectiveness and Improvement Service Joint Committee <i>(Executive Member)</i>	1	Ieuan Williams
10.	TAITH Joint Committee (33) <i>(Executive Member)</i>	1	Richard Dew
11.	CYNNAL Management Committee (73.1) <i>(Executive Member)</i>	1	Ieuan Williams
12.	Cwmni CYNNAL AGM (73.2) <i>(Customary for the Leader to appoint a member to represent this Council at Cynnal's AGM with a view to that member nominating 2 members of the Council to serve as Company Directors) (see 21 on Council list)</i>	1	Jim Evans
13.	North Wales Residual Waste Treatment Joint Committee (27.1) <i>(Two Executive Members)</i>	2	J.Arwel Roberts & Richard Dew
14.	North Wales Tourism Partnership (30) <i>(Executive Member and Principal Tourism Development Officer)</i>	1	A.Morris Jones
15.	Gwynedd and Anglesey Youth Justice Service (72) <i>(Executive Member) as Lead member for Children and Young People)</i>	1	Ieuan Williams
16.	Member Board of the Consortium of Local Authorities in Wales (CLAW) (25) <i>(Two Executive Members)</i>	2	Richard Dew & K.P.Hughes
17.	North Wales Regional Waste Plan Review Steering Group (27) <i>(Executive Member)</i>	1	J.Arwel Roberts
18.	North Wales Housing Association (52) <i>(Executive Member serving as a co-opted Board member)</i>	1	K.P.Hughes
19.	Cymdeithas Tai Eryri (53) <i>(Executive Member)</i>	1	K.P.Hughes
20.	Gofal a Thrwsio Môn Management Committee (now known as Canllaw) (56) <i>(Executive Member)</i>	1	K.P.Hughes
21.	Strategic Partnership Board: Health, Social Care and Wellbeing (80) (No longer convenes) <i>(discussion continuing between this Authority and the BCUHB over the establishment of a Health and Wellbeing Executive Delivery Board (County Forum) to promote the integration of health and social care services. Membership of this Board is currently under discussion and it is hoped that it be concluded by September).</i>	To be decided	K.P.Hughes
22.	Cwmni Prentis Menai (107) <i>(Director of Lifelong Learning to serve as Board member)</i>	1	Dr.Gwynne Jones
23.	North Wales Economic Forum (32) <i>(Leader and Executive Member with Head of Economic Development as advisor)</i>	2	A.Morris Jones Ieuan Williams
24.	Joint Local Service Board (Anglesey and Gwynedd) <i>(Leader of the Council and the Chief Executive)</i>	1	Ieuan Williams
25.	Voluntary Sector Liaison Committee (5 members) <i>(Formerly the Leader, Portfolio Holders for Finance, Social Services and 2 Scrutiny members)</i>	5	Jim Evans, A.Mummery, K.P.Hughes, Alwyn Rowlands & Ieuan Williams

*(For administrative purposes, the numbers shown in brackets after the heading refers to the file references within the original list of Outside Bodies).*

# PRAWF BUDD Y CYHOEDD PUBLIC INTEREST TEST

## CYNGOR SIR/COUNTY COUNCIL Job Evaluation and Single Status/Ar farnu a Statws Sengl

Paragraff(au) 12, 13, 15,16 1972 Paragraph(s) 12, 13, 15,16	Atodlen 12A Deddf Llywodraeth Leol Schedule 12A Local Government Act 1972
Y PRAWF – THE TEST	
<p>Mae yna fudd y cyhoedd wrth ddatgelu oherwydd / There is a public interest in disclosure as:-</p> <p>Mae'r adroddiad yn cynnwys gwybodaeth sydd yn debygol o ddatgelu unigolion</p> <p>Mae'r adroddiad yn cynnwys gwybodaeth sydd yn debygol o fod yn rhan o drafodaethau gyda'r undebau .</p>	<p>Y budd y cyhoedd with beidio datgelu yw / The public interest in not disclosing is:-</p> <p>The report contains information that is likely to reveal the identity of individuals.</p> <p>The report contains information relating to contemplated consultations in connection with labour relations matters.</p>
<p><b>Argymhelliad</b> – Mae'r budd i'r cyhoedd wrth gynnal yr eithriad, o leiaf ar hyn o bryd, yn gorbwysu'r budd i'r cyhoedd o ddatgelu'r wybodaeth.</p> <p><b>Recommendation</b> - The public interest in maintaining the exemption, at least at this stage, outweighs the public interest in disclosing the information.</p>	

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