

# Public Document Pack



CYNGOR SIR  
YNYS MÔN  
ISLE OF ANGLESEY  
COUNTY COUNCIL

Mrs Annwen Morgan  
Prif Weithredwr – Chief Executive  
CYNGOR SIR YNYS MÔN  
ISLE OF ANGLESEY COUNTY COUNCIL  
Swyddfeydd y Cyngor - Council Offices  
LLANGFNI  
Ynys Môn - Anglesey  
LL77 7TW

Ffôn / tel (01248) 752500  
Ffacs / fax (01248) 750839

<b>RHYBUDD O GYFARFOD</b>	<b>NOTICE OF MEETING</b>
<b>PWYLLGOR SGRIWTINI PARTNERIAETH AC ADFYWIO</b>	<b>PARTNERSHIP AND REGENERATION SCRUTINY COMMITTEE</b>
<b>DYDD IAU, 11 MAWRTH, 2021 am 10.00 o'r gloch yb</b>	<b>THURSDAY, 11 MARCH, 2021 at 10.00 am</b>
<b>CYFARFOD RHITHIOL</b>	<b>VIRTUAL MEETING</b>
<b>Swyddog Pwyllgor</b>	<b>Mrs. Mairwen Hughes 01248 752516</b>
	<b>Committee Officer</b>

## **AELODAU / MEMBERS**

Cynghorwyr / Councillors:-

### **Y Grwp Annibynnol/ The Annibynnol Group**

Gwilym O. Jones (**Cadeirydd/Chair**), Dafydd Roberts

### **Plaid Cymru / The Party of Wales**

T Ll Hughes MBE, Vaughan Hughes, Alun Roberts, Margaret M. Roberts, Nicola Roberts

### **Annibynnwyr Môn/Anglesey Independents**

Kenneth P Hughes, R Ll Jones

### **Plaid Lafur Cymru/Wales Labour Party**

Glyn Haynes (**Is-Gadeirydd/Vice-Chair**)

**Aelodau Ychwanegol/Additional Members (gyda hawl pleidleisio ar faterion addysg/with voting rights in respect of educational matters)**

**Ms. Anest Gray Frazer (Yr Eglwys yng Nghymru/The Church in Wales), Mr Dyfed Wyn Jones (Rhiant Llywodraethwr – Sector Ysgolion Cynradd/Parent Governor – Primary Schools Sector), Mrs Llio Johnson-(Rhiant Llywodraethwyr – Sector Ysgolion Uwchradd ac ADY/Parent Governor – Secondary Schools Sector and ALN) and Mr. Keith Roberts (Yr Eglwys Babyddol Rufeinig/The Roman Catholic Church)**

**Aelod Cyfetholedig/Co-opted Member (Dim Hawl Pleidleisio/No Voting Rights)**

**Mr. Dafydd Gruffydd ( Rheolwr Gyfarwyddwr/Managing Director - Menter Môn)**

## **A G E N D A**

**1     APOLOGIES**

**2     DECLARATION OF INTEREST**

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

**3     MINUTES (Pages 1 - 10)**

To submit, for confirmation, the minutes of the meeting held on 9 February, 2021.

**4     PUBLIC SERVICES BOARD - SCRUTINY OF PROGRESS AND DELIVERY OF THE WELL-BEING PLAN (Pages 11 - 18)**

To submit a report by the Programme Manager, Gwynedd and Anglesey Public Services Board.

**5     EQUALITIES ANNUAL REPORT 2019/20 (Pages 19 - 66)**

To submit a report by the Policy and Strategy Manager.

**6     CLIMATE CHANGE (Pages 67 - 118)**

To submit a report by the Deputy Chief Executive.

**7     NORTH WALES SAFEGUARDING BOARD ANNUAL REPORT 2019/20 (Pages 119 - 178)**

To submit a report by the Interim Director of Social Services.

**8     SCRUTINY OF PARTNERSHIPS (Pages 179 - 200)**

To submit a report by the Scrutiny Officer.

**9     WORK PROGRAMME (Pages 201 - 208)**

To submit a report by the Scrutiny Officer.

## **PARTNERSHIP AND REGENERATION SCRUTINY COMMITTEE**

### **Minutes of the virtual meeting held on 9 February 2021**

- PRESENT:** Councillor Gwilym O Jones (Chair)  
Councillor Glyn Haynes (Vice-Chair)
- Councillors T LI Hughes MBE, K P Hughes, Vaughan Hughes, R LI Jones, Alun Roberts, Dafydd Roberts, Margaret Murley Roberts and Nicola Roberts.
- Mr Dyfed Wyn Jones – Parent Governor – Primary Schools Sector;  
Mrs Llio Johnson – Parent Governor – Secondary Schools Sector and ALN;  
Mr Keith Roberts – Roman Catholic Church.
- Councillor Llinos M Huws – Leader of the Council (for item 5);  
Councillor R Meirion Jones – Portfolio Holder (Education, Libraries, Culture and Youth) (for item 4);  
Councillor Dafydd R Thomas – Portfolio Holder (Corporate Services).
- IN ATTENDANCE:** Director of Education, Skills and Young People (for item 4),  
Interim Head of Regulation and Economic Development (for item 5),  
Chief Planning Officer (for item 5),  
Senior Manager – Special Educational Needs & Inclusion (FE) (for item 4),  
Senior Manager – Welfare (GMH) (for item 4),  
Senior Manager – Primary (OD) (for item 4),  
Scrutiny Manager (AD),  
Scrutiny Officer (SR),  
Committee Officer (MEH).
- APOLOGIES:** Chief Executive,  
Deputy Chief Executive,  
Portfolio Holder for Planning – Councillor Richard Dew.
- ALSO PRESENT:** Ms Catrin Roberts, Mrs Sharon Vaughan, Mr Rhys Williams – GwE (for item 4).  
Ms Heledd Jones – Team Leader, Gwynedd and Anglesey Joint Planning Policy Unit (for item 5).
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#### **1 APOLOGIES**

As noted above.

## 2 DECLARATION OF INTEREST

None received.

## 3 MINUTES

The minutes of the following meetings were confirmed as correct:-

- Minutes of the meeting held on 22 October, 2020.
- Minutes of the meeting held on 10 November, 2020.

## 4 PROGRESS REPORT GwE - FORWARD WORK PROGRAMME AND SUPPORT TO SCHOOLS DURING COVID 19 PANDEMIC

- **Progress Report GwE 2020/21 : support to schools during the Covid 19 pandemic**

Submitted – a progress report - GwE 2020/21 : support to schools during the Covid 19 pandemic.

The Portfolio Holder for Education, Libraries, Culture and Youth said that the report refers to the work that has been undertaken between GwE and the local authority in order to support schools during the pandemic. He expressed that there has been a willingness between the organisations to discuss, to share ideas, adapt to achieve the vision of the support to schools and pupils. He said that as Portfolio Holder he wished to express his appreciation to the staff of the Education Department (Team Môn), GwE and Estyn for their work over the difficult situation as regards to the pandemic and the effect on schools.

The Director of Education, Skills and Young People reported that GwE and the local authority have adapted their work in order to continue to provide effective services and support for all their school communities during the pandemic. There has been a need to ensure that the well-being of school leaders, their staff and learners is paramount to the decision making and ensuring that the right level of support, operational or professional, can be directed accurately by the service. Regular contact with school leaders has been well received and has contributed to Head teachers feeling that they could turn to a professional colleague to share challenging issues and to find solutions to address day to day issues. He further said that whilst virtual schooling is not as effective as having children in schools, every effort has been undertaken to provide the best education possible for the pupils.

Mrs Sharon Vaughan, GwE reported that the reported presented to this meeting is how the regional consortium, in partnership with the Local Authorities, has evolved and adapted to support schools during the pandemic. Throughout the pandemic, collaboration between the Education Department, GwE and schools has been effective, open, transparent and constructive. A summary of the work undertaken was attached to the report as follows:-

- Phase 1 – Pre-lockdown
- Phase 2 – Supporting schools at the beginning of the lockdown
- Phase 3 – Distance Learning
- Phase 4 – Supporting schools to re-open
- Phase 5 – Blended Learning
- Phase 6 – Accelerating Learning/Recruit, Recover and Raise Standards
- Phase 7 – Deepening collaboration and developing robust networks

Mrs Sharon Vaughan gave a brief summary of the Appendix 2 to 5 attached to the report to the Committee.

Mr Rhys Williams GwE reported that the welfare and wellbeing has been paramount to the joint working with the local authority and GwE over the difficult period of the pandemic. During this difficult period GwE supported the local authority by introducing and supporting Risk Assessment procedures and producing guidance for using Live Streaming in classes. The Anglesey Team working principle is fundamental to the clear approach and lines of communication between everyone. As a result, specific support has been tailored to the needs of every school and subsequent actions are very robust. GwE Advisors have been in regular contact with individual Head teachers to offer support as required. He further reported that attempting to ensure that the Welsh language does not lose ground has been at the forefront during this period, and both GwE and the Learning Service have endeavoured to support schools. There are numerous examples of schools supporting non-Welsh speaking parents in order to ensure that pupils continue to be exposed to the language over the period. These examples include sharing good practice through purposeful videos with school staff reading stories and sharing videos to support the Welsh language oral development via Google Classroom.

Mr Williams further reported on the Primary Sector and noted that collaboration structures amongst nearly all of the Island's schools have been successfully developed over the period of the pandemic. In co-operation with GwE, groups of primary Head teachers and school management teams in several catchment areas in Anglesey have been collaborating on writing and driving an urgent priority and long-term priorities in areas such a Well-being, Welsh orally and Curriculum for Wales' preparations. Not only does this ensure the sharing of good practices amongst schools, it also ensures that the education system continues to develop capacity for self-improvement. Primary schools in one catchment area in the northern part of the Island have been trialling 'Live Streaming' techniques over the lockdown. Supported by the Learning Service and GwE, they went on to produce a guidance protocol for all schools. This is regarded as successful practice to be shared across the Region and they have since created a Webinar to provide guidance to all schools in North Wales. Primary Schools have been making effective use of the 'Accelerated Learning' resources in order to develop their basic skills after a period of not being able to access regular formal education. All School's on Anglesey have been successfully developing their staff to use technology to continue with learning.

Mrs Sharon Vaughan reported on the Secondary Sector reported that there has been an intense focus across every secondary school on upskilling staff for

them to have the appropriate skills to get pupils to engage in effective digital learning. This has been done formally via training days, informal and voluntary training. There has been a staggering improvement in the digital skills of staff across the five secondary schools on the Island, and an impressive amount of work has been undertaken in a relatively short period. Some schools choose to stream some lessons live to groups of pupils others have used a more blended approach with some live lessons, some non-simultaneous learning via pre-recorded videos or PowerPoint presentations and tasks through the virtual classroom. Attendance in lessons have been monitored in the five secondary schools through SIMS or Class Charts and parents have been contacted in the case of pupils' non-attendance.

Mr Rhys Williams reported on the Special Education Service on Anglesey and said that the Authority has responded successfully to the diverse needs of the children and young people in their care. Based on careful and comprehensive risk assessments, they have set the wellbeing of learners, their families, staff and the wider school community as a main priority and have successfully acted to support them. The extra commitment shown during weekends and school holidays has been a feature of this support and is best practice within the ALN sector. Curriculum revisions and other revisions have continued at a sensible pace during the period, and current improvement plans reflect a set of honest and achievable aspirations in the context of the pandemic.

Mrs Catrin Roberts, GwE reported on the development of the Welsh language to the Committee. She expressed that there is concern within schools as to the effect on the Welsh language even in areas that the language is strong due to the pandemic and pupils not within the school environment. There is a need to increase the use of the Welsh language formally and informally. Teachers plan and prepare bilingual instructions for pupils with voice overs so that pupils can hear the Welsh language, listen to and follow instructions. It is important to ensure that teachers have access to the best resources for promoting distance learning and blended learning and to ensure opportunities for pupils to hear and to speak the Welsh language. Digital guidance is shared and training for teachers is afforded on how to use Hwb software, such as Goggle Classroom, Screencastify, Adobe Spark, Flipgrid and webinars for their professional development. She further noted that there are bilingual tasks set out for parents to support children in learning and understanding the needs of the tasks.

The Committee considered the report and made the following points:-

- Questions raised as to how the Learning Service and GwE adapted their ways of working as a result of the pandemic to respond to the requirement of Anglesey's children and young people, and to provide them with the best possible education. It was expressed that there are pressures on parents who are having to work at home and with more than one child that needs to be encouraged to attend virtual lessons and completing work on-line; there have been concerns that some digital provision has been better in some schools. Mrs Sharon Vaughan, GwE responded that there are some inconsistencies nationally within schools due to the pandemic. GwE has

- been affording guidelines to support schools locally and since the lockdown. Within Anglesey there are strong links with the GwE Advisors in supporting schools and especially those schools which have requested support. Good practices have been shared between schools on Anglesey through meetings in the Primary and Secondary sectors and even though the professional learning programme has been reduced this year but it is still comprehensive and does meet the needs of the situation that is face due to the pandemic;
- Reference was made that hopefully that schools will be opening gradually in the near future. Questions were raised as to how the Learning Service and GwE will continue to monitor and evaluate the quality of learning provision on the Island. Mr Rhys Williams, GwE responded that in respect of monitoring the learning provision it is envisaged that blended learning will continue and schools have already addressed this issue. It has been a challenging situation with GwE been unable to visit schools and contact is made with Head Teachers and staff to support and guide them in matters that have been working well and not so well together with internal processes the schools have in place. The Director of Education, Skills and Young People said that there are strategic forums within schools which afford discussions and monitoring on issues faced by the schools. A Quality Board is currently operational aswell with challenging matters raised between Portfolio Holders, Chief Executive, Deputy Chief Executive and GwE;
  - Concerns were raised as to the support for pupils with special needs and pupils who require additional educational support. Questions were raised as to the support afforded by GwE to standardise the support for these pupils. The Senior Manager – Special Educational Needs & Inclusion responded that a member of staff within each school has a role to raise any concerns as regards to any pupil that needs support. The Team within the schools afford support to pupils and parents as regards to distance learning. Support is also given as regards to mental health and wellbeing and speech and language provisions. The Director of Education, Skills and Young People said that there has been an increase in pupils who have now needed special education needs who may have not have require support before the pandemic and some children having difficulties in coping with the situation. He noted that work has been undertaken by the services of the Authority together with local businesses in affording children with IT hardware to enable them to engage with distance learning. However, if they are having difficulties in engaging with distance learning they are supported, together with their parents, in using the technology provided. The Senior Manager – Primary said that 130 laptops and 120 Wi-Fi units have been afforded to pupils and the IT service is continuing to refurbish available technology together with over 2,000 chrome books afforded through the Hub grant to support pupils;
  - Reference was made that some children are better in assimilating information than others and will prosper with virtual learning. Questions were raised as to how the Learning Service and GwE will be able to monitor and support pupils that have not been able to absorb distance learning and to enable these pupils to catch up with other pupils. Mr Rhys Williams, GwE responded that there is a ‘Fast-track’ system which looks upon basic skills in literacy and numeracy and the role of GwE is to support schools to identify

pupils that need additional educational provision when they return to school in future;

- Reference was made that there has been uncertainty for pupils who are to be taking GCSE's and AS and A level examinations and it seems that these pupils have lost faith in the educational processes. Questions were raised as to the support GwE and the Learning Services can be given to these pupils. The Director of Education, Skills and Young People responded that the Anglesey Team wants to see the pupils back in school as it is safe to do so and there is a tracking system in place to monitor if the pupils are engaging in virtual learning and to able to learn and develop whilst the resources is afforded to them. Mrs Sharon Vaughan, GwE said that attendance of pupils in virtual learning is monitored by the schools. Secondary Schools will now have to gather evidence for examination boards on each pupil but there is still no guidance from WJEC nor Qualifications Wales. The Senior Manager – Welfare said that the Authority is engaging with activities outside educational spectrum and young people are unable to attend clubs and sports facilities at present.
- **An Estyn terms of reference report regarding the work of the Authority to support learning communities within schools since March 2020**

The Director of Education, Skills and Young People reported that this report refers to leadership and collaboration and it states that the Authority is effective in communicating with stakeholders and in supporting the welfare of staff and pupils at Anglesey Schools. He noted that Estyn has referred to 'Tim Môn' and noted that the team shares a strong vision which supports both autonomy and collaboration in schools to achieve the best for the pupils.

Councillor T LI Hughes MBE said that he considered that a press release should be afforded to highlight the good work achieved by the Learning Services with the support of GwE and Estyn in achieving the best possible education for the pupils of the schools on Anglesey.

The Leader of the Council said that she and the Portfolio Holder for Education have been pressurising the examination boards for clarity as regards to examinations for pupils this year and next year. She considered that it would be beneficial that a letter expressing these concerns be sent to Welsh Government.

**It was RESOLVED to approve:-**

- **GwE's progress report for 2020/21;**
- **Estyn's terms of reference report regarding the Authority's work in supporting its learning communities in schools since March 2020.**
- **That a letter be sent on behalf of the Committee to Welsh Government expressing disappointment and concerns that there is no plan in place as regards to GCSE's and A Level examinations for the Summer of 2022.**



## **5 SUPPLEMENTARY PLANNING GUIDANCE - FACILITIES AND ACCOMMODATION (CONSULTATION REPORT)**

Submitted – a report by the Team Leader, Gwynedd and Anglesey Joint Planning Policy Unit Service in relation to the above.

The Leader of the Council in the absence of the Portfolio for Planning said that the role of this Supplementary Planning Guidance (SPG) is to give detailed advice on special policies linked to tourism in order to ensure that they are implemented effectively and consistently across the Plan area and to support Planning Officers when application are submitted. Following the original consultation process in 2018 and as a result of the comments received, it was considered to be appropriate to undertake a further amendments to the Guidance. A draft version of this SPG was approved for public consultation by the Joint Planning Policy Committee on 4 September, 2020. The SPG thereafter has been subject to a public consultation from 16 October, to 27 November, 2020. She noted that there is recognition that tourism is important for the Island and it can be seen within the SPG that there is a balance for support for the tourism sector and there is also a recognition the need to safeguard local communities moving forward.

The Interim Head of Regulation and Economic Development reported that tourism sector is important to the economy of the Island. It is hoped that a gradual easing of the lockdown will see the tourism sector reopening when it is safe to do so and in a sustainable manner. The SPG gives clear policies for the planning authority on the quality, environment and the Welsh language when dealing with planning applications.

The Chief Planning Officer said that tourism is important for the Island and in general the planning policies in general do promote development of such tourism subject to that they are sustainable and of high standard.

The Team Leader, Gwynedd and Anglesey Joint Planning Policy Unit reported that the SPG has been produced to support the policies with the JLDP. During the Joint Local Development Plan Panel meeting held on 22 March, 2019 the Consultation Report on this further consultation was presented, which noted that no further amendments to the Guidance was necessary as a result of the observations received during the consultation period, and a request was made to the submit the Guidance to a meeting of the Joint Planning Policy Committee for adoption. Since the meeting the guidance was submitted to Gwynedd Council's Communities Scrutiny Committee on 4 April, 2019. As a result the discussion at that meeting, it was considered that it would be appropriate to make a minor amendment to the working of the Guidance. Furthermore, a recent appeal decision in relation to considerations linked to assessing 'over-provision' of holiday accommodation has highlighted the need to further amend the Guidance. A draft version of the SPG was approved for public consultation by the Joint Planning Policy Committee on 4 September, 2020. This draft was prepared in consultation with the relevant Officers of both Authorities. The SPG was subject to a public consultation from 16 October to 27 November, 2020. It was noted that the main amendment to the Guidance that led to the third consultation period related to undertaking a further amendment of

the definition linked to the over-provision of holiday accommodation. By now, the definition as is seen at section 4.6 of the Guidance in Appendix 2 attached to the report, includes a specific threshold in terms of when there is an over-provision of self-catering holiday accommodation within a specific area. In accordance with the amended direction within the Guidance, favourable consideration will not be given to applications for self-catering holiday accommodation when a combination of holiday accommodation and second homes have already reached the threshold of 15% of all the housing stock. It is considered that setting a definitive threshold will make it easier for Officers to assess 'over-provision' in the context of the requirement noted in Policy TWR 2 of the JLDP.

The Team Leader, Gwynedd and Anglesey Joint Planning Policy Unit further reported that the Guidance provides direction on relevant consideration linked to assessing sustainable tourism of the highest quality and the effect on the Welsh language and the natural environment. She said that one controversial issue that emerged when preparing the SPG was as to how to define as to the level of number of tourism accommodation which is in line with specific planning policy TWR 2 of the JLDP. Having received appeals and comments as regard to the lack of direction with the Guidance it was appropriate to set a limit on self-catering accommodation when planning permission is considered. While the guidance refers that when 15% of all the housing stock is reached within local communities favourable consideration will not be given to planning application for self-catering accommodation but Gwynedd Council has set a limit of 10%.

The Committee considered the report and made the following points:-

- Reference was made to the development proposal at Newry Beach in Holyhead for 350 dwellings as part of the Marina site which the economic sector was in favour of such a development. An appeal was submitted and the developer has now submitted an application for 250 dwelling on the site for holiday homes. Questions were raised as to whether the SPG – Facilities and Accommodation will be robust in limiting such development that will be afforded at the Newry Beach. The Chief Planning Officer responded that it is not appropriate nor timely to discuss specific planning applications. He noted that if the SPG is adopted it will be a consideration when discussion are undertaken on any planning application in the future as part of the wider context of planning considerations;
- Reference was made to the over provision of holiday accommodation especially within coastal area. Questions were raised as to whether the SPG is robust in limiting such over provision which can affect local communities. The Team Leader, Gwynedd and Anglesey Joint Planning Policy Unit responded that it is hoped that adopting the SPG will assist when planning applications are submitted for holiday accommodation. She noted that there are concerns as to over provision of holiday accommodation in coastal areas and that there is limited capacity for such provision. It is hoped that setting out a 15% limit will help the planning process. She further noted that detailed attention has been given whilst preparing the SPG to the effect on house prices due to homes been converted into holiday accommodation and work also has been undertaken to gauge other local authorities such as the Lake District which show examples of limiting the amount of housing stock into tourism accommodation;

- Reference was made that a limited amount of responses was received to the consultation on the SPG – Facilities and Accommodation. Questions were raised as to whether consideration needs to be given as to how consultation is undertaken in the future. The Interim Head of Regulation and Economic Development responded that the pandemic has raised the need to consider consultation digitally and there is a need to encourage people to take advantage of technology in the future. The Team Leader, Gwynedd and Anglesey Joint Planning Policy Unit said that correspondence has been undertaken with Town and Community Councils, Elected Members together with web page of the local authorities. Social media has also been a tool for encouraging the public to submit comments regarding the SPG in general;
- Concerns were raised that properties are being afforded as Air B+B's together conversions of garages. The Interim Head of Regulation and Economic Development responded that when planning application are submitted full consideration is given to all the planning policies locally and nationally to come to a decision on the application;
- Comment was made that the planning policies are more relevant than supplementary planning guidance as has been shown during planning appeals. The Team Leader, Gwynedd and Anglesey Joint Planning Policy Unit responded that the planning guidelines are a relative planning consideration when making planning decisions and planning appeals give due consideration to planning guidelines and support planning policies within the JLDP.

**It was RESOLVED to accept the report with regard to the Supplementary Planning Guidance: Tourist Facilities and Accommodation and the associated consultation report.**

## **6 FORWARD WORK PROGRAMME FOR 2020/21**

Submitted – a report by the Scrutiny Officer.

**It was RESOLVED to note the Work Programme from September 2020 to April, 2021.**

The meeting concluded at 12.10 pm

**COUNCILLOR GWILYM O JONES  
CHAIR**

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<b>ISLE OF ANGLESEY COUNTY COUNCIL</b> <b><u>Scrutiny Report Template</u></b>	
<b>Committee:</b>	Partnership and Regeneration Scrutiny Committee
<b>Date:</b>	11 March 2021
<b>Subject:</b>	Progress report on the delivery of the Wellbeing Plan for the Gwynedd and Anglesey Public Service Board
<b>Purpose of the Report:</b>	To submit a progress report on the work of the Anglesey and Gwynedd Public Service Board
<b>Scrutiny Chair:</b>	CLlr Gwilym O Jones
<b>Portfolio Member(s):</b>	CLlr Llinos Medi
<b>Head of Service:</b>	Not relevant
<b>Author of the Report:</b>	Nonn Hughes, Programme Manager of the Gwynedd and Anglesey Public Services Board
<b>Phone Number:</b>	01286 679906
<b>E-mail:</b>	<a href="mailto:NonnGwenllianHughes@gwynedd.llyw.cymru">NonnGwenllianHughes@gwynedd.llyw.cymru</a>
<b>Local Members:</b>	Not relevant to any specific Ward

<b>1 – Recommendation/s</b>
<p>It is requested that the Scrutiny Committee notes:</p> <ol style="list-style-type: none"> <li>1. the progress of the work of the Public Service Board</li> </ol>

<b>2 - Link to Council Plan / Other Corporate Priorities</b>
<p>The Isle of Anglesey County Council is committed to the principles within the Well-being of Future Generations (Wales) Act 2015. The Council provides a range of services which will fulfil its individual well-being objectives, as well as contributing to supporting the well-being objectives of the Public Service Board.</p>

<b>3 – Guiding Principles for Scrutiny Members</b>
<p><b>To assist Members when scrutinising the topic:-</b></p> <p><b>3.1</b> Impact the Wellbeing Plan has on individuals and communities</p> <p><b>3.2</b> A look at the efficiency &amp; effectiveness of any proposed change – both financially and in terms of quality.</p> <p><b>3.3</b> A look at any risks</p> <p><b>3.4</b> Scrutiny taking a performance monitoring or quality assurance role</p> <p><b>3.5</b> Looking at plans and proposals from a perspective of:</p> <ul style="list-style-type: none"> <li>• Long term</li> <li>• Prevention</li> <li>• Integration</li> <li>• Collaboration</li> <li>• Involvement</li> </ul>

#### 4 - Key Scrutiny Questions

1. What obvious outcomes have come from the Board's work streams on Anglesey since the last progress report?
2. What role will the Board have during the recovery period following the pandemic?
3. How does the Board ensure the best value for money, and best outcomes for Anglesey's residents?
4. Does the plan provide for opportunities to review and reflect on whether actions are resulting in desired impact, or whether a change in approach is needed?

#### 5 - Background / Context

##### 5.1 Introduction and context

**5.1.1** The aim of the Well-being of the Future Generations Act (2015) is to improve the economic, social, environmental and cultural well-being of Wales. The Act highlights seven well-being goals and five ways of working in order to give public bodies a common purpose.

**5.1.2** The Gwynedd and Anglesey Public Services Board was established in 2016, in accordance with the Well-being of Future Generations (Wales) Act 2015. The decision made by the Anglesey Executive at the time was to establish a Public Services Board. (PSB) for Anglesey which would *collaborate* with Gwynedd's Public Services Board.

**5.1.3** The PSB's Well-being Assessment for the Anglesey well-being areas was published in May 2017 and, following a series of engagement and consultation sessions, the Well-being Plan was published in 2018. The Well-being Plan confirms the two objectives and six priority fields for which it was agreed that the Board could collaborate in order to ensure the best results for the residents of Gwynedd and Anglesey. Therefore, priority areas relevant to both Counties were agreed upon and the PSB will respond to these matters jointly across both Counties.

##### 5.2 An update on the progress of the sub-groups

**5.2.1** As highlighted in the Terms of Reference of the Public Services Board the PSB has four statutory members namely the Local Authorities, the Health Board, Natural Resources Wales and the Fire Service - along with guest participants who contribute to the Board's duties.

**5.2.2** The PSB has sub-groups to support with the implementation of its work. Below is an update on the work of the sub-groups. It is fair to say that the pandemic has slowed the progress of the sub-groups in recent months, but now all the sub-groups are revisiting their work plans. The PSB has continued to meet during the pandemic period demonstrating the commitment of our members to the work.

##### 5.3 Objective 1 - Communities which thrive and are prosperous in the long-term

**5.3.1** The homes sub group continues to operate in accordance with their action plan. The sub-group has a part-time project manager, funded by PSB members. It has recently been agreed to extend the post for a further 6 months (to June 2021). The project manager uses project management methodology to ensure that the project operates to an expected timetable and resources.

**5.3.2** The purpose of the sub group is to look for opportunities to develop innovative housing, which complement and not duplicate the work arising from the Anglesey housing strategy.

**5.3.3** The achievements of the subgroup to date have been of great benefit to PSB members, and appreciation was shown for their work at the last PSB meeting in December. The group has established collaboration arrangements and sharing of good practice between Anglesey County Council, Gwynedd Council, Snowdonia National Park and Adra. An evaluation of different innovative housing models and their financial viability, and an evaluation of different sites and their suitability for innovative housing development were also undertaken. This process has demonstrated the willingness of partners to share information on financial assumptions and assets with the subgroup.

**5.3.4** The subgroup evaluated a large number of sites as part of their work, and their suitability for different models. The exercise was used to rule out unsuitable sites. One site in Anglesey has now been shortlisted by the subgroup, with the potential for development.

**5.3.5** On an issue related to the work of the homes sub group (but not part of their action plan) Ned Michael was invited to the PSB meeting in December to provide an update from the Isle of Anglesey County Council on the impact of second homes on the housing market. The availability of homes for local people continues to be a concern for the PSB, and the individual organisations. It was agreed that the PSB would write a letter to the Government to support the views of Gwynedd Council and the Isle of Anglesey County Council on the matter, who have already contacted the Government. In addition the letter from the PSB will specifically refer to housing well-being issues, and the long-term impact of the issue on the well-being of our residents.

#### **5.4 Climate Change**

**5.4.1** Over the past few months the climate change sub-group has focused on revising their work plan, since the delay due to the onset of the pandemic. The sub group was originally asked to work together locally and take joint action to try to mitigate the impact of climate change on our communities. As a starting point for resuming this work a workshop was organised during January 2021 for a wide representation of public organisations. Discussions took place about good practice in the field of climate change. Reference was made to the recent work undertaken with the communities of Newborough and Dwyran to respond to local needs.

**5.4.2** The second part of the workshop will take place in March and will be an opportunity to continue the discussion and agree on possible actions. The subgroup also expects guidance at a regional level. Natural Resources Wales commissioned Alan Netherwood to produce a report on a regional approach to Climate Change. The report recommends North Wales move towards a transformative approach to a climate emergency and identifies three priority areas where regional collaboration should be developed over a three-year period.

This would treat climate change as a strategic issue fundamental to the future wellbeing of the region.

The three priorities are:

- Co-ordinate public sector activity to achieve a Carbon Neutral Public Sector by 2030.
- Co-ordinate regional work to establish measures and practice to store and sequester carbon and reduce greenhouse gasses from land management practice in the region.
- Co-ordinate regional activity to respond to climate risk and build resilience to climate impacts.

**5.4.3** Alongside the work of the sub-group Natural Resources Wales has been holding consultation / engagement sessions linked to their work on the Area Statements. The evidence and findings of the area statements will assist the work of the sub group.

## **5.5 Objective 2- Healthy and independent residents with a good quality of life**

**5.5.1 Health and Care Integrated Sub Group for the West** -The health and care subgroup continues to address specific aspects such as - children, adults, mental health, learning disabilities and transformation. The need to work together, share information and ensure easy access to services was recognised as a common purpose for all work streams. In addition each of the above initiatives is intended to fulfill the adopted purpose of: "helping me to live the life I want to live". Below is an update on the workstreams.

**5.5.2 Mental Health** A mental health subgroup has already been developed and is led by the Health Board. Over the coming weeks the health and care sub group will be considering the current structures of the group, and the interventions and support needed as a result of Covid\_19. Updates on the work of the mental health subgroup will be discussed at the health and care sub group.

### **5.5.3. Community Transformation Program**

Arrangements are in hand for integrating health and care at the most local level across the county. The past year has been a time of uncertainty and the need for working together, sharing information and ensuring easy access to our services is more important than ever. The subgroup demonstrated a willingness to work in flexible and different ways. This is a brief overview of Anglesey's developments in recent months:

#### **Anglesey**

- Since mid-September, multidisciplinary meetings ('huddle' / 'multidisciplinary teams') have been held three times a week. This is now being revised and a longer meeting will take place once a week. The meetings with partners come together on a 3 x CRT basis
- All social care staff and managers (previously structured as one central team) have been allocated to one of the 3 CRTs
- The 3rd sector and external providers have recently been added to the list of core CRT members and attend multidisciplinary meetings
- Progress has been made in Holyhead and Llanfair PG (South Anglesey) CRTs on suitable office space for CRTs, and discussions are resuming regarding the use of the Amlwch surgery site
- A Development and Review Group (membership includes key managers) has been established to oversee progress, and it is intended to adopt the flexible approach to senior leadership / CRT progress meetings from February 2021.



**5.5.4 West Intel Cell** - The Intel Cell is a useful database, managed by BCUHB, to inform decision making. A group has been set up which includes representation from BCUHB and Local Authorities to keep an overview of the current Covid situation, analysis of beds in use and staffing capacity. The group reports weekly to the Integrated Health and Care Group, to assist them in planning services.

**5.5.5 Children** It was agreed to revisit the regional transformation work and establish a work program for the West, based on the 'no wrong door' work program.

## **5.6. The Welsh Language**

**5.6.1** During the past few months there has been no one leading this group. Aled Jones Griffith of Coleg Llandrillo a Menai has now agreed to take on the role, and the PSB will approve this at the meeting in March. In the meantime the sub-group - which includes representation from the Isle of Anglesey County Council, has considered its work plan for the coming months. This will include addressing the impact of Covid\_19 on the Welsh Language, and the findings of research by Bangor University and the Office of the Welsh Language Commissioner. The subgroup is also in discussions with the skills partnership about joint working arrangements, as the Welsh language is a key part of strengthening and the recovery of our communities.

**5.6.2** The PSB is very keen to consider how to increase the use of the Welsh language as members of the public make initial contact with public organisations. The language sub-group intended to conduct a study to consider language use in reception areas, with the hope of increasing the use of the Welsh language. A project proposal paper had been approved by the PSB back in March 2020. Due to the crisis, many reception areas were closed during the remainder of 2020 and as such the work did not go ahead. The subgroup will seek the PSB's guidance on the way forward in light of the crisis and consider whether there it remains their intention of undertaking such a project, or whether there is a need to change the focus.

## **5.7 Well-being Assessments**

**5.7.1** This work will be driven by a project plan, to be approved by the PSB in March. It is intended to engage and consult with Anglesey residents from the 6 well-being areas. This is once again an exciting opportunity to ask our communities about what matters to them, and what affects their well-being. We will take into account the effects of Covid\_19 and Brexit on our communities, and discuss our approach to the new normal. It is intended to work closely with the Isle of Anglesey County Council, and other partners in order to engage effectively and try to avoid duplication.

## **5.8 Delivery**

**5.8.1** The four sub-groups noted above are accountable to the Public Services Board in relation to delivering any work commissioned. The sub-group leaders are expected to report back on progress every quarter to the Gwynedd and Anglesey Public Services Board. The period of delivering the objectives will be an opportunity for PSB partners to show their willingness and commitment to working collaboratively and innovatively on achievable plans.

**5.8.2** The PSB acts in accordance with seven principles, namely the five national sustainable development principles noted above, together with two which have been added by the

Board, namely 'The Welsh language' and 'Equality'. This means taking action in a way which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.

**5.8.3** In order to respond to the timetable within the Well-being of Future Generations Act the PSB will publish an annual report by July 2020. The PSB will submit the annual report to the Anglesey Scrutiny Committee for comments and observations.

### **5.9 Scrutiny Arrangements**

**5.9.1** The Board's work will be checked regularly by the Scrutiny Committees of Gwynedd Council and the Isle of Anglesey County Council. The PSB will prepare an annual report to set out progress as it seeks to deliver the well-being objectives. A copy of every annual report will be sent to Welsh Ministers, the Commissioner, the Auditor General for Wales and the councils' scrutiny committees.

**5.9.2** The well-being act and the associated national guidance<sup>1</sup> set out 3 main roles for local authority's scrutiny committees in providing democratic accountability to the public services Board:

- Review of the governance arrangements of the PSB
- Acting as statutory consultees on the well-being assessment and well-being plan
- Monitoring progress on the PSBs implementation of the well-being plan.

**5.9.3** The Public Services Board is currently subject to scrutiny by the designated Scrutiny Committees of Gwynedd and Anglesey local authorities. At the establishment of the PSB it was agreed that a joint scrutiny panel between the two counties would be developed to undertake this work across Gwynedd and Anglesey. Scrutiny Officers across both counties have appraised the options of carrying on with current arrangements or establishing a joint scrutiny panel. They came to the conclusion that a panel wouldn't be established at this stage, but rather concentrate on aligning timetables and scrutiny arrangements across the two counties. The arrangements can be reviewed again in due course.

## **6. Resorces**

**6.1** Management and administrative support for the Board is provided by the Isle of Anglesey County Council and Gwynedd Council.

**6.2** Resources for delivering the work of the sub-groups will be the responsibility of all statutory members equally. The contributions will be agreed and reviewed by the Board as and when necessary.

### **6.3 Risk Management**

**6.3.1** The Board manages risks in relation to projects and the work of the sub-groups, to ensure that they operate in accordance with the well-being plan and the specified timetable.

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<sup>1</sup> Guidance for Local Authority Scrutiny Committees on the scrutiny of Public Services Boards

It is anticipated that the board's risk register will be managed in line with the five ways of working.

#### **6 – Equality Impact Assessment [include impact on the Welsh language]**

6.1 The delivery sub-groups will prepare equality and language impact assessments, where appropriate, in line with their implementation plans. The impact assessments will be live documents which will change and evolve alongside the delivery work.

#### **7 - Financial Implications**

#### **8 - Appendices**

1. The Risk Register of the Public Services Board

#### **9 - Background Papers (please contact the Report author for any further information):**

1. Gwynedd and Anglesey Well-being Plan

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<b>ISLE OF ANGLESEY COUNTY COUNCIL Scrutiny Report Template</b>	
<b>Committee:</b>	Partnership and Regeneration Scrutiny Committee
<b>Date:</b>	11 March 2021
<b>Subject:</b>	Annual Equality Report 2019/20
<b>Purpose of Report:</b>	To present the report for comment before it is submitted for delegated approval for publication.
<b>Scrutiny Chair:</b>	Cllr Gwilym O Jones
<b>Portfolio Holder(s):</b>	Cllr Llinos Medi
<b>Head of Service:</b>	Lynn Ball, Director of Function – Council Business / Monitoring Officer
<b>Report Author:</b>	Carol Wyn Owen, Policy and Strategy Manager
<b>Tel:</b>	01248 752561
<b>Email:</b>	<a href="mailto:CarolWyn@ynysmon.gov.uk">CarolWyn@ynysmon.gov.uk</a>
<b>Local Members:</b>	Not applicable

<b>1 - Recommendation/s</b>
The Committee is invited to provide comments on the Annual Equality Report 2019/20 before it is submitted for delegated approval by the Portfolio Holder for publication.

<b>2 – Link to Council Plan / Other Corporate Priorities</b>
To demonstrate our commitment to mainstreaming equality into the work of the Council - and in line with our 'One Council' approach to service delivery - we have sought to maintain close links between our Strategic Equality Plan for 2020-2024 Plan and the <b>Council Plan 2017-2022</b> . This annual equality report seeks to continue these links by referring to some examples of good practice from the Council's Annual performance Report 2019/20.

<b>3 – Guiding Principles for Scrutiny Members</b>
<b>To assist Members when scrutinising the topic:-</b>
<b>3.1</b> Impact the matter has on individuals and communities [ <b>focus on customer/citizen</b> ]
<b>3.2</b> A look at the efficiency & effectiveness of any proposed change – both financially and in terms of quality [ <b>focus on value</b> ]
<b>3.3</b> A look at any risks [ <b>focus on risk</b> ]

**3.4 Scrutiny taking a performance monitoring or quality assurance role [focus on performance & quality]**

**3.5 Looking at plans and proposals from a perspective of:**

- Long term
- Prevention
- Integration
- Collaboration
- Involvement

**[focus on wellbeing]**

**4 - Key Scrutiny Questions**

1 – What steps have been put in place to ensure that children / vulnerable people do not experience inequality as a result of the Covid-19 pandemic?

2 – How is it intended to ensure that the socio-economic duty becomes an integral part of the Council's work?

3 – To what extent has the Council successfully achieved the equality objectives?

4 – What performance indicators or data are used to measure and monitor equality across the island?

**5 – Background / Context**

The Public Sector Equality Duty (PSED) requires that all public authorities covered under the Equality Act 2010 Statutory Duties (Wales) Regulations 2011 must publish an annual equality report by 31 March in the year following each reporting period. The main role of the Annual Equality Report is to support the authority in meeting its general equality duty to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

The report must include employment data and progress reports against achieving the equality objectives identified in the Council's Strategic Equality Plan. The draft Strategic Plan for 2020-2024 was submitted to this Committee for observations on 4 February 2020 and was approved by the full Council on 10 March 2020.

In accordance with the requirements, the employment data in this year's annual report is based on the period between 1 April 2019 and 31 March 2020. The remainder of the report outlines progress up to December 2020, so as to provide a more up-to-date picture of the situation.

#### **6 – Equality Impact Assessment [including impacts on the Welsh Language]**

The purpose of this annual report is to look back at how the Council has met with its equality duties. This includes an outline of progress against work related to our priority to establish an effective corporate process to ensure the ongoing assessment of impact across services (Objective 8, Priority 8.2).

#### **7 – Financial Implications**

Not relevant.

#### **8 – Appendices:**

Appendix 1 - Draft Annual Equality Report 2019/20

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



# Isle of Anglesey County Council

## DRAFT Annual Equality Report 2019/20

**March 2021**



## How to contact us

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

E-mail: [equality@ynysmon.gov.uk](mailto:equality@ynysmon.gov.uk)  
Telephone: 01248 752520 / 752561

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

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

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# Introduction and Background

## The Equality Act 2010

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

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

The promotion and use of the Welsh language is not included within the Equality Act 2010 as this aspect is covered by the requirements set out in the **Welsh Language (Wales) Measure 2011**. However, it is important to include the Welsh language alongside the above protected characteristics to encourage a holistic approach to the needs of all communities in planning and delivering services.

## The General Equality Duty

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

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

## Specific Duties

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

## **The Socio-Economic Duty**

The Socio-Economic Duty (Part 1, Section 1 of the Equality Act 2010) will come into force in Wales on 31 March 2021. The overall aim of the Duty is to deliver better outcomes for those who experience socio-economic disadvantage. The Duty will support this through ensuring that those taking strategic decisions:

- take account of evidence and potential impact through consultation and engagement
- understand the views and needs of those impacted by the decision, particularly those who suffer socio-economic disadvantage
- welcome challenge and scrutiny
- drive a change in the way that decisions are made and the way that decision makers operate

We set out how we have been preparing for the introduction of this new Duty in Appendix 1 (Objective 8).

## **Strategic Equality Plan**

The Council published its first Strategic Equality Plan (2012–2016) in April 2012. That Plan, and the equality objectives included in it, were reviewed and an updated Plan was published in March 2016 (2016–2020). A third Plan, covering 2020–2024, was published in March 2020. The Plan and other documents can be found on our website.

## **Annual Equality Report**

This is the Annual Equality Report, the main purpose of which is to demonstrate how we are complying with our equality duties.

This report covers the period from 1 April 2019 to 31 March 2020 where it relates to employment data. The remainder of the report includes an outline of developments up to December 2020 so as to provide a more up-to-date picture as well as to complement our new Strategic Equality Plan.

## Council Priorities

### Council Plan 2017-2022

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

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

We have sought to maintain close links between our Strategic Equality Plan and the Council Plan 2017-2022, which informs the decision making process at all levels in the Council.

The Council also publishes:

- **An Annual Delivery Document** which focuses on the work we are doing to realise the targets set in the Council Plan.
- **An Annual Performance Report** which looks at performance over the previous financial year against the improvements and priorities set out in the Annual Delivery Document for the same year.

## Identifying, collecting and using relevant information

### Our Communities

We believe that we are continuing to take positive steps to identify and collect relevant equality information. This information is included within a wide range of corporate and service strategies, plans and committee reports that are published on our website. Paper copies or other alternative formats are also available on request – please use the contact details on page 2 to get in touch with us.

We are committed to continuously developing and improving the information we hold about protected groups on Anglesey and will continue to work with our partners and involve people to achieve this.

## Our Staff

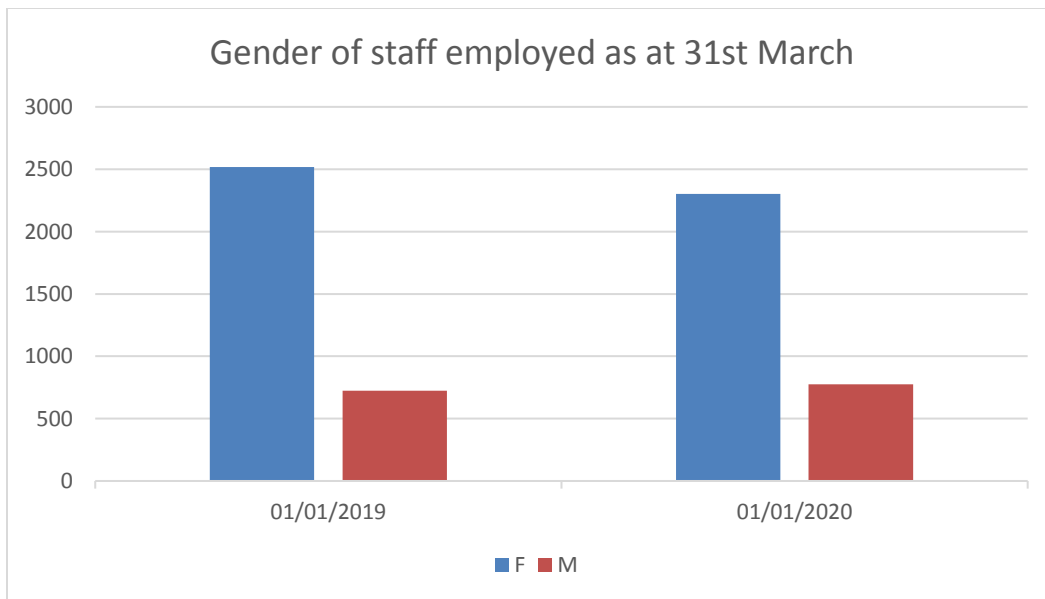
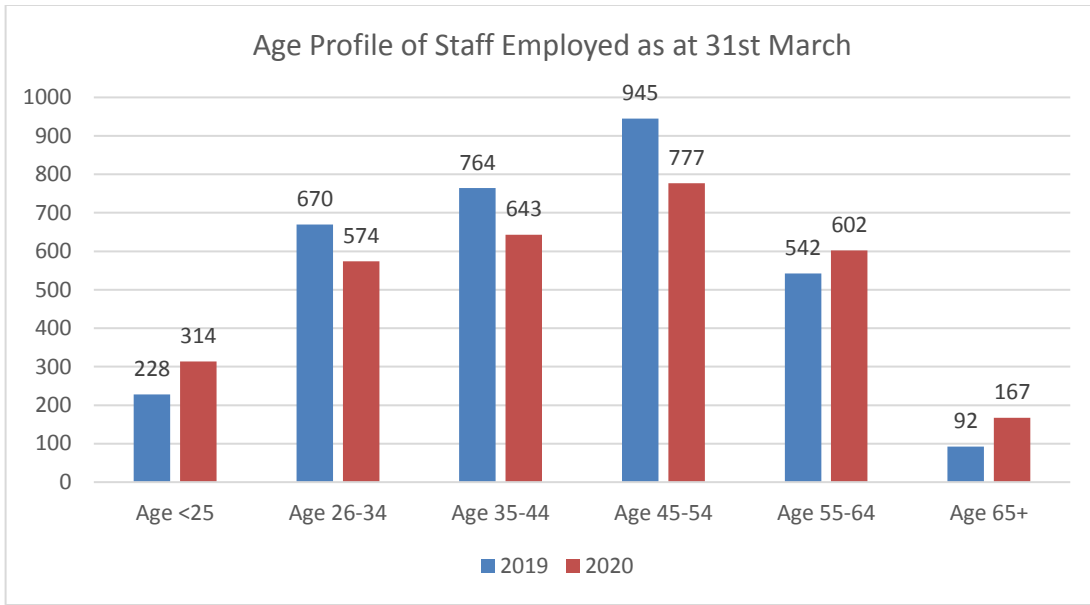
### Employment Information

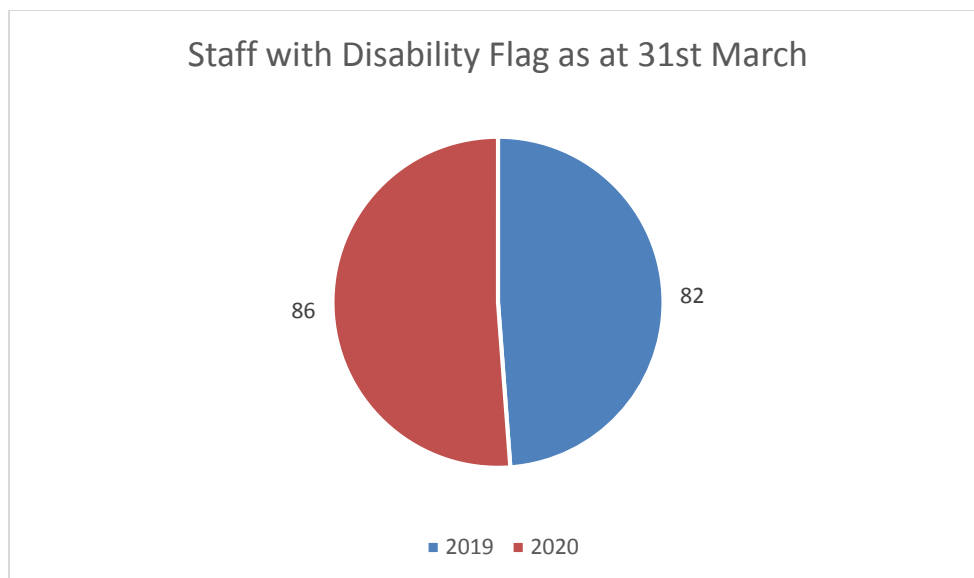
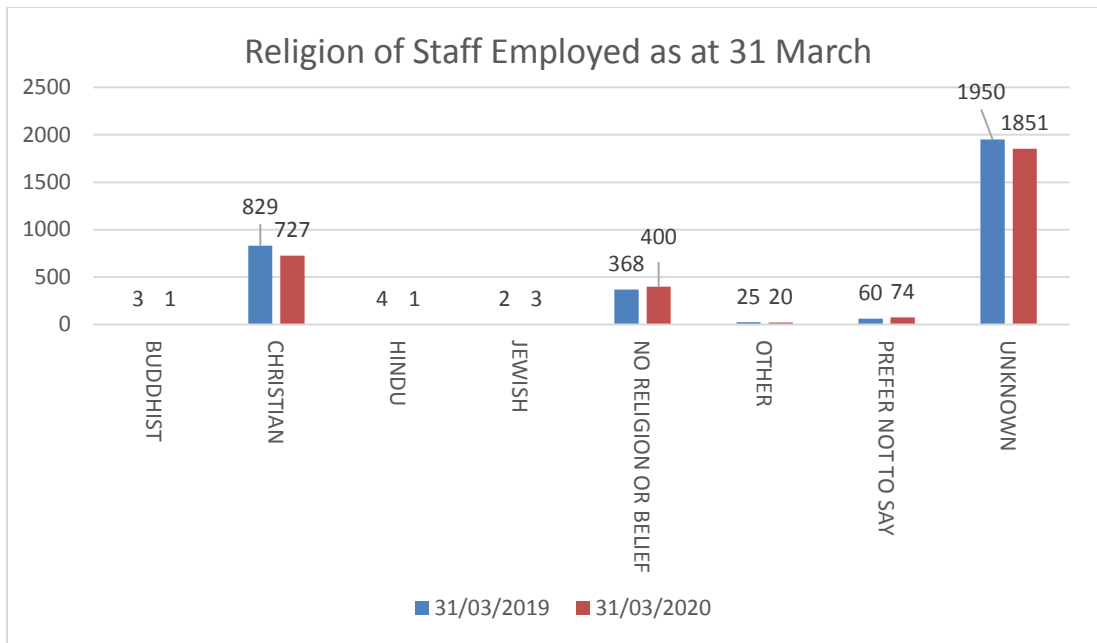
Anglesey County Council see data as a vital tool in the fulfilment of its public sector duties in relation to employment to promote equality of opportunity, to help eliminate discrimination, harassment and victimisation. The Authority is constantly striving to collect accurate information on its staff and then analyse this data on the required protected groups through the electronic Human Resources system.

The data held relates to some 3,077 Council employees (including teaching staff) and consideration has been given to the protected characteristics of gender, age, ethnicity, sexual orientation and disability of current staff, where that information is known and has been shared with the Authority. There is also an analysis of those who have applied for vacant posts within the Authority below the current staff information.

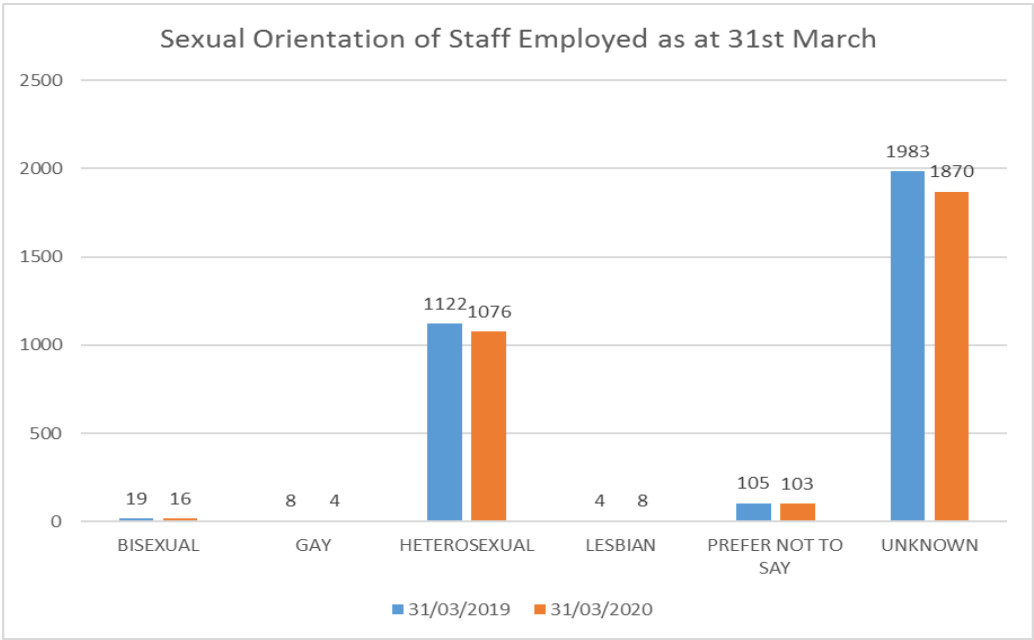
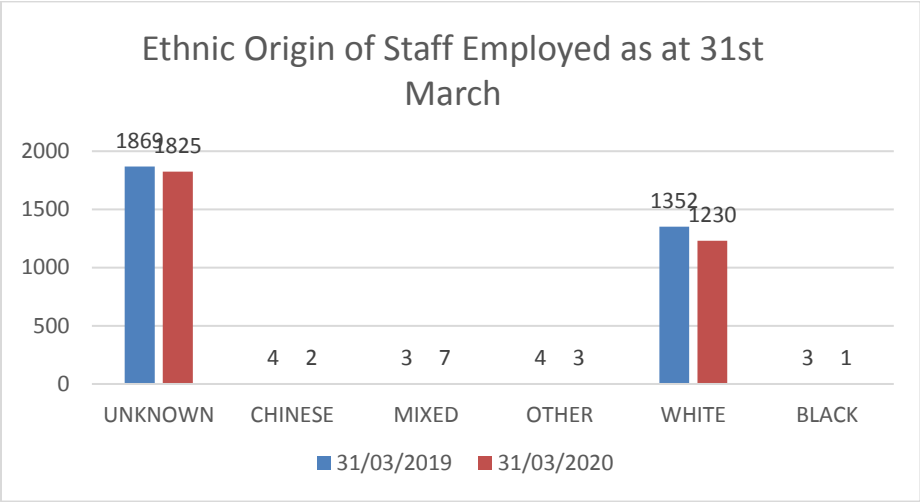
The following information graphs outline the employment information currently available for the Isle of Anglesey County Council:

<b>People employed by the Authority as at 31 March 2020</b>											
Male	Female	Total	Age <25	Age 26-34	Age 35-44	Age 45-54	Age 55-64	Age 65+	*Disa bled	*BME**	*LGB** *
774	2303	3077	314	574	643	777	602	167	86	13	28
*It is not mandatory for employees or applicants to provide this data. Of those who have declared, this is the breakdown. **BME – Black, Minority Ethnic ***LGB – Lesbian, Gay, Bisexual											









Other information currently available includes the following:

<b>People who have successfully changed position within the Authority in 2019/2020</b>											
These figures will include those who have been promoted, changed roles at the same level or taken on second jobs with the Authority											
Male	Female	Total	Age <25	Age 26-34	Age 35-44	Age 45-54	Age 55-64	Age 65+	*Dis-abled	*BME**	*LGB** *
95	318	413	69	91	104	91	50	8	14	2	4
<p>*It is not mandatory for employees or applicants to provide this data. Of those who have declared, this is the breakdown.  **BME – Black, Minority Ethnic  ***LGB – Lesbian, Gay, Bisexual</p>											

<b>Training Data</b>		
Training Completed	Male Completed	Female Completed
4835	1279	3556

**Grievance** - The table below contains information in relation to employees involved in grievance procedures either as a complainant or as a person against whom a complaint was made between 01 April 2019 and 31 March 2020 and is presented for each of the protected characteristics.

<b>Number of grievances</b>	5
<b>Age</b>	16-24 – 0 25-34 – 1 35-44 – 0 45-54 – 1 55-64 – 2 65+ – 1
<b>Disability</b>	None recorded

<b>Gender reassignment</b>	None recorded
<b>Pregnancy and maternity</b>	None recorded
<b>Race</b>	White – 3 Information recorded for 3 / 5
<b>Religion or Belief</b>	Christian – 3 Information recorded for 3 / 5
<b>Sex</b>	Male - 3 Female – 2
<b>Sexual Orientation</b>	Heterosexual – 3 Information recorded for 3 / 5

**Disciplinary** - The table below contains information in relation to employees subject to disciplinary procedures between 01 April 2019 and 31 March 2020 and is presented for each of the protected characteristics.

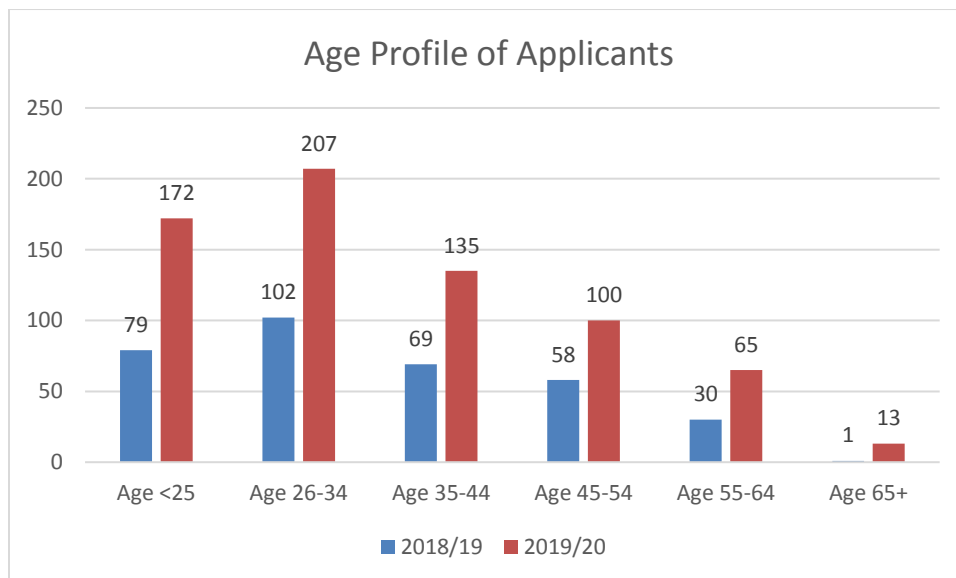
<b>Number of employees subject to disciplinary procedures</b>	21
<b>Age</b>	16-24 – 1 25-34 – 2 35-44 – 7 45-54 – 5 55-64 – 5 65+ – 1
<b>Disability</b>	None recorded
<b>Gender reassignment</b>	None recorded
<b>Pregnancy and maternity</b>	None recorded
<b>Race</b>	White – 7 Information recorded for 7 / 21

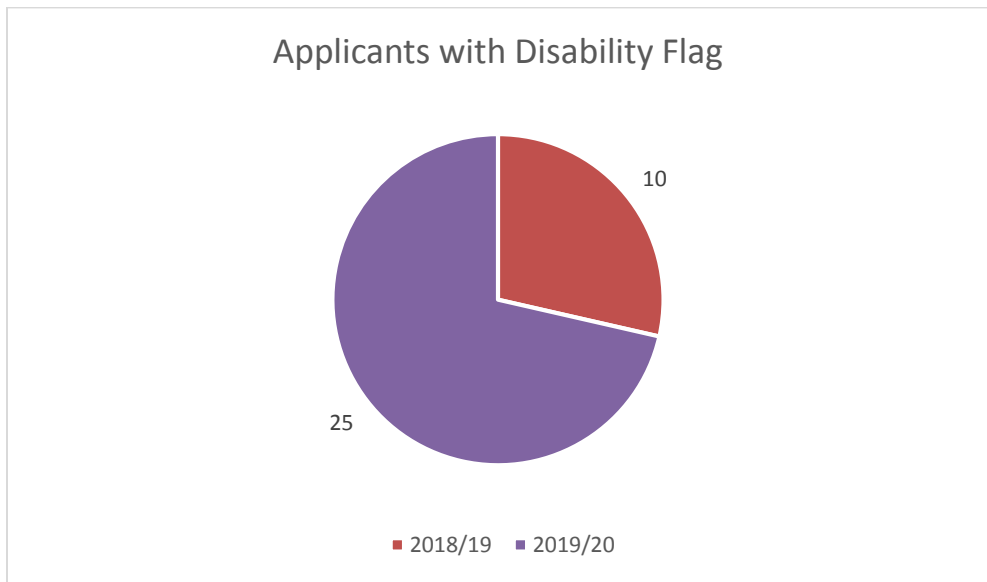
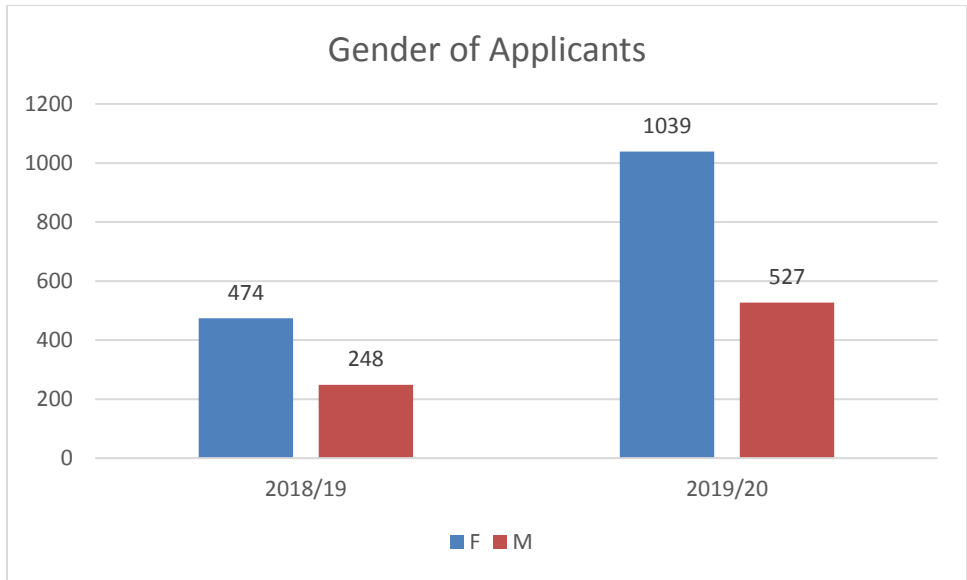
<b>Religion or Belief</b>	Christian – 3 No Religion or Belief – 3 Other – 1  Information recorded for 7 / 21
<b>Sex</b>	Male - 12 Female - 9
<b>Sexual Orientation</b>	Heterosexual – 6 Prefer not to say – 1  Information recorded for 7 / 21

Information in relation to applicants to vacancies advertised within the Authority:

People who have applied for jobs with the Authority over the last year											
Male	Female	Total	Age <25	Age 26-34	Age 35-44	Age 45-54	Age 55-64	Age 65+	*Dis-abled	*BME**	*LGB** *
527	1039	1566	172	207	135	100	65	13	25	22	38

\*It is not mandatory for employees or applicants to provide this data. Of those who have declared, this is the breakdown.  
 \*\*BME – Black, Minority Ethnic  
 \*\*\*LGB – Lesbian, Gay, Bisexual





The Authority has a fully functioning online recruitment system which links a successful applicant's equality monitoring data automatically to their electronic personnel record. The form also includes an option for staff to note 'prefer not to say'. Moving forward, this means that the information of those who choose to provide their equality monitoring information, is reflected in the workforce data.

There remains some gaps in the information of existing staff. The self-service system, My View, allows staff to update their own equality monitoring information, at their own convenience. Further marketing around this is planned. It must be acknowledged that the data is much more accurate than in previous years following an organization-wide paper exercise to encourage staff to share this information in September 2019. There is a commitment to carry on ensuring information held is as current as possible.

## **Training**

In accordance with the People Strategy, the Council is committed to the development of employees and elected members as an integral part of ensuring that staff are skilled, trained and motivated to meet the challenging and diverse needs of the community. Training and development opportunities can involve qualifications and accreditations, classroom based learning, e-learning, blended learning, self-directed learning, shadowing and on-the-job learning.

In order to deliver services effectively, all staff and elected members need to be aware of the general and specific equality duties to ensure that it is considered in the work they undertake. This past year included:

- Classroom-based equality and diversity training for staff and Elected Members
- Classroom-based equality impact assessment training for staff and elected members
- New equality and diversity e-learning module which can be accessed at any time on any device
- Section on equality and diversity delivered in the corporate induction for each new starter

The Authority continues to make positive steps towards promoting and developing equality and diversity within the organisation, and will continue to develop and evolve current methods to ensure progress continues.

## **Assessing for Impact**

The Authority recognises the statutory requirement for undertaking equality impact assessments and training is available for any staff members who feel they require further guidance when using the Authority's Equality Impact Assessment templates. The aim is for this process to become mainstreamed into day to day work of policy-making, employment practice, service delivery and other functions carried out within the organisation. This appears to be moving positively with more and more areas recognising the need for the equality impact assessments and evidence demonstrating that the guidance and templates available are being utilised.

At the time of writing this report, the corporate template and guidance for conducting equality impact assessments were being reviewed to incorporate the requirements of the Socio-Economic Duty which comes into force on 31 March 2021. Further details can be found in Appendix 1 (objectives 7 and 8).

## Promoting Equality

Dealing with the Covid-19 crisis has been a significant challenge for the Council over the past months. Our Annual Performance Report 2019/20 (published in October 2020) lists a number of activities carried out by the Council and its partners to promote equality and protect our most vulnerable communities, for example:

- Protecting and supporting vulnerable individuals and children of key workers in our School Care Hubs
- The administration of national grants e.g. business support; direct payments for free school meals

At the time of writing the Annual Performance Report:

- The 'Neges' scheme, which was set up under the leadership of Menter Môn to ensure nutritious meals for vulnerable people in our society, had delivered over 3000 meals to individuals, couples and families since the start of the pandemic
- Food banks had distributed over 400 packages, with the response for donations from the communities being exceptional
- 3393 people received a Shielding letter from the Welsh Government and, after the Council contacted those individuals around 150 food parcels were regularly delivered to those that required the packages
- A total of 1551 Free School Meal payments had been made to eligible families on the Island - this is an increase on the uptake of 1140 Free School Meal claimants identified in PLASC (Pupil Level Annual School Census)

Many more examples can be found in the 'Newsroom' section of our website, including:

New iPads provided to keep people in touch with friends and family:

<https://www.anglesey.gov.uk/en/newsroom/news/new-ipads-provided-to-keep-people-in-touch-with-friends-and-family>

Take care of your mind as well as body:

<https://www.anglesey.gov.uk/en/newsroom/news/take-care-of-your-mind-as-well-as-body>

Gorwel reassures victims of domestic abuse that support is there during Covid-19: <https://www.anglesey.gov.uk/en/newsroom/news/gorwel-reassures-victims-of-domestic-abuse>

Together we can keep people safe:

<https://www.anglesey.gov.uk/en/newsroom/news/together-we-can-keep-people-safe>

## **Collaboration**

The North Wales Public Sector Equality Network (NWPSSEN) is a group of equality officers from all six North Wales Local Authorities, Betsi Cadwaladr University Health Board, North Wales Fire and Rescue Service, Welsh Ambulance Service NHS Trust, National Parks Authority, North Wales Police and the Office of the Police and Crime Commissioner. The group has been working together since 2010 when the Equality Act came into force. During 2011/12, NWPSSEN developed a set of shared objectives which every partner agreed to. These objectives were reviewed to coincide with the preparation of Strategic Equality Plans for 2016-20 and 2020-2024.

NWPSSEN members will continue to work together to share good practice and make the most of the resources available.

## **Our 2020-2024 Equality Objectives**

### **What we have done so far**

We concluded in our 2020-2024 Plan that many of the barriers facing people with protected characteristics are long-standing and that it would take some time to fully address them. Because of this, our new objectives cover broadly the same themes as those in our previous plans. Priorities and actions were identified under each objective details of progress over the first nine months of our new Plan can be found in Appendix 1.



The Plan also includes some indicators of what we should expect to see if these actions have been completed successfully by the end of the term of the current Plan (see below). Based on the information in Appendix 1, despite some delays in some areas due to additional challenges of the Covid-19 pandemic, we believe that we are on the right track towards achieving these indicators of success by the end of the term of the Plan:

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

- Steps have been taken to address the gaps in educational attainment between different protected groups, including gaps that arise from socio-economic disadvantage (Priority 1.1).
- The Council has assurance that schools can demonstrate they are taking action to challenge bullying and hate crime, address unacceptable behaviour and improve well-being (Priority 1.2).

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

- Employees are provided, where possible, with an adjustment to working patterns to help them combine work with other responsibilities whilst providing the Council with flexibility to provide a better integrated and more responsive service (Priority 2.1).
- The Council routinely collects and uses employee monitoring data around all protected groups to identify and reduce pay gaps and other inequalities (Priority 2.2).

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

- The number of accessible bus stops, suitable dropped kerbs and tactile crossing facilities on the island increases (Actions 3.1 and 3.2).
- Complaints received regarding vehicles parked on pavements or near crossing points are addressed and resolved, wherever possible (Action 3.1.3).
- More homes of high quality which meet the needs of our residents (Priority 3.2).

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

- More opportunities are available and people from all sectors of the community, particularly those from under-represented groups, choose healthy lifestyles by becoming more active (Priority 4.1).
- The number of people with learning impairments who take up the offer of annual health checks is increased (Action 4.2.1).
- All individuals who contact the Council are proactively offered services through the medium of Welsh (Action 4.2.2).

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

- More people are aware of the fact that support is available for victims as well as how to report a hate crime (Priority 5.1).
- All staff and members are clear of the expectations placed upon them in terms of responding appropriately to concerns reported; effective procedures for recording and responding to incidents and any allegations or suspicions of harm or abuse (Priority 5.2).
- More people are aware of the most common methods of fraud and how to deal with them (Priority 5.3).

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

- An increase in diversity amongst individuals standing in the local government elections in 2022 and individuals who apply to become co-opted members as part of future recruitment processes (Priority 6.1).
- Consultation and engagement routinely carried out to a consistently high standard across the Council (Priority 6.2).
- An increase in the number of representations received from hard to reach groups in response to engagement and consultation (Priority 6.2).

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

- Inequalities linked to socio-economic disadvantage are identified and given due regard within Council plans, policies and procedures (objective 7).

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

- A high level of awareness and improved understanding of equality and diversity duties across the Council (Priority 8.1).
- Equality impact assessments routinely carried out to a consistently high standard and have become an integral part of everyday business (Priority 8.2).

**What we intend to do next**

We will continue to report annually on the progress we make and will take every opportunity to progress equality through our work at all levels within the Council to help us build a fairer society for all our citizens. This will be particularly important over the coming months as we continue to respond to the Covid-19 pandemic by protecting the vulnerable in our communities and support those in need. We remain committed, within the capabilities and influence of the County Council, to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
- advance equality of opportunity between persons who share a relevant protected characteristic and those who do not
- foster good relations between people who share a relevant protected characteristic and people who do not

**March 2021**

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

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

1.1.1: Maintain the performance of pupils with additional learning requirements at GCSE level so that no significant gap in educational attainment is seen:

During the lockdown period, between March and September 2020, urgent attention was given to ensuring that all pupils with additional learning needs (ALN) had access to laptops or other suitable electronic equipment to enable a good standard of combined learning. Schools and support teachers engaged regularly with pupils to ensure that they were making satisfactory progress with their tasks. Strategaeth Môn a Gwynedd has a dedicated support website which is available to schools, pupils and their parents - data shows that use of the website has increased significantly over the past months.

During the reporting period, a decision was taken to undertake organizational assessments and this replaced the need for the usual external examinations. This meant that comparing this year's performance and results would be difficult. In addition, as pupils' results in GCSE and A Level have not yet been published, it has not been possible to compare data between authorities in the same way as in the past.

However, the tables below outline the performance assessment results of pupils with additional learning requirements compared with the results of pupils with no additional requirements. Three different levels of support is offered to pupils with additional requirements, to reflect the level required:

	A*	A	B	C	D	E	F	G	U	Total
No additional support	501	771	1394	1244	471	197	48	17	5	<b>4793</b>
School Action	22	27	93	170	136	114	65	42	6	<b>713</b>
School Action Plus	17	23	59	112	70	70	28	10	2	<b>418</b>
Statemented		1	7	11	1	2		4	1	<b>29</b>
<b>Total</b>	<b>571</b>	<b>874</b>	<b>1634</b>	<b>1610</b>	<b>713</b>	<b>409</b>	<b>152</b>	<b>82</b>	<b>16</b>	<b>6285</b>

## Appendix 1 - SEP 2020-2024 Priorities Progress as at December 2020

During 2019/20, a total of 6,265 qualifications were determined, with 95.5% of pupils without ALN achieving grades A\*-E.

The attainment rates of statemented pupils is approximately 20% lower than pupils without additional requirements. Pupils in receipt of School Action performed 3.3% higher than pupils on statements but performance is still lower [16.7%] compared with pupils without additional requirements.

The gap between pupils receiving school action plus and pupils without additional requirements is lower [11.5%]. It appears therefore that the support provided to this cohort of pupils is having a positive effect on their academic attainment.

	A* - A	A* - C	A* - E
No Additional Support	26.5	81.58	95.5
School Action	6.87	43.76	78.8
School Action Plus	9.57	50.48	84
Statemented	3.45	65.52	75.9

A small percentage of pupils on statements are achieving the highest grades A\*-A [3.45] and on average approximately half of all pupils with additional needs are achieving grades A-C. The gap is therefore approximately 30%.

1.1.2: Lessen the educational attainment gap between boys and girls achieving the Capped 9 points score at school leaving age, where it is more than 10% and to continue to address this issue across all schools:

An analysis of unofficial school data, it appears that 2019-20 GCSE assessment results place girls higher than boys.

	A*	A	B	C	D	E	F	G	U	Total
Girls	98	189	241	231	137	81	32	15	4	1028
% grade	10	18	23	22	13	8	3	1	0	
Cumulative	10	28	52	74	88	96	99	100	100	
Boys	63	118	214	250	179	110	52	29	12	1027
% grade	6	11	21	24	17	11	5	3	1	
Cumulative	6	17	38	63	80	91	96	99	100	

## Appendix 1 - SEP 2020-2024 Priorities Progress as at December 2020

Boys and Girls' Performance GCSE 2020:

- 98 of girls attained at least 1 A\* compared with 63 of boys
- 74% of girls attained grade A\*-C compared with 63% of boys
- 28% of girls attained A\*-A compared with 17% of boys

Bearing in mind that external examinations will not take place again this year, careful consideration needs to be given to the procedures and processes of organisational assessments. Overall, research shows that boys tend to do better in end of year examinations compared to continuous assessments. The introduction of a variety of grade assessment methods, including tests as well as continuous assessments, would help ensure equal treatment for boys and girls.

1.1.3: Implement plans to lessen the difference in performance of pupils who receive free school meals (FSM) and those who do not, through the effective use of Pupil Development Grant finance at individual school level:

Schools carefully plan the use of the Pupil Development Grant to ensure that pupils entitled to free school meals are not adversely affected as a result of poverty. All schools have succeeded to create expenditure plans to demonstrate the additional support provided to this cohort of pupils to reduce the effect of poverty on attainment. The expenditure plans, resources and provision are discussed regularly with the GwE Support Consultant, who then cascades the information back to the Authority at regular Board meetings.

	A*	A	B	C	D	E	F	G	U	Total
Non FSM	554	822	1488	1403	582	310	104	41	10	<b>5314</b>
FSM	17	52	146	207	131	99	48	41	6	<b>747</b>
<b>Total</b>	<b>571</b>	<b>874</b>	<b>1634</b>	<b>1610</b>	<b>713</b>	<b>409</b>	<b>152</b>	<b>82</b>	<b>16</b>	<b>6061</b>

	A*-A	A*-C	A*-E
Non FSM	25.9	80.3	97.1
FSM	9.24	56.5	87.3

However, it is clear from the above data that the performance of the FSM group continues to perform worse than their peers. In fact the difference between FSM pupils, is 10% lower compared to non-FSM pupils at grades A\* -E. Fewer than half of FSM pupils achieve the highest grades A\* -A compared to pupils who are not entitled to free school meals. This data does not show how many FSM pupils are also on the ALN register.

## Appendix 1 - SEP 2020-2024 Priorities Progress as at December 2020

Over the pandemic period, the number of pupils entitled to free school meals has increased. In March 2020, 1,545 Anglesey pupils were entitled to free school meals, but by the end of December 2020 the figure has increased to 1846 and continues to rise [1860 by mid-January 2021].

With more FSM pupils on the registers of Anglesey schools, collaboration across departments by the Authority has been effective in ensuring that this group of children continues to have a nutritious lunch over lockdown and self- isolation periods and school holidays. By working closely with the benefits department and schools, every FSM eligible family receives an electronic cash payment directly into a bank account. This ensures that there is no stigma or obvious discrimination imposed on the families and they can buy food at any supermarket of their choice.

In addition, this group of children is identified as one of the vulnerable groups and therefore the children have access to a school over the lockdown periods to receive further support in their education.

As with pupils with Additional Needs, schools and the Authority have prioritised access to digital equipment by lending laptops for home use.

### **Priority 1.2: We will reduce identity based bullying in education**

#### **1.2.1: Assist schools to implement the recommendations of the Welsh Government's guidance *Rights, Respect, Equality*:**

Following a consultation period with the Welsh Government and other stakeholders such as the Unions, the Authority has updated its Bullying Prevention Policy to be consistent with the latest guidelines. It contains useful links to a variety of valuable resources to support schools.

It is a statutory requirement that schools report on bullying incidents to their Governing Bodies and to the Authority. The Safeguarding Schools Annual Report to the Governing Body summarises the annual number of bullying incidents in a school and clearly shows the types of bullying that has taken place, eg cyber, racial, physical etc. The Authority receives a copy of the annual report from all schools and monitors the incidents by looking for trends. Over the past year, the Authority has encouraged all schools to commit to the Safer Schools Scheme which is free of charge to all Anglesey schools and offers support to all stakeholders within schools to stay safe digitally.

**1.2.2: Distribute information to schools during the annual All-Wales Hate Crime Awareness Week (October):**

Distributing information to schools during the annual All-Wales Hate Crime Awareness Week is an excellent opportunity to bring this important issue to the attention of schools. Sharing resources such as Show Racism the Red Card, Schoolbeat.cymru and resources from the NSPCC allows schools to give prominent attention to the area. However, we draw the attention of schools to the fact that raising awareness should not be restricted to the annual awareness week and then forgotten for the remainder of the year. We encourage schools to ensure that these important themes are given continuous cross-curricular attention within schools.

Three primary schools have committed to a pilot training scheme - Hate Crime in Schools Project - by Sapere/P4C . Elements of the training for teachers include developing children's critical thinking skills. The methods offered provides a good opportunity for the schools to develop the principles within their new curriculum. The three primary schools in the pilot will present the project to the remaining schools with Good Practice presentations over the coming months.

In addition, safeguarding champions have received training on hate crime and all schools have received information slides to help them understand how to introduce these themes systematically as part of their school curriculum.



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

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

2.1.1: Continually look to develop further strategies to assist staff to work flexibly and other family friendly policies:

The pandemic has required services to adapt to unprecedented circumstances and demands. This has meant employees have been working in a more flexible manner than perhaps ever before. In addition to the formal Flexible Working process, to support work-life balance, managers have been encouraged to consider informal requests on a temporary basis. It is appreciated that different demands have been placed on staff during the pandemic, including caring and home schooling, which require this flexibility whilst working from home. This may be considered as one of the positive cultural impacts of the pandemic.

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

2.2.1: Continue to encourage more staff to provide personal information to enable the Authority to obtain a fuller picture of the number of Council employees by protected characteristic:

The web recruitment system allows data from successful applicants to be transferred to their personal files when they start with the Authority. Employees may share their personal information when they start with the Authority, during their induction. There is also an opportunity to remind staff of the purpose of this data during the annual appraisal. The Authority has a self-service system, My View, which means staff can update their own information in a confidential manner at their own convenience.

This year's data shows there is an increase in staff who have provided their information. This allows the Authority to have a more accurate picture of the workforce which aids key processes such as workforce planning.

**Appendix 1 - SEP 2020-2024 Priorities  
Progress as at December 2020**

2.2.2: Analyse the workforce data year-on-year and produce annual reports of the information analysed - gender pay gap reports and employment information must be published annually by 31 March (reporting on data as at 31 March in the preceding year):

The annual workforce data has been collated and analysed, reporting data as at 31 March, 2020 – see Appendix 2.

In comparison to last year, the lowest age range (under 25), and the two highest ranges (55-64 and 65+) have seen an increase. It is positive that the Authority is attracting young people and retaining the older workforce. Each Service has a workforce plan to analyse the workforce information and to address such matters as succession planning to ensure knowledge transfer and that suitably trained staff are available when those staff wish to retire.

The gender profile again confirms the Authority employees significantly more females than males, which is trend consistent across many Local Authorities. The data regarding protected characteristics appears stable. This suggests further work is required to promote the self-service system to ensure all staff are aware of why this data is collated and the way in which it is confidentially retained and managed.

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

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

3.1.1: Continue, where possible, to improve bus stops on the island to make them accessible

On-going work in improving bus stop facilities across the Island following Welsh Government funding in 2019/20 and 2020/21

3.1.2: Continue to provide suitable dropped kerbs and tactile crossing facilities as part of footway improvement schemes:

Work has continued in the provision of dropped kerbs with a further 26 sets installed since the last review. Also dropped kerbs are now provided as standard when a length of pavement is renewed or replaced adjacent to a junction as part of any routine highway maintenance work.

3.1.3: Respond as appropriate to complaints received by members of the public by using our powers under traffic management legislation to keep pavements and crossing points clear of obstructions caused by parked cars:

Where pavement parking occurs next to valid yellow line restriction then the Authority has taken action in issuing parking penalties to deter and prevent a continuation of the problem. Also, the Authority works closely with the Police in dealing with pavement parking issues. In accordance with the Welsh Government's intention to introduce legislation to ban parking on the pavement, the Authority will be implementing measures to enable it to enforce this restriction.

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

3.2.1: Continue to assess existing Council and registered social landlord owned properties to ensure their accessibility for disabled people:

Housing Services have employed a new Accommodation Occupational Therapist to improve approaches and systems on adapted social housing properties on Anglesey. The Housing Services OT is responsible for the areas outlined below, together with examples of how this role works:

Area	Examples / Areas covered
Homelessness service (statutory)	<p>An individual who can no longer reside at their existing dwelling due to health and wellbeing needs resulting in their home being unreasonable to occupy and resulting in homelessness support and intervention. The OT would work with the Homeless Team to ensure a suitable social housing property is identified in order to meet the individuals' needs.</p> <p>An individual who cannot leave hospital (delayed discharge) as their accommodation is unsuitable for their changed to health and wellbeing needs.</p> <p>Homeless prison leavers with health and wellbeing needs.</p> <p>Homeless people living in emergency accommodation requiring an adapted property to meet their long term health needs</p>
Planned Maintenance Works (PMC)	<p>Working with PMC schemes to transform properties for specific tenant needs in the event of health &amp; wellbeing needs requiring specialised adaptations.</p> <p>Collaboratively with the Technical Services team, transforming communal lounges that are closed to become adapted and meet specific needs of tenants / incoming tenants.</p>
Voids - Deliver on accessible homes	<p>To assess the suitability of prospective properties for tenants / incoming tenants with adaptation needs and providing professional advice and guidance to Housing Technical Services on the specific requirements for the individual/s</p>

**Appendix 1 - SEP 2020-2024 Priorities  
Progress as at December 2020**

<b>Area</b>	<b>Examples / Areas covered</b>
General adaptations	<p>To provide support and input for general adaptation needs in regard to social housing for individuals who are being considered for long term accommodation.</p> <p>To advise on adaptations in communal areas (such as door entry systems and fobs).</p> <p>To advise on adaptations in relation to specific policies (for example, mobility scooters).</p> <p>To work collaboratively with Adults/Children’s Health Care professionals in respect of social housing applicants with complex needs.</p>
Housing Register decisions	<p>Previously known as Housing Link or APAP</p> <p>To undertake Housing Register decisions on the banding required for customers with health and wellbeing needs, in line with the IOACC Common Housing Allocations Policy (CHAP)</p>
Buy back properties (previous Right to Buy properties) – Deliver on accessible homes	<p>Working with the Council Housing Development Team to purchase properties that could be viewed as suitable or require adaptations in order to meet the need of a housing register applicant</p> <p>To act as the specialist in situations whereby specialist adaptations / health &amp; wellbeing needs are the main drivers (such as home dialysis) to ensure the wellbeing and independence of the tenant on a long term basis.</p>
New social housing - Deliver on accessible homes	<p>Working with the Council Housing Development Team or RSL regarding the development and creation of suitable properties for housing register applicants with health and wellbeing needs.</p>
Working with partner RSL’s regarding client accommodation needs	<p>Working collaboratively with RSL partners in order to provide specialist advice and guidance regarding specific client needs.</p>

**Appendix 1 - SEP 2020-2024 Priorities  
Progress as at December 2020**

<b>Area</b>	<b>Examples / Areas covered</b>
Provision of equipment as part of the SSWB 2014 assessment process to maintain independence and choice ( <i>within the Housing OT's caseload</i> )	Housing OT will be able to access equipment via the Community equipment store as per standard Adult Services protocols.

3.2.2: Continue to invest in minor and major adaptations for council properties - social housing - through the Housing Revenue Account (HRA), in accordance with the HRA Business Plan and annual HRA budget:

Housing Services continue to invest in both minor and major adaptations for Council properties. In addition to this, discussions are taking place with Registered Social Landlord (RSL) partners in order to establish their existing processes and how our OT can provide value and benefit to their existing adapted properties stock or to meet any future demand.

Housing Services work closely with both Children's and Adults Services to forward plan potential need and demand for adaptations, ensuring we intervene as early as possible for the benefit and wellbeing of our residents with Health and Wellbeing needs.

3.2.3: Continue to monitor quarterly performance levels on turnaround days for Disabled Facilities Grant applications for continuous improvement:

<b>Indicator</b>	<b>Q2 2020-21 Results</b>	<b>Q3 2020-21 Results</b>	<b>2020-21 Target</b>	<b>Performance</b>
Percentage of households (with children) successfully prevented from becoming homeless	No current applications in place	No current applications in place	70%	No current applications in place
Average no. of calendar days taken to deliver a Disabled Facilities Grant	<b>148.8</b>	<b>162</b>	<b>170</b>	↓

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

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

4.1.1: Progress actions to achieve the Insport Gold Award by April 2021: Some achievements so far include:

- Over 70 Leisure staff completed the DSW on-line Autism course.
- All swimming teachers completed Aquatics Disability Inclusion Training.
- Inclusive sailing club based at Conwy Centre (S.E.A.S.) gained a grant to adapt boats for disability use. The Club was put forward for a Disability Sport Wales Award and gained coverage on the BBC 'Countryfile' programme.
- Summer care centres in the community became a priority due to Covid. Leisure staff worked in partnership with Social Services and Youth Services to run 6 centres for vulnerable children, including some with conditions such as autism, dyslexia and learning difficulties.
- Consultation exercise completed: survey questions distributed to following groups:
  - Disabled clients on the Ynys Mon Exercise Referral Scheme;
  - Pupils and staff of Canolfan Addysg y Bont;
  - Members of Mon Independents Disability Club;
  - All insport clubs registered on the Ynys Mon database;
  - Shared on Mon Actif social media and hard copies at leisure centres.

From the survey, aims for Gold Award have been set as follows:

- Improve services for disabled people on Anglesey.
- Give disabled people (and the services that support them) an opportunity to 'have their say'.
- Identify any gaps in disability provision on the island.
- Expand provision of inclusive sport on Anglesey by working with identified national governing bodies to achieve this.

The main actions for 2021 will therefore be to:

- Set up disability sports forum.
- Map current opportunities against location and impairment groups.
- Work with 6 national governing bodies to expand provision on the Island.

4.1.2 Continue to offer the Anglesey Referral Scheme, working towards the following national NERS targets:

- Percentage of NERS clients who complete the exercise programme (50% and above)
- Percentage of NERS clients whose health had improved on completion of the exercise programme (80% and above)

Unfortunately, the NERS scheme was suspended in March before the initial lockdown and has not yet restarted. During this time, NERS staff have been providing home exercise programmes and virtual classes to those that were on the scheme when it was halted. All clients that were 'active' on the scheme when it was stopped were contacted on their 16 week review date and completed/discharged from the database. No new referrals have been accepted since the scheme stopped but we hope to offer virtual consultations in the near future.

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

4.2.1: Work in partnership with primary care providers in Anglesey as part of a pilot scheme to raise awareness of the annual health check service for people with learning impairments:

The Health Lead from the regional transformation programme - North Wales Together – Seamless services for people with learning disabilities, worked prior to the Covid-19 pandemic with GPs in Ynys Mon to identify the barriers to the carrying out of health checks. The visits to, and review of, all the GP practices on Ynys Mon was almost complete when Covid19 stopped any further information gathering. Key themes that emerged included:



## Appendix 1 - SEP 2020-2024 Priorities Progress as at December 2020

- the need to have an accurate and up to date citizen register
- the need for regular contact between the Practice and the Health Liaison Team
- easy access to accessible information about Annual Health Checks, and
- training for practice staff.

It is anticipated that this programme of work will be re-visited during 2021/22.

Additional work has been undertaken in collaboration with Public Health Wales to support and prepare young people for having their first annual health check. Training sessions via webinars and online media have been developed.

The North Wales Together transformation programme has also developed a valuable on-line resource for people with learning disabilities, their families and carers to access a range of health related information at:  
[www.getcheckedoutnorthwales.org](http://www.getcheckedoutnorthwales.org)

The information is available in easy-read and accessible formats and is a useful tool in raising awareness and understanding of how to promote good health for people with learning disabilities.

### 4.2.2: Continue to promote the proactive offer of services through the medium of Welsh:

- During 2020, presentations regarding implementation of the Welsh Language Standards, and communication and customer care (including the requirement to make the proactive offer of a service through the medium of Welsh to all customers) have been delivered at staff conferences.
- Raising awareness of More than Just Words and the Welsh Language Standards continues to be a required element of all departmental staff inductions.
- All staff on the email system have been sent a written reminder of the importance of answering telephones bilingually.
- Ways of monitoring the recording of the pro-active offer and language choice of service users by deriving statistics from the electronic case records system are being developed, in order for performance in relation to the recording of this to be monitored.
- Services continue to monitor and ensure that there are sufficient Welsh-speaking staff across all areas of the Services in order to be able to provide Welsh-medium services across all areas.
- Services continue to encourage staff who are learning Welsh to participate in relevant training in order to develop their language skills.

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

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

5.1.1: Continue to work with partners across North Wales to highlight the issues of hate crime and promote reporting to North Wales Police or Victim Support during the annual All-Wales Hate Crime Awareness Week (in October):

The Council continues to work with partners across North Wales, during the annual All-Wales Hate Crime Awareness Week and all year round, to raise awareness of hate crime and promote reporting to North Wales Police or Victim Support.

See also action 1.2.2, for an outline of what is happening in the island's schools to raise awareness and tackle hate crime.

5.1.2: The multi-agency Hate Crime Working Group to develop and implement a hate crime action plan in order to improve reporting and support individuals who are victims of hate crime (in accordance with the timescales set out in the hate crime action plan):

The hate crime-working group is still operational and a short film is being produced to raise awareness and profile on the types of hate crime within our society. Housing Services actively provide support and intervention to tenants who report hate crime. Our Neighbourhood Teams actively encourage the reporting of hate crime and will support anyone who wishes to be supported.

The plans for an Equality Day on Anglesey in April 2020 were put on hold due to the pandemic. However, we wish to re-visit these arrangements once Covid-19 restrictions are lifted and it is completely safe to do so, but this is unlikely to take place during 2021.

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

5.2.1: Use the Policy Portal to ensure that all current and new staff (who have current email accounts) have read, understood and accepted the Corporate Safeguarding Policy:

The Corporate Safeguarding Policy is one of nine key policies in the Council's electronic policy management system (Policy Portal) that must be accepted by staff with Council email accounts. The policy has been available for acceptance since December 2018 and is automatically assigned within 24 hours to any new staff added to the electronic service groups. Compliance is monitored by the Corporate Safeguarding Board. Staff are required to accept key corporate policies every two years and the Corporate Safeguarding Policy is due to be re-introduced for acceptance from September 2021.

It is important to note that staff who do not have access to a computer as part of their work are currently unable to participate. It had been intended to trial an alternative paper-based solution this year but, as a result of Covid-19, this was no longer considered appropriate as a high number of staff would be required to share paperwork. This aspect of corporate policy acceptance will therefore remain on hold until a more workable solution can be found.

5.2.2: Ensure that staff and members receive information and training regarding relevant aspects of the Corporate Safeguarding Policy, as directed by the Corporate Safeguarding Board:

The rolling programme for safeguarding training continues to provide staff with the essential information required for their role. Staff are invited to attend the relevant training for their role every three years, namely General or Basic Safeguarding. There is also a more specialist and tailored programme for Social Services staff which includes sessions on a regional footprint.

We will be reviewing the Safeguarding Training Framework to ensure that we are in line with and are making the best use of the regional and national resources that will be made available to support the implementation of the Wales Safeguarding Procedures 2019.

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

5.3: Continue to work with partners to raise awareness and provide education to local communities on how to deal with cold callers, doorstep crime, face to face fraud and general consumer disputes:

As a result of having to re-prioritise work in order to deal with the Covid-19 pandemic, progress has unfortunately been limited this year.

However, over 150 'No Cold Calling' stickers were sent out to vulnerable individuals, following messages sent out on social media. In addition, please see the press release below:

Trading Standards warn against PPE cold callers and scams:

<https://www.anglesey.gov.uk/en/newsroom/news/trading-standards-warn-against-ppe-cold-callers-and-scams>

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

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

#### **6.1.1: Take all necessary steps locally to support the national campaign to widen participation in the 2022 local elections:**

Local work to support the national campaign led by the Welsh Local Government Association is scheduled to start in early 2021.

In terms of increasing the numbers voting in elections, the Senedd and Elections (Wales) Act 2020 has extended the franchise for Senedd elections to allow 16 and 17 year olds and qualifying foreign citizens to vote in Senedd elections from 2021. The Welsh Government and the Electoral Commission will be delivering a national, multi-channel communications campaign to support its programme of electoral reform. Encouraging people to vote, with a particular focus on 16 and 17 year olds and foreign citizens, will be a key part of the campaign.

In response to this, the Council has appointed an Engagement Officer – Promoting Democracy on a temporary basis (until 30 November 2021) to:

- develop and implement a comprehensive engagement programme to encourage people to register, participate and vote, with a particular emphasis on 16 and 17 year olds and hard to reach groups.
- utilise existing networks and social media effectively and produce easy to understand and jargon free promotional material aimed at targeted audiences.

#### **6.1.2: Make use of positive action as part of the process of recruiting co-opted members:**

Four of the Council's committees include co-opted members, who are recruited for fixed terms to represent a specific area of interest or issue of consideration. Four co-opted independent members were appointed to the Standards Committee in December 2019, three of whom are women. As at December 2020, no further co-opted member appointments were made.

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

6.2.1: Work in partnership with the third sector to raise awareness of relevant engagement and consultation opportunities amongst representatives of all protected characteristics: see below

6.2.2: The Joint Engagement and Consultation Board to adopt an Engagement and Consultation Checklist and ensure that they are used effectively by services:

Due to the impact of the COVID-19 pandemic, the joint engagement and consultation board did not sit during 2020 but the checklist has been distributed amongst Council services and used accordingly dependent on topic.

Engagement and consultation activity has obviously been restricted to electronic means and there is a local and national discussion taking place about how the continuing effects of the pandemic may impact future delivery of such work.

6.2.3: Continue to work on engagement with our regional partners (as members of NWPSSEN) by making the most of resources available to us:

NWPSSEN has been working together since 2010 when the Equality Act came into force and a number of regional engagement activities have taken place to inform our SEPs since then. The most recent engagement event hosted by NWPSSEN took place in May 2018, which was followed by a NWPSSEN officer workshop on 7 June 2019 to revise and develop new regional equality objectives.

NWPSSEN members have continued to meet regularly online during 2020 to share information and good practice.

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

7.1: Develop our knowledge and understanding of the socio-economic duty and ensure that the duty becomes an integral part of our day-to-day business (once further guidance becomes available):

An initial briefing paper outlining the requirements of the new Duty was considered by the Council's Senior Leadership Team (SLT) in September 2020. A second paper was presented to the SLT on 4 January 2021 when it was decided to begin raising awareness of the requirements throughout the Council by:

- using the Council's electronic policy management system (the Policy Portal) to ensure that managers and other relevant staff have read, understood and accepted a briefing paper on the requirements of the Socio-Economic Duty.
- using the Council's existing internal forums to ensure that elected members and officers are briefed on the requirements the Duty.

7.2: Reviewing corporate guidance and templates to ensure that due regard is given to the need to reduce socio-economic disadvantage;

Corporate templates for Executive and Scrutiny Committee reports have been reviewed to incorporate the Socio-Economic Duty and to strengthen the link with the Well-being of Future Generations Act. At the time of writing, the templates were subject to internal consultation before final approval, with a view to introducing the revised versions by April 2021.

7.3: Use our Annual Equality Reports to report on developments and demonstrate how we are complying with the socio-economic duty:

See above.

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

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

8.1.1: Continue to raise awareness of equality and diversity amongst Council staff during corporate induction sessions and by requiring staff who have Council email accounts to read, understand and accept the Equality and Diversity Policy:

The Equality and Diversity Policy is one of nine key policies in the Council's electronic policy management system (Policy Portal) that must be accepted by staff with Council email accounts. The policy has been available for acceptance since July 2019 and is automatically assigned within 24 hours to any new staff added to service groups. Compliance data with regard to this policy was included in a report to the Council's Audit and Governance Committee on 1 September 2020, showing an overall compliance rate of 95% as at July 2020.

As staff are required to accept key corporate policies every two years, the Equality and Diversity Policy is due to be re-introduced for acceptance from July 2021.

It is important to note that staff who do not have access to a computer as part of their work are currently unable to participate. It had been intended to trial an alternative paper-based solution this year but, as a result of Covid-19, this was no longer considered appropriate as a high number of staff would be required to share paperwork. This aspect of corporate policy acceptance will therefore remain on hold until a more workable solution can be found.

8.1.2: Continue to promote equality and diversity training for all staff and respond appropriately where specific needs have been identified:

Equality and Diversity training remains a key component of the corporate training programme. This training was attended by 132 staff during the reporting period. In addition, a new e-learning module was launched in early 2020, Equality in the Workplace. Access to e-learning is through the Learning Pool site and can be accessed by any device at work or at home.



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

8.2.1: Continue to provide support and development opportunities for members and officers to ensure that they have sufficient information about their duties towards people with protected equality characteristics:

In addition to the Equality and Diversity training, there is an opportunity for relevant staff and Elected Members to attend Equality Impact training. The session provides further information regarding the Public Sector Equality Duty and its relation to the need to Equality Impact Assess. The Member Development Strategy states that the Council will provide Elected Members with flexible and responsive training and development that is based on individual and organisational need. Both Equality and Diversity and Equality Impact remain a key part of the training provision provided to Elected Members.

8.2.2: Review the following templates to strengthen the link with the Wellbeing of Future Generations Act and the socio-economic duty:

- Scrutiny reporting templates
- Corporate EIA template and guidance.

Please see Objective 7 on page 40.

8.2.3: To support decision-making in the context of the Wellbeing of Future Generations Act:

- Review the Questioning Strategy for scrutiny members
- Develop a set of stock questions for scrutiny members, based on the Future Generations Framework for Scrutiny produced by the Future Generations Commissioner for Wales

The Questioning Strategy for scrutiny Members of the Council has been reviewed during 2020 as part of a review of our local scrutiny development programme and captured in the Annual Scrutiny Report 2019/2020. Stock questions have been developed for key policy areas including:

the annual budget setting cycle  
quarterly performance monitoring of Council services  
budget monitoring  
service transformation proposals.

### Isle of Anglesey County Council Gender Pay Gap 2020

The Isle of Anglesey County Council (IOACC) is required by law to publish an annual gender pay gap report. This is its report for the snapshot date of 31<sup>st</sup> March 2020 and includes statistics for all Council employees apart from those employed in schools. The results are as follows:

- The mean gender pay gap for Isle of Anglesey County Council is 11.33%.
- The median gender pay gap for Isle of Anglesey County Council is 14.65%.

As IOACC does not pay bonuses to its employees any gender bonus gap indicators are not applicable.

#### **What are the underlying causes of Isle of Anglesey County Council's gender pay gap?**

IOACC is committed to the principle of equal opportunities and equal treatment for all employees. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex and evaluates job roles and pay grades as necessary to ensure a fair structure. IOACC is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work and is pleased to report that its mean gender pay gap, at 11.33% is below the national average of 14.6%.

IOACC's gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract. Across the UK economy as a whole, men are more likely than women to be in senior roles while women are more likely than men to be in front-line roles at the lower end of the organisation. A higher percentage of part-time workers are women and women are still more likely to have unpaid caring responsibilities than men. Men continue to dominate some types of highly paid jobs while more women continue to be employed in occupations such as caring and cleaning, roles which do not score high within job evaluation schemes thus are afforded lower grades of pay. Women are also more likely than men to have had breaks from work that have affected their career progression.

This national pattern is reflected in the make-up of IOACC's workforce, where the majority of its employees are female and a large proportion of these work part-time hours in jobs which are afforded a lower level of pay, such as front-line social care, cleaning, etc.

### How does IOACC's gender pay gap compare with that of other organisations?

The vast majority of organisations and Local Authorities have a gender pay gap. IOACC's gender pay gap of 11.33% is below the UK average for the whole economy of 14.6% (ONS 2020).

### What is IOACC doing to address its gender pay gap?

Although its gender pay gap is below the UK average, IOACC remains committed to continuing to reduce its gender pay where it can. The Authority recognises that its scope to act is limited as its pay scales are agreed nationally and it therefore has no direct control over salaries. The Authority recognises that the pay and grading of all jobs must be fair, transparent and non-discriminatory. It operates a Job Evaluation scheme adhering to equality principles and maintaining integrity and fairness of its pay and grading structure on an ongoing basis.

To date the steps that the Authority has taken to promote gender diversity in all areas of its workforce include:

- **Creating an evidence base:** To identify any barriers to gender equality and inform priorities for action, monitoring areas such as the proportions of men and women applying for jobs, being recruited and gaining promotions, the numbers of men and women in each role and pay grade, and the take up of flexible working arrangements by gender and level.
- Reviewing flexible working and other family friendly policies.
- Reviewing recruitment strategies and establishing different methods to attract talent.

None of these initiatives will, in isolation, remove the gender pay gap and it may be several years before we see a significant impact. The Authority is committed to continue to report on an annual basis on what it is doing to reduce the gender pay gap and any further progress that it is making.

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<b>ISLE OF ANGLESEY COUNTY COUNCIL Scrutiny Report Template</b>	
<b>Committee:</b>	Partnership and Regeneration Scrutiny Committee
<b>Date:</b>	11 March, 2021
<b>Subject:</b>	Enabling the Isle of Anglesey County Council to transition into a carbon neutral organisation by 2030 - delivering a new corporate Climate Change Programme.
<b>Purpose of Report:</b>	To give the Partnership and Regeneration Scrutiny Committee an opportunity to consider, respond and influence the proposed way forward for the authority to build on progress and achievements to date to transition into being a carbon neutral organisation by 2030.
<b>Scrutiny Chair:</b>	Councillor Gwilym O Jones
<b>Portfolio Holder(s):</b>	Councillor Richard Dew (Planning and Public Protection Portfolio Holder)
<b>Head of Service:</b>	Dylan Williams, Deputy Chief Executive
<b>Report Author:</b> <b>Email:</b>	Dylan Williams, Deputy Chief Executive
<b>Local Members:</b>	Relevant to all elected Members

<b>1 - Recommendation/s</b>
<ol style="list-style-type: none"> <li><b>1. Support and endorse the development and implementation of a new corporate Climate Change Programme to enable the authority to transition into a carbon neutral organisation by 2030.</b></li> <li><b>2. Support and endorse the recruitment of a corporate Climate Change Programme Manager (new post) to lead on development and delivery.</b></li> <li><b>3. Support and endorse the establishment of a Climate Change Working Group (with political representation) – an advisory, non-decision-making group to make recommendations and requests.</b></li> <li><b>4. Regional governance and structures – <u>TBC</u>.</b></li> </ol>

<b>2 – Link to Council Plan / Other Corporate Priorities</b>
<p>The proposed corporate Climate Change Programme would respond directly to one of the Council's well-being objectives set out in the Council's Plan 2017-22 of working with our communities to order to ensure that they are able to cope effectively with change and development while protecting our natural environment. It will also add value to one area where progress is being made to become more efficient in terms of energy consumption and reducing carbon emissions.</p>

It would also contribute towards meeting one of the Council's aspirations conveyed through the Delivery Document 2020-20 22 by 'support and work towards a Carbon Neutral Public Sector by 2030'. The actions resognised to date include:

- Providing leadership to develop practices and deliver interventions to reduce our Carbon footprint as a corporation and Island.
- Investigate and initiate the provision of electric vehicle charging points across the Island.
- Increase the number of Council fleet cars / vehicles to be electric or LP
- Continue and our intention to ensure that 70% of all household waste is re-cycled
- Develop walking and cycling routes in line with the Welsh Local Travel Act.

### **3 – Guiding Principles for Scrutiny Members**

**To assist Members when scrutinising the topic:-**

**3.1** Impact the matter has on individuals and communities **[focus on customer/citizen]**

**3.2** A look at the efficiency & effectiveness of any proposed change – both financially and in terms of quality **[focus on value]**

**3.3** A look at any risks **[focus on risk]**

**3.4** Scrutiny taking a performance monitoring or quality assurance role **[focus on performance & quality]**

**3.5** Looking at plans and proposals from a perspective of:

- Long term
- Prevention
- Integration
- Collaboration
- Involvement

**[focus on wellbeing]**

### **4 - Key Scrutiny Questions**

a) Are you confident that what is being offered will contribute towards ensuring that the Council addresses key climate change legislation and policies?

b) Following the climate emergency statement, what is the Committee's opinion on the 4 priority areas for local authorities?

c) To what extent will a further investment be needed in order to ensure that we become a carbon neutral organisation by 2030, and what further resources will be required?

d) What good practices have developed as a result of the pandemic with will require attention and consideration when planning for the recovery phase?

## 5 – Background / Context

### 1.0 Introduction

- 1.1 The Isle of Anglesey County Council (“the authority”), unanimously declared a climate emergency at Full Council on the 8<sup>th</sup> September 2020, committing the authority to become carbon neutral by 2030.
- 1.2 The scale of the transformational change needed, and how this can be achieved (through a combination of corporate and Service level activity, improved awareness, and behavioural change) needs to be better understood.
- 1.3 Several National and regional Strategies have since been drafted to respond to the challenges to reduce greenhouse gas emissions. Whilst the authority is fully committed to continued engagement and collaboration with all partners, at all levels, there is also a recognition that all delivery is local. The authority is committed to providing local leadership on the Island, and to act corporately to deliver decisive changes to enable the effective transition into being a carbon neutral organisation. Whilst some decisions and actions are within the authority’s control, others will need assistance and additional resources from the Welsh Government and UK Government to co-ordinate, develop, and deliver. Despite the challenges and ongoing uncertainties, the opportunity to make lasting positive impacts and change needs to be grasped.

### 2.0 Context

- 2.1 Climate change is the globally defining challenge of our time. It is a matter that transcends political and social boundaries and it is often the most vulnerable members of communities who are impacted the most. Decarbonisation offers enormous opportunities to create a vibrant and socially-just economy. The key legislation and policies are summarised in [Annex A](#).
- 2.2 Together the UK Climate Change Act (2008), the Wellbeing of Future Generations (Wales) Act 2015 and the Environment Act (Wales) 2016 provide the legal framework for action on climate change and sustainable management of Wales’ natural resources, with each underpinned by strategies and frameworks. Together they position Wales as a low carbon and environmentally sustainable economy, ready to adapt to the impacts of climate change and to mitigate the impacts on biodiversity.
- The ambition for Wales includes a goal of a carbon neutral public sector by 2030. To achieve that goal, Welsh Government advocate a ‘team Wales’ approach with strong leadership, collaboration and political engagement across national and local government, and a consistent and robust approach.
- 2.3 Local government is recognised as being fundamental to delivering decarbonisation, particularly in providing local leadership and championing ambitious sustainable solutions and behavioural change. There are already considerable external funding (grants and loans) opportunities to progress climate change and decarbonisation plans and programmes, with an increase likely over coming years. A clear plan, corporate approach, a comprehensive baseline, robust monitoring arrangements, dedicated additional capacity, and defined roles and responsibilities will be essential to try and take full advantage and reinforce current efforts to transition into becoming carbon neutral by 2030.

2.4 Local government across Wales also recognise that working together to share expertise, evidence and solutions will help ensure investment, as well as effective strategy and policy to develop and deliver the quickest and most sustainable 'route-map' to achieving legal obligations and ambitions to be carbon neutral by 2030.

### **3.0 Local Government Decarbonisation Strategy Panel**

3.1 The Local Government Decarbonisation Strategy Panel (DSP) has been set up to help lead, support, encourage and give a strategic overview.

3.2 The establishment of the Panel was agreed by the Partnership Council for Wales in June 2020, with representation by local authority chief executives, WLGA, other public sector organisations, Welsh Government and relevant advisors. It reports to the Partnership Council who provides political direction and leadership for the work. North Wales local authorities are represented by the Chief Executive of Conwy County Borough Council.

#### **3.2.1 Each local authority is committed to:**

- a) **Understanding their carbon footprint, in line with guidance for public sector greenhouse emissions reporting**
- b) **Agreeing to a set of net zero commitments/pledges for COP26 (scheduled to be held in Glasgow in November 2021)**
- c) **Closely monitoring and reporting on their current and future carbon emissions**
- d) **Ensuring there is a robust, evidence-based net zero action plan in place, as a living document, by March 2021**
- e) **Working with the new Decarbonisation Strategy Panel**

The Panel and Welsh Government have recently prepared a route map for decarbonisation across the Welsh public sector which proposes the following broad priority areas for action: Buildings; Mobility and Transport; Land Use; and Procurement.

### **4.0 The Authority's Carbon Footprint (Baseline)**

4.1 Understanding the carbon footprint of the authority is critical. A current and complete corporate baseline will ensure the approach is data driven to inform the prioritisation and progression of priority areas for intervention. Welsh Government guidance is believed to be imminent, whilst several other local authorities have already applied recognised methodologies within their organisations. This is the foundation to the whole corporate transition process. Once there is a baseline, it will be possible to introduce an effective corporate monitoring framework and dashboard. Targets can then be set with an agreed plan to deliver and becoming carbon neutral can be integrated into corporate planning and performance management arrangements at all levels.

4.2 The Current Council Plan (2017-2022) recognises "*Work in partnership with our communities to ensure that they can cope effectively with change and developments whilst protecting our natural environment*", as one of three main priorities. This is to be progressed by "*becoming more energy efficient and decrease our carbon emissions by concentrating on Leisure Centres, Schools and street lighting*". Despite the progress made to date, it is recognised that a more comprehensive and ambitious corporate approach will need to be embedded into the next Council Plan, influenced and informed by the carbon footprint baseline.

4.3 Annex C outlines the current emissions which the authority monitors and measures, and some areas where greater activity is required.



## **5.0 Action to Date (Baseline)**

- 5.1 In early 2020 (pre pandemic) an officer Task & Finish Group collaborated to prepare a baseline of existing action to combat climate change and decarbonise (directly and indirectly), with a view to informing a draft action plan. This baseline (not definitive) is included in Annex D. Individual Services have been and continue to deliver positive changes. Despite this, the information collated is very descriptive in terms of activity, with no consistent approach to determine, predict, or quantify the impact on reducing carbon emissions (against a corporate carbon footprint baseline). In addition, there are currently no formally agreed carbon reduction targets.
- 5.2 Since this work commenced several traditional working practices and 'norms' have been changed to maintain staff safety and service provision (e.g. virtual meetings have reduced overall work-related travel, working from home etc.). These must now be recognised as part of the baseline, nurtured and embedded when we enter the post pandemic recovery period.

## **6.0 Good Practice Review and Learning**

- 6.1 Research and learning has been undertaken by various officers to influence and inform the proposed corporate approach to transition into a carbon neutral organisation. This is recognised as being the start of a new corporate journey with evolving expectations, policy, guidance, governance, and potential opportunities to secure additional delivery and implementation resources.
- 6.2 In addition to participation at various WLGA and national forums, collaborating regionally (through largely informal structures), considering structures and approaches in other local authorities, reviewing relevant documents and publications, knowledge has been gained from attendance and participation at several recent virtual conferences and webinars:
- LGA Climate Change 2020 (17<sup>th</sup> and 18<sup>th</sup> September 2020)
  - Climate Emergency Virtual Round Table (25<sup>th</sup> September 2020)
  - Low Carbon Connections Conference – Decarbonisation of Heat and Transport (2<sup>nd</sup> October 2020)
  - Locking in Positive Behaviours and the Benefits of Greene Recovery Webinar (2<sup>nd</sup> October 2020)
  - NW Wales Area Statements Webinars (NRW) (16<sup>th</sup> – 27<sup>th</sup> November 2020)
- 6.3 This learning is summarised in Annex E, to assist and enable the authority to make an informed decision on the way forward.

## **7.0 Corporate Co-ordination Capacity and Expertise**

The authority does not currently have a dedicated corporate (or political lead) for climate change. Whilst some expertise exists on decarbonisation within specific services, this is aligned with construction and building improvements. Other authorities have demonstrated their commitment to this critical thematic area by allocating dedicated resources. It is hoped, and anticipated, that over time the Welsh Government will recognise that activity to tackle climate change and decarbonisation must be reflected and incorporated into local authorities' annual settlements. As time is of the essence, there is no alternative, but to allocate core funding to create dedicated capacity/ expertise to lead on progressing and co-ordinating the initial stages of development and delivery.

This would be utilised to cover the employment costs of a senior corporate Climate Change Programme Manager for a two year period, with an operational budget that would be utilised to prepare a carbon baseline, monitoring framework, dashboard, formulate a costed action plan, procure training etc. The dedicated capacity would also co-ordinate cross service activities, represent the authority in relevant regional and National groups and events, report on progress, influence Service activities, identify good practice, and ensure there is a sense of purpose, leadership and momentum.

The capacity does not currently exist within the authority to undertake these critical initial stages.

## **8.0 Conclusion**

8.1 There is clear evidence that a plethora of activity is being progressed by different Services areas, responding positively to the need to reduce the authority's carbon footprint. Despite this, there is currently no dedicated corporate capacity and expertise to lead and inform the necessary whole organisation transformational change required.

8.2 There is no corporate action plan, consistent approach, adopted targets, comprehensive baseline, or formal monitoring and reporting mechanisms. Expectations are increasing, and the authority now needs to demonstrate the necessary internal and external local leadership.

8.3 The commitments each local authority in Wales has made (through the Local Government Decarbonisation Strategy Panel) require a dedicated and sustained response. Time, effort and resources across the authority is already stretched, and without a dedicated programme approach, action plan, governance, and capacity/ expertise, the authority is unlikely to achieve its commitment to become carbon neutral by 2030.

8.4 Time is of the essence, with a need to take swift, meaningful and decisive action.

## **6 – Equality Impact Assessment [including impacts on the Welsh Language]**

Should the Executive Committee support and endorse the development and implementation of a new corporate Climate Change Programme to enable the authority to transition into a carbon neutral organisation by 2030, an Equality Impact Assessment, and consideration of all the key themes/ impact areas will be embedded into the approach.

## **7 – Financial Implications**

The financial implications (costs and benefits) of delivering a new Climate Change Programme cannot be estimated at this stage. Further work is required to prepare the Programme, and prioritise the activity areas. The need to pursue and secure external grant funding, collaborating with other organisations is recognised.

The initial financial implications of the proposals set out above are centred upon the employment costs for the proposed new role, and immediate priority actions which need to be progressed (as outlined in paragraph 3.2.1).

An initial budget of £400,000 - £600,000 is being sought).

## **8 – Appendices:**

### **Annexes**

#### **Annex A**

**Summary of Key Climate Change Legislation and Policies**

#### **Annex B**

**Current Emissions Measured**

#### **Annex C**

**Action to Date (Baseline)**

#### **Annex D**

**Best Practice Suggestions to Tackle Climate Change and Recommendations for Consideration**

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

## **Annex A** **Summary of Key Climate Change Legislation and Policies**

### **Climate Change Act 2008**

The Act makes it the duty of the Secretary of State to ensure that the net UK carbon account for all six Kyoto greenhouse gases for the year 2050 is 100% lower (net zero) than the 1990 baseline, Wales has a target of a 95% reduction with the aim of achieving net zero.

Link: <http://www.legislation.gov.uk/ukpga/2008/27/contents>



**PARIS2015**  
UN CLIMATE CHANGE CONFERENCE  
COP21·CMP11

### **The Paris Agreement**

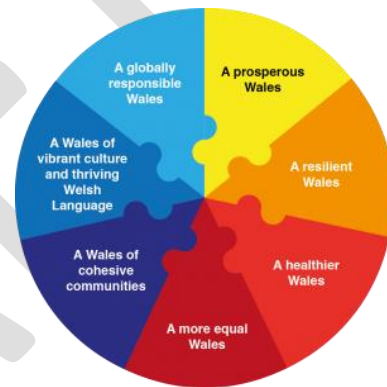
The first-ever universal, legally binding global climate deal is an agreement within the United Nations Framework Convention on Climate Change, dealing with greenhouse-gas-emissions mitigation, adaptation, and finance, signed in 2016.

Link: <https://unfccc.int/process-and-meetings/the-paris-agreement/the-paris-agreement>

### **Well-being of Future Generations Act 2015**

Requires public bodies in Wales to think about the long-term impact of their decisions, to work with people and communities and to prevent persistent problems such as poverty, inequality and climate change.

Link: <https://futuregenerations.wales/about-us/future-generations-act/>



### **Welsh Public sector decarbonisation**

The Welsh Government has an ambition to decarbonise the public sector. This was supported by the National Assembly for Wales in debate on decarbonisation in the Public Sector in June 2017.

Decarbonisation is one of the Welsh Governments national priorities and public sector leadership is a key theme in the “prosperity for all: A low carbon Wales” plan of action.

Link: <https://gov.wales/sites/default/files/publications/2019-04/decarbonisation-of-the-public-sector-call-for-evidence-2017.pdf>

## Environment (Wales) Act 2016

Introduced by the National Assembly for Wales and came in to force on 21 March 2016. The act puts in place the necessary legislation to enable more sustainable planning and management of the natural resources of Wales.



## IOACC Plan 2017-2022

The Council's key ambition from the Plan is: "we will be working towards an Anglesey that is healthy, thriving and prosperous" and includes three main objectives:

- See people realise their potential
- Vulnerable people are safeguarded
- Communities and the environment are protected in times of change

**Annex B**  
**Current Emissions Measured**

DRAFT

## What is currently measured?

Scope	Emissions	Owner	What do we measure, when and how?	Where is it reported	How is the data utilised to inform decision making?	Automated or Manual process?	Are there exemplars in other Council's?	What are the gaps?
Scope 1	Gas, LPG and Oil for heating buildings	Property	Electronic record of fuel consumption held for each commercial building from bills. All metered for Mains gas whilst oil and LPG consumption are largely calculated based on delivery notes. kWh then converted in to tCO2e	Internally	Data used to ascertain whether there is a general trend in reducing energy consumption and to determine which buildings to prioritise in energy efficiency projects such as Re:Fit.	Manual		
Scope 1	Fuel consumption in fleet vehicles	Fleet	Fuel consumption (Diesel, LPG, Petrol) / mileage. Annual totals of fuel consumption available from sales receipts / delivery reports. Also available monthly when figures are sent to finance for recharging departments. Figures can be converted to CO2e	Internal within the service and sometimes externally. Fleet data has been sent to the welsh government energy service as part of the ULEV project who's intention is to provide us with a report which will hopefully help us in making future decisions with regards to the fleet.	Has been used to calculate costs per mile	Manual	Not sure, perhaps Swansea Council who implemented a fleet of approx. 40 electric vans a couple of years ago	
Scope 2	Electricity usage in buildings	Property	Electronic record of electricity consumption for each commercial building held which can be converted to tCO2e	Internally	Data used to ascertain whether there is a general trend in reducing energy consumption and to determine which buildings to prioritise in energy efficiency projects such as Re:Fit.	Manual		
Scope 2	Street lighting	Highways	Monthly electricity consumption of street lighting from bills & monthly carbon emissions by PowerData Associates.	Internally	The data is regularly assessed and discussed with the Senior Engineer in team meetings.	Manual		
Scope 2	EV Charging	Fleet	Record kept of Electricity usage relating to charging of electric vehicles - can be converted to tCO2e	Internal within the service and sometimes externally. Fleet data has been sent to the welsh government energy service as part of the ULEV project who's intention is to provide us with a report which will hopefully help us in making future decisions with regards to the fleet.	Has been used to calculate costs per mile	Manual		

Scope 3	Water supply to buildings and waste water returned as sewerage	Property	Record held of water usage for all commercial buildings which can be converted to tCO2e. Bi-annual billing received for most sites.	Internally	If there is a significant increase in consumption in a building from one year to the next, a site investigation is undertaken where possible to check for leaks.	Manual - extremely laborious process		Paper bills are still received and scanned to Civica, meaning each site has to be searched for manually which is laborious and prone to human error. Unlike energy contracts. This has not been taken over by procurement and put on consolidated electronic billing.
Scope 3	Recycling and waste from commercial buildings	Procurement	Annual report available from contractor who carries out the service with waste in kg for each building. This can then be converted to CO2e	Internally and externally				
Scope 3	Municipal Waste	Waste	Total annual tonnage of kerbside collection, Recycling Sites and bring sites available with breakdown for different types of waste / recycle. Can be converted to tCO2e	Both internal and external in line with WG requirements. We input all data on Waste Data Flow	Once the data is rolled up on WDF we're given our monthly/quarterly/annual recycling figures. We assess the quarterly figures and identify where we need to improve for the next quarter. The data is sent internally as a Performance indicator and is discussed with elected members if targets aren't met.	Data is inputted manually		



## What else needs to be included?

Scope	Source	Emissions	Owner	Comments
Scope 1	Fuel Combustion	Gas, LPG and Oil for heating housing communal areas.	Housing	Unsure if monitored at present – Will be very insignificant in overall figure.
Scope 2	Purchased Electricity	Electricity usage in housing communal areas.	Housing	Unsure if monitored at present – Will be very insignificant in overall figure.
Scope 1	FGases	Refrigerant gases from air conditioning	Property / IT	Unsure if monitored at present – Will be very insignificant in overall figure.
Scope 3	Staff Travel	Commuting	All departments	Not monitored at present
Scope 3	Staff travel	Personal vehicle business use	Fleet / All departments	Unsure if monitored at present.
Scope 3	Procurement	Purchased goods and services	All departments	Not monitored at present. Very high emissions associated with procurement.
Scope 3	Investments			

## **ANNEX C**

### **Isle of Anglesey County Council Climate Activity Baseline**

Title	Implementation Period	Lead Service/ Corporate	Overview	Recent Achievements	Delivery Mechanism (Internal/ Contract)	Reports to?
Energy Island Programme	Ongoing	Regulation & Economic Development	<p>The EIP's vision is to create a once in a lifetime opportunity for jobs, economic growth and prosperity through capitalising on a number of transformational projects putting Anglesey and the wider region at the forefront of low carbon energy, research and development, production and servicing.</p> <p>The Energy Island Programme collaborates with a number of key stakeholders to:</p> <ul style="list-style-type: none"> <li>• Attract and de-risk major strategic investment</li> <li>• Influence potential developers</li> <li>• Support development of competitive people and communities</li> <li>• Support development of competitive businesses</li> <li>• Support development of competitive infrastructure</li> <li>• Realise the benefits major projects can bring and mitigate adverse impacts</li> <li>• Maximise long-term legacy benefits</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing</li> </ul>	Internal	Service Delivery Plan & IACC Level 2 Governance

Regulation & Economic Development Service Delivery Plan	2019-2020	Regulation & Economic Development	<p>The Vision of the Service is ‘to create a better Island to live, work and visit by strengthening the social, economic, environmental and cultural well-being of Anglesey and its communities’.</p> <p>It aims to:</p> <ul style="list-style-type: none"> <li>• Manage and control the development and use of land and buildings to develop the economy, support communities and safeguard the environment.</li> <li>• Promote and protect a safe, fair and healthy living and working environment for residents and businesses.</li> <li>• Develop the visitor economy, promote the enjoyment of natural resources and effectively manage coastal assets.</li> <li>• Develop and deliver activities to enable job creation, increase prosperity, and support vibrant and resilient communities.</li> <li>• Maximise positive benefits from major projects, whilst mitigating adverse impacts, to ensure a positive and sustainable legacy.</li> <li>• Provide leisure facilities and activities for people, of all ages, to live their lives in a healthy way.</li> </ul>	<ul style="list-style-type: none"> <li>• Construction of Pen- Yr- Orsedd Business Units and extension of Anglesey Business Centre utilised renewable energy technology including solar PV panels on each unit, energy efficiency measures and electric vehicle charging points.</li> <li>• Market Hall, Holyhead re-development completed with works aiming towards BREEAM excellence standards;</li> <li>• TRIP Empty Properties Thematic Project (2018/19 &amp; 2019/20 &amp; 2020/21) — anticipate that 98 households will have been supported to improve the energy efficiency of their homes (Anglesey &amp; North Gwynedd sub-regional scheme, IACC is lead body)</li> <li>• Baseline information collected on energy performance of leisure centres during 2019.</li> </ul>	Internal	Regulation & Economic Development Senior Management Team
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				<ul style="list-style-type: none"> <li>• Installed LED lighting across all leisure centres to improve energy efficiency (further energy efficiency improvement works to take place in March-September 2020 which includes: Solar PV, Boiler Optimisation, Insulation etc.)</li> <li>• AONB activities improved human behaviour towards climate change by promoting beach cleans and plastic free island.</li> <li>• Planning function relocated to the Council Headquarters as part of the Council's Smarter Working project (reduces energy use and better efficiency etc).</li> <li>• Ongoing work by Public Protection – e.g. safe storage and dispensing of petroleum at licenced sites; Inspections of industrial processes subject to Environmental Permits controlling air pollution; Statutory Private Water Supply samples; Pest Control response.</li> <li>• Annual review and assessment of air quality on Anglesey</li> </ul>		
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<p>Asset Management Plan</p>	<p>2020 - 2025</p>	<p>Highways, waste and Property (Property Section)</p>	<p>The Corporate Asset Management Plan sets the strategic framework within which all the IACCs assets will be managed. It is intended to guide future decisions concerning the acquisition, use, development and disposal of property assets to meet the operational and strategic needs of the organisation and its different Service areas. It seeks to ensure that the portfolio of land and property is managed effectively to remain fit-for-purpose (within the current period of resource and finance constraints).</p> <p>The aim of the Corporate Asset Management Plan is to ensure assets support current and future service requirements and provide the means to prioritise future investment and rationalisation decisions.</p>	<ul style="list-style-type: none"> <li>• Numerous assets have been transferred to Town &amp; Community Councils to run, preserving service provision and generating revenue savings.</li> <li>• Several surplus assets have been sold generating revenue savings and capital receipts resulting in a leaner asset portfolio.</li> <li>• Completion of Smallholding Rural Estate renovations resulted in modern more energy efficient housing and safer outbuildings for our tenants.</li> <li>• Completion of Smarter Working Project resulted in more agile workforce and efficient use of space in the main Council building.</li> </ul>	<p>Internal, external, public service &amp; community groups</p>	<p>Land &amp; Assets Group</p>
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			<p>The aim will be progressed by:</p> <ul style="list-style-type: none"><li>• Embedding a new culture of innovation that maximises the use of technology</li><li>• Deliver services in a customer focussed way which is consistent with the IACCs core values and behaviours</li><li>• Enabling transformation and further efficiencies through proactive portfolio management (whilst maximising income)</li><li>• Managing the estate effectively</li><li>• Maximising regeneration and well-being opportunities through effective procurement and joint-working</li><li>• Protect and reduce overall harm to the environment.</li></ul>			
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Buildings Refit	2018-tbc	Highways, waste and Property (Property Section)	<p>Re:fit Cymru is a framework for energy conservation retrofits within public sector buildings in Wales. It allows public bodies to include multiple buildings and saving measures within a single OJEU procured energy performance contracting framework providing energy reduction and alternative energy schemes which have scale.</p> <p>The main aims are:</p> <ul style="list-style-type: none"> <li>• To improve energy efficiency of the authorities public buildings in line with targets set in the energy efficiency strategy (2017-2022)</li> <li>• To reduce the running cost of buildings</li> <li>• To lessen the environmental impact of the authorities buildings by reducing carbon emissions and by transitioning away from fossil fuels where possible.</li> </ul>	<p>Energy efficiency measures carried out thus far include:</p> <ul style="list-style-type: none"> <li>• Solar PV panels installed at Ysgol Kingsland and Ysgol Morswyn.</li> <li>• BMS strategy updated in Council Offices and Ysgol Uwchradd Bodedern.</li> <li>• Pipe lagging installed across numerous sites.</li> <li>• Savacontrols installed on cooling equipment in schools to reduce energy.</li> <li>• Llangefni Library LED lighting installed</li> </ul>	Internal & External – Managed by IACC but delivered by the Larkfleet Group.	Land & Assets Group
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Schools Catering Contract	2020 – 2027	Learning	<p>New Schools Catering Contract includes a requirement to conform with The Environment (Wales) Act 2016 and the Plastic Free Island status.</p> <p>These elements within the contract will be continuously monitored and managed throughout the contract.</p>		Contract	Learning Services Senior Leadership Team
Safeguard species and habitats	On-going	Learning	<p>Various projects within schools to safeguard species and habitats and educate the pupils on how planting trees and managing these habitats can help to combat climate change.</p>	<ul style="list-style-type: none"> <li>• A forest called Coed y Felin situated behind Ysgol Syr Thomas Jones has over 11,000 trees that were planted by pupils from the school in 2011 and this site is by now developing in to a habitat for various animals and insects.</li> <li>• A group of pupils from this school also volunteer every year with the North Wales Nature Trust.</li> </ul>	Internal	



				<ul style="list-style-type: none"><li>• Ysgol Y Borth have a wildlife area which contains a large pool of water and they have a tree planting scheme which has been running for the past ten years and has resulted in a significant increase in the number of trees on the site.</li><li>• Ysgol Corn Hir have received trees from the Woodland trust and have created a wildlife area in the school field to ensure a suitable habitat for birds.</li></ul>		
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Schools Grounds Maintenance contract	2019 – 2022	Learning	<p>This contract includes the following requirements:</p> <ul style="list-style-type: none"> <li>○ The chemical Known as 2:4:5 T (or any substance containing it) is banned from use on all properties of the Authority.</li> <li>○ The contractor will ensure that no vegetation or environmental feature is affected by his actions and any claims for damage shall be met by the Contractor at his own expense, it is suggested that appropriate insurance be purchased.</li> </ul> <ul style="list-style-type: none"> <li>● These elements within the contract will be continuously monitored and managed throughout the contract</li> </ul>		Contract	Learning Services Senior Leadership Team
Street Lighting Energy & Carbon Reduction Programme	2012 - ongoing	Highways, waste and Property (Property Section)	<p>The County Council are responsible for the maintenance and energy consumption of 9,801 public street lighting and 844 illuminated signs.</p> <p>The service is committed to continue the reduction in energy and reduce the carbon emissions without causing detrimental change to the wellbeing of Anglesey people.</p>	<p>Upgrade of street lighting lanterns to new energy efficient LED lanterns. The new LED lanterns has proven to reduce light pollution, light trespass, scenic intrusion, sky glow whilst also limiting glare to a minimum. All of which have improved the 'Dark Sky' status for Anglesey. The Authority have received financial assistance from Salix grant funding and has now completed 99% of the upgrade. This initiative has already</p>	<p>Internal &amp; External – Managed by IACC but delivered by</p> <p>The Highways and Street Lighting Term Maintenance Contractor.</p>	Land & Assets Group

				reduced the energy consumption and carbon by 2,247,000kwh and 1,538 tonnes respectively since 2012.		
21 <sup>st</sup> Century schools Modernisation Programme	Ongoing	Learning / Highways, waste and Property (Property Section)	<p>The construction of three new schools within Band A of the programme has seen new schools located at Ysgol Cybi, Holyhead, Ysgol Rhyd y Llan, Llanfaethlu and Ysgol Santes Dwynwen, Newborough. The final school within Band A will commence later this year.</p> <p>Schemes for Band B are currently under consultation which will focus on the Llangefni, Amlwch and Seiriol areas.</p>	<p>All three schools have achieved BREEAM Excellent rating.</p> <p>All three school have incorporated renewable energy through Solar pv and air source heat pumps.</p>	Internal & External – Managed and Lead Design by IACC with external Consultant and contractor assistance.	School Modernisation Group

				<p>Ysgol Rhyd Llan was constructed from low carbon straw bale wall panels and won the the Constructing Excellence award for Sustainability in both Wales and throughout the United Kingdom.</p> <p>LED lighting installed throughout the sites – both internally and externally.</p> <p>BMS systems installed on all building to allow remote monitoring of building performance with regards to energy, heating, ventilation, leak detection, fault detection etc</p> <p>All future new build school projects to include electric car charging points.</p>		
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Commissioning of Care Services.	On-going.	Adult Services	<p>Council Plan 2017 – 2022</p> <p>“We will be working towards an Anglesey that is healthy, thriving and prosperous”</p> <p><b>OBJECTIVE 1</b></p> <p>Ensure that the people of Anglesey can thrive and realise their long term Potential.</p> <ul style="list-style-type: none"> <li>• Deliver services in a customer focussed way which is consistent with the IACCs core values and behaviours.</li> </ul> <p>All Tender applications in the future will ask applicants to demonstrate their commitment to economic, social and environmental well-being of the Island as a whole.</p> <p>Tenders will also be asked to consider and evidence understanding of ethical procurement / supply chains and modern day slavery.</p> <p>Contracts will stipulate and expect the following:</p>	<p>Transformation of Domiciliary Care and support.</p> <p>Tender process required applicants to provide a:</p> <ul style="list-style-type: none"> <li>• Demonstration of an ability to deliver sensitive and appropriate services to the whole of Anglesey</li> <li>• Commitment to Economic, social and Environmental well-being of the Island as a whole.</li> <li>• Demonstration of the unique characteristic of the organisation which will add value for users and commissioners</li> </ul> <p>The remodelling moved providers from across the Island to small patches. This significantly reduced travel for staff whilst offering the supported individuals better outcomes.</p>	Internal, external, public service & community groups	??
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		<p><u>Economic:</u></p> <ul style="list-style-type: none"> <li>• Employ Local People from Local Communities they serve</li> <li>• Pay at least Living Wage</li> <li>• Guarantee hours to staff, enabling access to mortgages.</li> <li>• Develop staff through QCFs– increasing skill levels/future employability</li> <li>• Purchase goods locally – catering/stationery/equipment.</li> <li>• Employ individuals with Disability</li> </ul> <p><u>Social:</u></p> <ul style="list-style-type: none"> <li>• Create a library of local services/groups/amenities in Anglesey</li> <li>• Maximise opportunities for Service Users to access the community</li> <li>• Support local groups/committees</li> <li>• Choice – “Active Offer” - delivering service through preferred language of service user.</li> </ul> <p><u>Environmental:</u></p> <ul style="list-style-type: none"> <li>• Minimise travel-time between care visits</li> <li>• Demonstrate initiatives such as recycling bins, solar panels etc.</li> <li>• Support Service Users to conserve water/gas/electricity</li> <li>• Support recycling</li> <li>• Electronic Call monitoring – reduces the need for paper rotas and timesheets.</li> </ul>	<p>Moving to smaller patches has also help develop and stimulate local economy by keeping recruitment local and sustainable.</p> <p>The contract terms stipulate that employers must pay their staff at least the national living wages and that Zero hour contracts must not be used – allowing the employed more job security.</p>		
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			<ul style="list-style-type: none"> <li>• Use of on line training (where appropriate) / skype etc. – reduces travel for staff.</li> <li>• Work with housing providers to ensure homes are insulated where needed.</li> </ul>			
<p>Flood and Coastal Erosion Risk Management (FCERM)</p> <p>Grants Programme</p>	Continuous	<p>Highways, waste and Property (Highways Service)</p>	<p>The department follows the Authority's Local Flood Risk Management Strategy and investigates incidents of flooding and where appropriate, applies to Welsh Government for Grant Aid to implement Studies and Schemes to adapt to the effects of Climate Change.</p>	<p>Previously completed works include:</p> <p>Beaumaris Sea Wall and Treaddur bay wall / coastal defences.</p> <p>The current position is as follows.</p> <p>Works currently on site;</p> <p>•Beaumaris Flood Alleviation Work on site is ongoing with</p>	<p>The floods team and Highway Maintenance team work together to record and investigate flood incidents and Highway Maintenance implement small grant aided FCERM schemes.</p> <p>Major schemes are managed by Major Projects</p>	<p>Head of Service Highways, Waste and Property.</p> <p>and</p> <p>Transformation Board.</p>

				<p>completion anticipated in spring 2020.</p> <p>•Nant Y Felin, Pentraeth Work on site is ongoing with completion anticipated in summer 2020.</p> <p>•Maes Hafoty, Llansadwrn Work on site is ongoing with completion anticipated in March 2020.</p> <p>•Small Scale Schemes (value up to £100k). Works ongoing or to be completed by March 2020</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Dwyran</li> <li><input type="checkbox"/> Llangristious</li> <li><input type="checkbox"/> Rhos yr Aur, Niwbwrch</li> <li><input type="checkbox"/> Bryn Cadnant</li> <li><input type="checkbox"/> Lon Ravenspoint</li> <li><input type="checkbox"/> Lon Caergybi, Llanfair</li> </ul>	<p>in Highways with studies and business cases being carried out largely by consultants</p>	
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				<p><input type="checkbox"/> Ty'n Pwll Llangoed</p> <p><input type="checkbox"/> Mill Lane – Beaumaris – advance purchase of grillage cleaning mechanism (for fitting in new structure in summer 2020)</p> <p>Outline Business cases complete</p> <p>•Menai Bridge – Penlon Catchment</p> <p>Business Case being considered by Welsh Government. If successful anticipated that design and development stage will take at least 12 months</p> <p>•Llanfairpwll</p> <p>Business Case being considered by Welsh Government. If successful anticipated that design and development stage will take at least 12 months</p>		
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				<p>•Valley</p> <p>Business Case being considered by Welsh Government. If successful anticipated that design and development stage will take 6 to 12 months</p> <p>Business Justification Cases complete</p> <p>•Mill Lane Beaumaris</p> <p>Business Justification Cases being considered by Welsh Government for new structure in Mill Lane, Beaumaris. To accommodate new grillage cleaning mechanism</p> <p>Outline Business cases ongoing</p> <p>•Holyhead</p> <p>Outline business case being prepared, collaborating with Welsh Water on modelling, with anticipated completion in Autumn 2020 for submission to Welsh Government.</p>		
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				<p>•Amlwch</p> <p>Outline business case being prepared, liaising with natural Resources Wales on Main River aspect, with anticipated completion in Summer 2020 for submission to Welsh Government.</p> <p>Coastal Risk Management Schemes</p> <p>•Red Wharf Bay</p> <p>Design and Development stage about to begin, anticipated 12 month period.</p> <p>•Brynsiencyn</p> <p>Design and Development stage ongoing, anticipated completion June 2020.</p> <p>•B5109 - Llanfaes</p> <p>This scheme has not been successful in obtaining grant funding, as no homes are being protected. It is a priority for the Highway Service, due to the vulnerability of the road and the current frequency of closures due to flooding (tidal</p>		
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				<p>and fluvial). We are pressuring WG to consider funding schemes where connectivity of communities is under threat. And considering the recently announced Climate Change resilience fund as a possible funding source.</p> <p>•Small Scale Schemes for 2020_21. We are anticipating, imminently, an invitation to apply for small scale schemes for the 2020-21 financial year and believe the invite will encourage applications up to the value of £200k. A list is in preparation including works in Benllech.</p> <p>Shoreline Management Plan</p> <p>The shoreline management plan provides policy guidance on coast protection around the coast. It reflects climate change and predictions of sea level rise and sets out the policy to be followed at individual lengths of the coastline.</p>		
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				<p>Around the Coast of Anglesey we have 12 locations where the policy guidance is changing as time progresses, from holding the line to managed retreat and in two cases, no active intervention. Further work is required to identify the challenges presented by these policy changes in these areas of Anglesey.</p>		
HWB Grant – Transforming IT in Education	2019-2023	Education/IT	<p>A Welsh Government Grant to transform ICT in Education. The grant aims to standardise on hardware in schools to ensure there is enough ICT resource for pupils. This has the residual benefit of ensuring procurement exercises are aligned and all equipment must be compliant with environmental standards and packaging must conform to strict parameters such as recycled cardboard content, no surplus plastic packaging etc.</p>	<p>First round of procurement has led to network equipment which is more efficient being procured which will lead to a reduction in energy use when installed. Second round has established a set of standards with which a second round of procurement is ongoing for end user devices. This will ultimately see the removal of older high energy use equipment lowering the footprint of IT in schools.</p>	Internal	<p>HWB Project Board – Rhys H Hughes (Chair)</p>

ICT Department	Ongoing	IT	<p>The ICT department is realigning its ICT Infrastructure plans to ensure environmental impact is assessed when considering infrastructure plans. Any software that is run in the cloud will need to demonstrate the environmental standards of their datacentres. Any hardware purchased will also be scored on efficiency. Currently working with property section through Re:Fit project to consider possible alternatives to cooling of the datacentres.</p>	<p>Servers are densely virtualised leading to lower power consumption, PCs have energy saving policies configured. The end user devices of the authority are procured through a framework which scores on energy efficiency and packaging type.</p>	Internal	ICT Team Manager
Waste Management	Ongoing	Highways, waste and Property	<p>All our recycling efforts on Anglesey are carried out due to the requirements of WG's national waste strategy, "Towards Zero Waste". The fundamental objective of this strategy is to reduce carbon impact. In summary, the recycling pathway we are following is directly linked to helping the environment.</p>		Internal / External	

<p>Clean And Green Anglesey</p>	<p>On-Going</p>	<p>Waste Management</p>	<p>Following the announcement stating that Anglesey is now Plastic Free, a lot of work was needed to actually gain that status. This entire project was lead under the assumption that there would be no funding and a lot of work has gone into improving internally</p>	<p>Status:</p> <p>No single use plastic freebies to be used in the Anglesey Show – Discussions have taken place and departments will be informed in due course to not use single use plastic.</p> <p>Remove Plastic Bottles from vending machines – Steady progress being made in which our first improvement can lead to an 80% saving in the requirement of plastic in the main offices and 40% in all Sport Centres</p> <p>School Catering Contracts – Discussions have taken place to inform applicants of the importance of this. Potential improvement will be made but the risk is the contract will cost the authority more.</p> <p>Continue Going to Schools and offer site visits – We as Waste Management are now in a position to be able to go around schools and give talks to students and what can and cannot be recycled which in turn would increase recycling.</p>		
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				<p>Install Water Appliances in Newborough and Coastal Paths – Alun Owen has done fantastic work in securing a grant to be able to fund refill stations in popular destinations on the island.</p> <p>Terracycle Scheme – Siop Ellis in Llangefni has kindly agreed to receive our office waste as long as everything is in order. There are 4 initiatives that I would like for us to take part in – Chocolate Wrappers, Crisp Packets, Biscuit Packaging and Writing instruments.</p> <p>Moving to Parc Adfer – Household residual waste is now being transported to Parc Adfer instead of our previous provider which was Andusia in Sweden. That in itself is a massive saving on emissions on the haulage alone.</p>		
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Housing Revenue Account Asset Management Strategy	2018-23	Housing Services	<p>Strategy has 6 objectives:</p> <ul style="list-style-type: none"> <li>• Stock Data and Investment Need</li> <li>• Active Asset Management</li> <li>• Investment Planning</li> <li>• Maximising Returns</li> <li>• Affordability and Viability</li> <li>• Delivery Plan</li> </ul>			
Planned Maintenance Programme	2013 - ongoing	Housing Services	<p>During 2013 the Service entered a new phase of Traditional Planned Maintenance Contracts (PMC) following successful completion of the Internal Investment Programme and achieving WHQS compliance.</p> <p>A key driver for deciding investment need and priority has and will continue to be property energy ratings.</p> <p>Planned maintenance contracts awarded for 2020/21 involve properties that are off the mains gas network and, currently, have energy rating below WHQS targets.</p>	<p>Wherever practical, properties with solid wall construction have been externally insulated.</p> <p>Since 2013, 719 properties have benefitted from traditional planned maintenance contracts. Typically, contracts include the following energy saving measures:</p> <p>External Wall Insulation;</p> <p>Replacement Cavity Wall Insulation;</p> <p>Solar PV installations ;</p> <p>Replacement windows and doors;</p>	Internal	Annual Business Plan approved by the Executive, Full Council and Welsh Government

				<p>Increased Loft insulation.</p> <p>During 2020/21 work will continue on two contracts involving 120 properties. These properties at Aberffraw, Rhosneigr, Llangoed and Llanddona have bulk LPG as a main fuel source.</p>		
Fuel switching	2012 - 15	Housing Services	<p>Housing Services worked in partnership with Wales and West Utilities and British Gas in order to assess the feasibility of extending the mains gas network on Anglesey.</p> <p>As a result a further 230 properties benefit from mains gas connections.</p>	<p>Notable beneficiaries of this scheme included the villages of Llanerchymedd and Llanfaes together with Tyddyn Mostyn Estate in Menal Bridge.</p> <p>All properties benefit from increased energy ratings and reduced carbon footprints.</p>	Internal and External Partners.	

Loft Insulation	2012 - 15	Housing Services	In partnership with British Gas a rolling programme of installing or increasing the depth of loft insulation was rolled out to the benefit of the Housing Stock.	Over 1300 installations contributing towards energy efficiency targets and helping to provide households with affordable warmth.	Internal and External Partner	
Renewable Energy	2011 - ongoing	Housing Services	The Housing Service installs Solar PV wherever practical during Planned Maintenance Schemes and stand alone Solar PV schemes.  Solar PV electric generation is free to the end user which will assist in the eradication of fuel poverty.	503 of the housing stock benefit from Solar PV.  A further 87 properties have Solar Thermal installations.  During 2019 a Solar PV scheme involving 36 properties served by bulk LPG saw average EPC ratings increase from 53 to 73.	Internal	
WHQS Compliance	Ongoing	Housing Services	The target WHQS energy performance is a SAP rating of 65.  A full stock condition survey published during 2011 confirmed that the average rating for the housing stock was 63.  The Housing Service WHQS Compliance Policy includes the following targets:	During 2019/20 the energy rating (SAP) of over 1000 properties have been reassessed to measure increased energy ratings. Average ratings for these properties have increased from an average 68 to 75.	Internal and external Independent Energy Assessors.	Periodic reporting and annual statistical returns to WG.  Housing Board

			<ul style="list-style-type: none"> <li>• An average EPC rating of 70 across the whole stock</li> <li>• 90% of the stock will have a rating of 65 or above</li> </ul> <p>The Housing Service annual 30 year Business Plan allows for renewing central heating boilers every 15 years.</p>	Overall average stock energy performance has now reached 70 (Band C)		
Procurement	Ongoing	Housing Services	<p>Major contracts procured by Housing include Targeted Recruitment &amp; Training , Wider Community Benefits and Supply-chain Opportunities requirements.</p> <p>Key elements include:</p> <ul style="list-style-type: none"> <li>• Training and recruitment</li> <li>• Local supply chain opportunities</li> <li>• Wider community benefits linked with the local area</li> <li>• Completion of Value Wales Community Benefit Measurement Tool on contract completion</li> </ul> <p>All capital tender opportunities are advertised via the sell2wales portal.</p> <p>The Housing Service vision is to ensure that local contractors and supply chains are given</p>	<p>Since 2013 82% of Traditional Planned Maintenance Contracts have been awarded to contractors based in NW Wales.</p> <p>59% of the above mentioned contracts have been awarded to Anglesey based contractors.</p>	Internal with external contractors	Value Toolkits submitted to and monitored by WG

			<p>every opportunity to compete for annual capital contracts.</p> <p>Awarding contracts to local suppliers engaging the local workforce will contribute towards carbon reduction whilst promoting job creation and job retention.</p>			
<p>New build (Council and RSL partners social housing)</p>	<p>On going</p>	<p>Housing Services</p>	<p>Achieving the highest rate of EPC is a priority for new builds</p>	<p>If properties are off gas network air source heat pumps are installed.</p> <p>Working towards 'fabric first' approach</p>	<p>Internal as well as working with partner RSL</p>	<p>Housing Services Board</p>

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**ANNEX D**



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

**Highways, Waste and Property Service**

**Best Practice Suggestions to Tackle Climate  
Change and Recommendations for Consideration**

DRAFT

**November 2020**

**Authors:  
Simon J. Franco & Dylan Ll. Jones**

## 1.0 Purpose

- 1.1 To provide an overview of current best practice activities that could be adopted to contribute to tackle climate change locally.
- 1.2 To provide recommendations on how the IACC could move forward in contributing to tackling climate change following its recent climate emergency announcement.

## 2.0 Context

- 2.1 The 2015 Paris Agreement has put in place a roadmap for decarbonisation of the global economy.
- 2.2 UK Government became the first major economy to pass net zero emissions law in June 2019. The new target will require the UK to bring all greenhouse gas emissions to net zero by 2050, compared with the previous target of at least 80% reduction from 1990 levels. The UK's 2050 net zero target — one of the most ambitious in the world — was recommended by the Committee on Climate Change, the UK's independent climate advisory body. Net zero means any emissions would be balanced by schemes to offset an equivalent amount of greenhouse gases from the atmosphere, such as planting trees or using technology like carbon capture and storage.
- 2.2 The Welsh Government have set out a target to achieve a net zero carbon public sector in Wales by 2030. The Welsh Government and over half of all local authorities having declared a climate emergency to date with an intention to take action on climate change in their organisation and/or local area.
- 2.4 In September 2020, the IACC has declared a climate emergency to achieve carbon neutral status by 2030.
- 2.5 The recommendations outlined in this report are based on knowledge gained from a number of recent conferences and webinars as summarised in table below:

Event	Date	Contents summary	
LGC Climate change 2020	17-18/09/2020	<ul style="list-style-type: none"> <li>• Investments</li> <li>• Green Recovery</li> <li>• Engagement</li> <li>• Communication</li> <li>• Climate Emergency</li> <li>• Strategy / Leadership</li> </ul>	<ul style="list-style-type: none"> <li>• Net Zero targets</li> <li>• Priorities</li> <li>• Partnerships</li> <li>• Metrics</li> <li>• Travel / Transport</li> <li>• Procurement</li> </ul>
Climate Emergency Virtual Round Table	25/09/2020	<ul style="list-style-type: none"> <li>• Policy Context</li> <li>• Climate Action On Budgets</li> </ul>	<ul style="list-style-type: none"> <li>• Supporting Local Authorities</li> <li>• Environmental Good Practice</li> </ul>
Low Carbon Connections Conference - Decarbonisation of Heat and Transport	30/09/2020	<ul style="list-style-type: none"> <li>• Focus on the newly produced Transport Maps from Charge EV project</li> </ul>	<ul style="list-style-type: none"> <li>• Decarbonisation Of Heat</li> </ul>



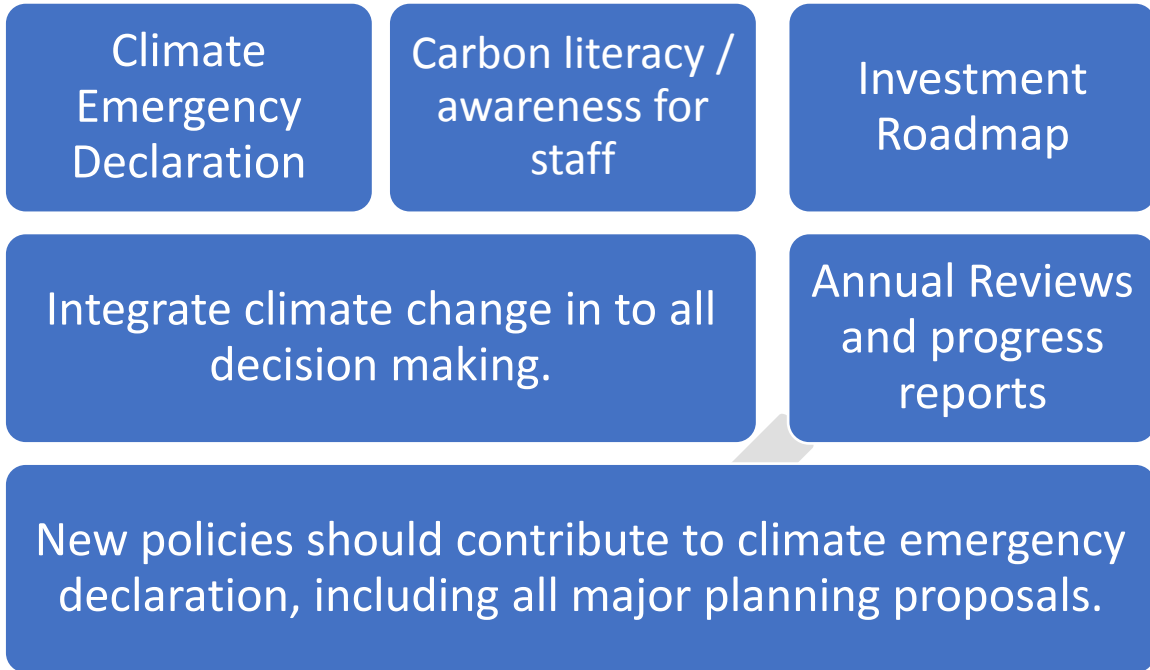
Locking in positive behaviours and the co-benefits of green recovery webinar	02/10/2020	<ul style="list-style-type: none"> <li>• Locking in positive behaviours and the co-benefits of green recovery</li> </ul>	<ul style="list-style-type: none"> <li>• Co-benefits of 'Green Recovery'</li> </ul>
NORTH WEST WALES AREA STATEMENTS (NRW)	16-27/11/2020	<ul style="list-style-type: none"> <li>• Area Statements, let's review where we are.</li> <li>• Climate and environment emergency.</li> <li>• Reconnecting people with nature</li> </ul>	<ul style="list-style-type: none"> <li>• Encouraging a sustainable economy.</li> <li>• Ways of working.</li> <li>• Opportunities for resilient ecosystems</li> </ul>

### 3.0 Leading a climate smart strategy

3.1 A positive, practical vision is the first step to ensuring an attainable climate strategy. Some of the key considerations required are outlined below:

<b>Technical readiness</b>	Are the technologies / behaviours needed to reduce carbon emissions available and ready to deploy?
<b>Policy readiness</b>	Do plans and policies that are in place support delivery?
<b>Financial readiness</b>	Are funds available? Are there investable options within the business models ready to be deployed?
<b>Community readiness</b>	Do the wider community, members of the public and businesses support the action required?
<b>Delivery readiness</b>	Are the necessary skills and supply chains ready to deliver?

3.2 The following chart summarises some of the main elements when integrating climate change in to council decision making:



#### 4.0 Local priorities and role in delivering net zero

- 4.1 All decarbonisation can't be done at national level and it is important that local authorities play their part at a regional and local level.
- 4.2 Climate change is a crosscutting issue that needs to be considered in all operational activities undertaken by the local authority. Local authorities have influence or direct control in many areas that are crucial in delivering net zero. Some of which are listed below:

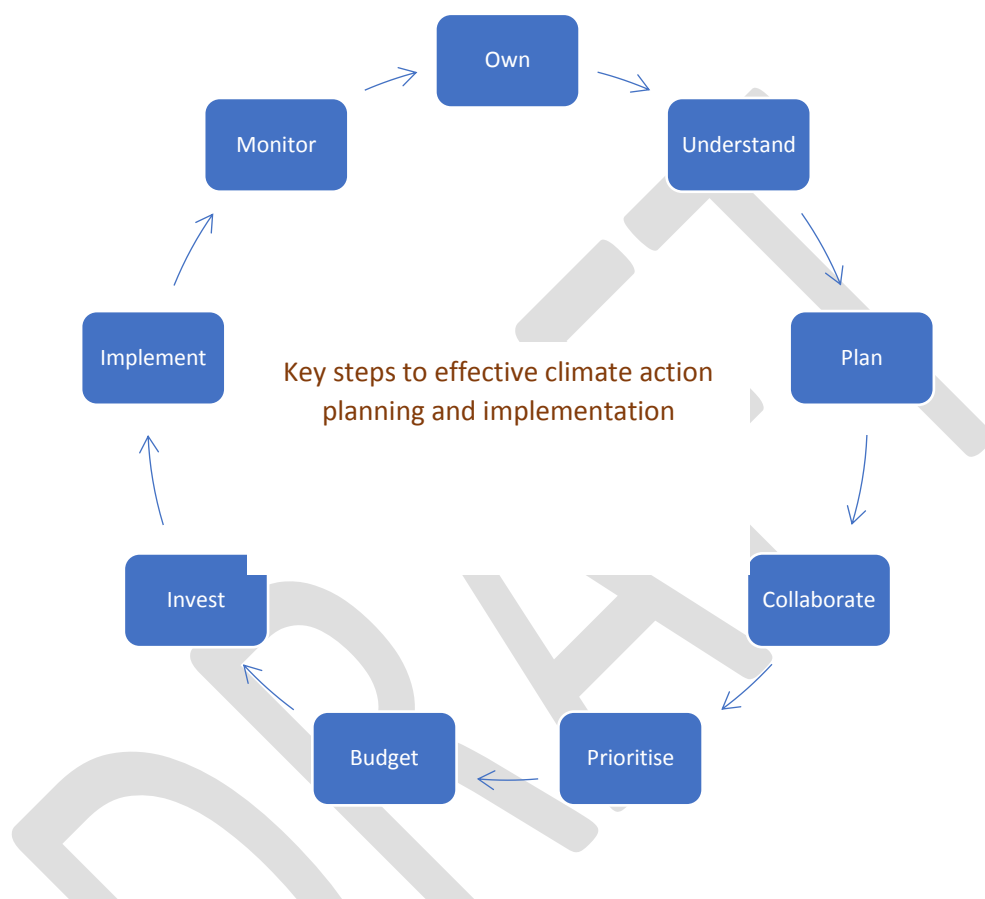
Direct Control	<ul style="list-style-type: none"> <li>•Buildings</li> <li>•Travel</li> </ul>
Procurement	<ul style="list-style-type: none"> <li>•Goods and services</li> </ul>
Place shaping	<ul style="list-style-type: none"> <li>•Power to control development and transport</li> </ul>
Showcasing	<ul style="list-style-type: none"> <li>•Inovating, piloting, demonstrating and rewarding good practice</li> </ul>
Conveying and contributing	<ul style="list-style-type: none"> <li>•Brining people and organisations together</li> </ul>
Engaging	<ul style="list-style-type: none"> <li>•Translating global and national climate targets for local level</li> </ul>

## 5.0 Best Practice Suggestions to tackle climate change

5.1 This section of the report provides an overview of the themes that was raised as best practice in recent conferences that the IACC should consider in its approach to tackling climate change locally.

### 5.2 Implementing an Action Plan

5.2.1 Some of the actions required after declaring a climate emergency are as follows:



OWN	Senior owner to co-ordinate climate action across departments and functions.
UNDERSTAND	Assess the key local causes and impact of climate change to inform focus.
PLAN	Set targets and milestones and timeframe for meeting such actions.
COLLABORATE	Local Authority can't do all work required alone. Engagement with businesses, organisations and individuals is necessary.
PRIORITISE	Identify which actions can have the biggest impacts.
BUDGET	Costing of actions and business case preparation.
INVEST	Secure investment
IMPLEMENT	Set out implementation programme

### 5.3 Sustainable Transport

- 5.3.1 The challenges and barriers to sustainable travel include safety perception, conflict / sharing of road network between different user groups, over reliance of the private car in rural areas.
- 5.3.2 There are a number of opportunities that could be considered in decarbonising the transport sector. These include: enthusiasm and appetite in cycling and walking since the Covid-19 pandemic, Active Travel Act 2013 and priorities associated with the Act as set out by Welsh Government, how more active travel can contribute towards the WBFGA 2015.
- 5.3.3 To contribute towards climate change initiatives could include: investment in infrastructure to improve the provision of cycling and walking, e-bike trials, electric fleet vehicles, EV charge points, park and ride facilities, individuals to minimise dependence on private car (financial incentives), engagement with local residents to understand people's barriers towards active travel and seek understanding on their aspirations and creating a fit for purpose local transport plan.
- 5.3.4 De-carbonising the transport sector is also a key factor in tackling climate change. This could be achieved by creating a fit for purposes local transport plan,

### 5.4 Influencing Human Behaviours

- 5.4.1 Climate change needs behaviour change, integrating behavioural science is fundamental when attempting to bring about change within an organisation and is crucial for public engagement. Society must change the way we heat our homes and offices, travel and consume products and services. This requires action on an individual level but also requires change at a broader societal level.
- 5.4.2 There are multiple influences on behaviour such as travel or household energy efficiency. Changing human habits are one of the biggest barriers to behavioural change. Habit leads to 'tunnel vision' where the same behaviour will be repeated until a particular habit can be disrupted through change or an event.
- 5.4.3 Education and information at school or colleges can influence behaviours of the next generation with regards to climate change and issues such as recycling and can influence their parents/families. This could go further by introducing climate change as part of the school curriculum. However, intervention is also required at the workplace and needs to be developed as the 'social norm'. Activities could include training sessions on climate change, incorporate as part of induction, introduce internal policy on climate change, and promote climate change champions in each Service to introduce behavioural change e.g. posters / advice on recycling / reducing electricity use.

#### 5.4.4 The EAST framework can be used in order to bring about behavioural changes:

**Easy** - People often take the path of least resistance. You can therefore encourage desirable behaviours by removing small frictions or hassles, by defaulting people into the desirable choice, or by redesigning the way choices are presented to make the desirable behaviours easier.

**Attractive** - Humans are more likely to adopt a behaviour when it captures our attention or is in line with our motivation and beliefs. You can draw attention with visual cues that are particularly relevant or noticeable, and leverage motivation by emphasizing the positives and using incentives.

**Social** - Human behaviour is hugely influenced by what others around us are doing. You can promote desirable actions by highlighting the fact that other people are adopting them. You can also make behaviour more publicly visible, and emphasize opportunities for people to help each other.

**Timely** - People are creatures of habit, so nudges are most effective at moments of change in people's lives. We also have a deep tendency to emphasize the present more than the future. You can harness these tendencies by timing campaigns strategically, highlighting the immediate benefits of sustainable actions, and helping people plan ahead.

### 5.5 Property

- 5.5.1 Many steps that can be taken by local authorities include both social and environmental issues, some of the fundamental measures are listed below:
- 5.5.2 Building maintenance – The need to reduce energy and contribute to decarbonisation should be considered when carrying out any building works.
- 5.5.3 Decarbonisation of heating – Priority should be given to seek to decarbonise heating in line with Welsh Government aspirations. This is particularly relevant to IOACC due to the considerable number of sites which do not have mains gas and are heated via more carbon intensive LPG or oil.
- 5.5.4 Energy efficiency – Works to improve energy efficiency of buildings should be carried out in order to achieve the target set out in the energy management strategy.
- 5.5.5 Biodiversity – Ensure that any biodiversity lost due to building maintenance / construction is adequately replaced and increased.

### 5.6 Harnessing public engagement and securing partnerships

- 5.6.1 It is important not to assume knowledge when engaging with the public, a recent study by Energy catapult UK demonstrated that less than 49% of people were aware that energy consumed at home contribute to climate change.

- 5.6.2 People struggle to make the connection with climate change and their daily lives, whilst they are aware it is a big global issue, they fail to make the connection at an individual level.
- 5.6.3 It is therefore important to talk about things of interest to the intended audience, for example by showing that living and working in more environmentally friendly ways, not only reduces the consumption of resources but also results in financial savings for individuals and organisations.
- 5.6.4 Significant progress can be made by capitalising on the current situation “to push against open doors” when harnessing public engagement and securing partnerships. The renewed appreciation for nature and green spaces during the COVID-19 pandemic for example, provides an opportunity to engage the public on wider environmental and social issues. Active travel is another area that has seen a surge in interest during the pandemic with many people opting to cycle.

## 5.7 Funding, legal and strategic policy

- 5.7.1 Funding, legal and strategic policy, provide the technical underpinning to enable the leaders to deliver on the vision of responding to climate change.
- 5.7.2 Carbon neutrality is best learnt by doing. IOACC needs to get own house in order, lead that agenda , make sure operations achieve carbon neutrality as quickly as possible and then consider the wider issues. Having a councillor responsible for climate action is advisable to lead on and oversee this agenda.
- 5.7.3 Every opportunity to challenge the carbon impacts of each decision made (eg. Budgets, planning, land use, regulation) needs to be taken and subsequently ensure that the wider community is taken on the journey too, through securing partnerships and via public engagement.
- 5.7.4 As Climate Change is a devolved matter, it is recommended that a suitable officer from the IACC discusses directly with WG Energy Service on any funding streams that relates to climate change. It is understood from the conferences that in England there are no specific funding pots for climate change, but rather, net zero should be part of future funding bids as it should be an integrated matter into projects or business as usual.

## 5.8 Driving the agenda through procurement strategy

- 5.8.1 The procurement process can be both a barrier and an opportunity for local authorities to build on social value. Through supply chain criteria, local authorities have wide levers and are in a position to bring about transformation.
- 5.8.2 Historically, environmental and social value aspects have somewhat been a compliance tick box exercise but moving forward they need to form a core part of the business case and decision making process. Standard metrics are a challenge, it is

important to know which metrics to prioritise as they embed environmental value in to social value activities.

- 5.8.3 Ensuring a sustainable procurement strategy will enable Isle of Anglesey County Council to meet its needs for goods, services, works and utilities in a way that achieves value for money on a whole life basis and generates benefits not only to the authority, but also to society, the economy and the environment.
- 5.8.4 The following steps can be implemented as a starting point for sustainable procurement:
- Commit to the principle and make sure it is at the centre of the organisation
  - Developing a sustainable procurement plan for all council purchasing that encourages low energy and more sustainable options
  - Promoting local purchasing where possible
  - Assessing the carbon footprint of goods and services procured, in order to understand the impacts of existing procurement and commissioning
  - Producing a sustainable procurement code of practice for use across the authority.
  - Utilising whole-life costing when assessing all capital projects
  - Transitioning to 100% renewable energy for own buildings and operations

## 6.0 The Authority's Carbon Footprint (Baseline)

At present, Carbon data from a number of sources is available although it is not yet clear which sources of emissions should be included when quantifying a total baseline figure for the Authority.

For example, the "greenhouse gas accounting tool" produced by the local government association and local partnerships states that authority housing should be excluded and is currently out of scope. It would therefore be beneficial to have clear and consistent guidance on this so that a concentrated effort can be made to calculate the emissions that need to be reported on.

### 6.1 Available Emissions Data

- Building Energy– Heating and Electricity
- Water usage
- Fleet – Fuel usage
- Street Lighting – Electricity usage
- Commercial building waste
- Municipal waste
- Housing – Carbon figure based on EPC rating.

### 6.2 Emissions data that could be obtained with relative ease

- Staff commuting
- Business travel

### 6.3 Emissions data that is unquantifiable at present

- Procurement – Estimated to be approximately 50% of the authorities emissions
- Land Use
- Leased assets and franchises

## 7.0 Recommendations

1. Develop an Action Plan with activities to include some of the realistic measures outlined in this report – activities need to be SMARTER (Specific, Measurable, Achievable, Realistic, Timely, Evaluate, Review)
2. Sort out own house first (Internal arrangements/interventions) to tackle climate change
3. Governance – all Council decisions to adhere to the Climate Change Action Plan / Vision
4. Engage & Consult with the public to manage expectations and to understand aspirations
5. Educate and provide information on climate change at schools and apply similar principles within the local authority to promote behavioural change towards climate change (e.g. Climate Change Champions, Climate Change compulsory training, and financial incentives for cycling / walking to work). Behaviour change is fundamental when dealing with climate change.
6. Ensure all external applications for funding includes the cross-cutting theme of net zero / climate change as this is a key factor in funding decisions. Climate Change should be integrated into any funding future applications.
7. Incorporate relevant environmental and social metrics in to the procurement process so they are given equal consideration to financial ones.



<b>ISLE OF ANGLESEY COUNTY COUNCIL</b>	
<b>Committee:</b>	Partnership & Regeneration Scrutiny Committee
<b>Date:</b>	11 March 2021
<b>Subject:</b>	North Wales Safeguarding Board Annual Report 2019/20
<b>Purpose of Report:</b>	The report meets the statutory requirement that the North Wales Safeguarding Board publishes its Annual Report. It provides an overview of the work of both the North Wales Children and the North Wales Adult Safeguarding Boards from April 2019 to March 2020 and the progress made in delivering key objectives across the region to safeguard people. It outlines next steps and longer term plans for the Regional Safeguarding Board.
<b>Scrutiny Chair:</b>	Councillor Gwilym O Jones
<b>Portfolio Holder(s):</b>	Councillor Llinos Medi
<b>Head of Service:</b>	Fon Roberts, Director Social Services
<b>Report Author:</b> <b>Tel:</b> <b>Email:</b>	Anwen Huws 01248751811 <a href="mailto:AnwenMHughes@anglesey.gov.uk">AnwenMHughes@anglesey.gov.uk</a>
<b>Local Members:</b>	Not relevant

<b>1 - Recommendation/s</b>
For Elected Members to consider and note the information contained within the North Wales Safeguarding Board Annual Report 2019 -20.

<b>2 – Link to Council Plan / Other Corporate Priorities</b>
The Council believes that every child and adult has the right to be safe from harm. One of the responsibilities of the North Wales Safeguarding Board is to ensure that each North Wales local authority safeguards the people that live in their respective county.
<b>3 – Guiding Principles for Scrutiny Members</b>
<b>To assist Members when scrutinising the topic:-</b>
<b>3.1</b> Impact the matter has on individuals and communities <b>[focus on customer/citizen]</b>

**3.2** A look at the efficiency & effectiveness of any proposed change – both financially and in terms of quality [**focus on value**]

**3.3** A look at any risks [**focus on risk**]

**3.4** Scrutiny taking a performance monitoring or quality assurance role [**focus on performance & quality**]

**3.5** Looking at plans and proposals from a perspective of:

- Long term
- Prevention
- Integration
- Collaboration
- Involvement

[**focus on wellbeing**]

#### **4 - Key Scrutiny Questions**

- a) To what extent has the Safeguarding Board implemented its most recent Annual Plan?
- b) How effective is the partnership in working together and holding each other to account?
- c) To what extent has the Board been able to provide assurance that quality safeguarding levels have been provided during the last challenging year as a result of Covid 19?
- d) What work has the Board undertaken in relation to developing and supporting compliance with Wales Safeguarding Procedures 2019?
- e) The Board undertakes exercise reviews in specific cases- how are the learning from these shared in order to learn lessons and support continuous improvement?

#### **5 – Background / Context**

##### **Legal Framework**

- i. The Social Services and Wellbeing (Wales) Act 2014 provides the statutory framework for Social Care in Wales. The Safeguarding Boards (General) (Wales) Regulations 2015 relate to setting up and the function of the Safeguarding Boards. Regulations 5 and 6 relate to the making of annual plans and annual reports by Safeguarding Boards. The North Wales Safeguarding Annual Report 2019/20 was approved by all members of the respective Children and Adult Boards.
- ii. Welsh Government Working Together to Safeguard People Guidance, states that the objectives of a Safeguarding Children Board are:
  - To protect children within its area who are experiencing, or are at risk of abuse, neglect or other kinds of harm, and
  - To prevent children within its area from becoming at risk of abuse, neglect or

other kinds of harm.

and the objectives of a Safeguarding Adults' Board are to protect adults within its area who -

- Have needs for care and support (whether or not a local authority is meeting any of those needs), and
- Are experiencing, or are at risk of, abuse or neglect
- To prevent those adults within its area becoming at risk of abuse or neglect.

- iii. Both boards set the strategic direction of safeguarding, including policy direction, and monitoring the effectiveness of safeguarding within agencies across the region. Boards commission practice reviews and disseminate learning to practitioners which ensures that local learning is widely known and that safeguarding is high on the agenda at all levels of the workforce.
- iv. There is consistent membership by the Local Authority on the Board and various regional and sub-regional groups by Social Services and the Learning Service. The collaboration between these two services also characterizes our corporate safeguarding arrangements.

#### **Priorities 2019/20**

- v. For 2019/20 two strategic shared priorities were identified, with one individual priority each for the Children's and Adults Boards: Exploitation [Shared Priority]: Domestic Abuse [Shared Priority]: Improved awareness and compliance in the Adult at Risk Process [Adults' Board Priority] and Safeguarding in Education [Children's Board Priority]

#### **Priorities 2020/21**

- vi. From the Board's Business development day and also to reflect the National Agenda in Wales, the priority areas were identified for the Children's and Adults Board was to promote awareness and compliance around the New All Wales Adult Safeguarding Procedures (NWSAB) and the New All Wales Children Safeguarding Procedures (NWSCB). The rationale for the choice of these two priority areas is that there is a need to further promote awareness of the New All Wales Safeguarding procedures but also as a region to demonstrate over the next twelve months that we have embedded the procedures into practice.
- vii. In addition two improvement areas were identified
  - Strong Leadership & Evidenced Compliance: To provide strategic leadership in relation to safeguarding & to ensure that the North Wales Safeguarding Boards are able to demonstrate effectiveness in delivering against their statutory functions
  - Increased Knowledge & Continuous Learning: To be assured that agencies know the children, young people and adults who are most at risk in our region and effectively safeguard them. To continually develop and improve the way agencies work so that outcomes improve.

### **Key Messages from the Annual Report**

- viii. Safeguarding requires effective partnership working and the Annual Report 2019/20 acknowledges good practice across the region, as well as areas for development. These areas for development are reflected in the North Wales Safeguarding Board business plan for 2020/21.
- ix. The Boards continued to mature in the last year to one where they demonstrate effective co-operation and challenge are part of everyday business.
- x. The Boards can demonstrate how they have influenced the national agenda on the National Procedures and the All Wales Practice Guides.
- xi. The Annual Reports evidences that the Boards have embraced a more cross cutting agenda which focusses on safeguarding with a 'people' perspective.

### **Key Achievements of the Safeguarding Boards during 2019/20**

- xii. Wales Safeguarding Procedures Training to support the implementation of the Wales Safeguarding Procedures. In the period January 2020 – March 2020 there were 10 Child at Risk Module sessions held and 10 Adult at Risk module sessions held. Each session was attended by 50 – 60 staff. Further sessions were scheduled but had to be put on hold due to Covid19. The Board are making available videos and podcasts on separate sections of the procedures to enable staff to refresh their understanding of the changes, this is particularly important in relation to the substantial changes within Adult Protection. This will also allow the Board to update the information if and when updates to the procedures are made, to keep them current and help create a regional safeguarding approach. It is also anticipated that further training and updates will be provided via Webinars and video conferencing to enable interaction with attendees and the trainer.
- xiii. Quality of multi-agency practice: The Annual Reports evidence that work has been carried out to evaluate the quality of multi-agency practice and to inform learning and continua development.
- xiv. Partnership Review: The Partnership review was completed and established the Vulnerability & Exploitation Board. This provides an opportunity for collaboration and alignment of priorities and to avoid duplication of work programmes, together with raised awareness and understanding of the issues around vulnerability and exploitation across North Wales. As part of this work package and in accordance with the North Wales Safeguarding Partnership Review, the Vulnerability and Exploitation panel has been developed to provide leadership, governance and strategic direction to meet nationally and regionally driven priorities relating to vulnerability and exploitation and to ensure the effective delivery of national, regional and local priorities for protecting and preventing vulnerability and exploitation.
- xv. Role of the Lead Practitioner/Section 126 Enquiries: The NWSAB undertook an

extensive work programme around the role and S.126 enquires, with multi-agency workshops being undertaken across the region.

- kvi. Basic Safeguarding Training for Commissioned Services: Developed a model of learning development to support agencies to deliver their training in-house. The manager or a senior member of their care staff, will be trained to deliver the safeguarding module themselves and will be using the Social Care Wales safeguarding module once it has been updated to reflect the changes in procedures.
- vii. Development of Procedures/Protocols/Guidance to Support Practitioners: A number of protocols were developed during the year to support agencies, some as a result of learning from CPR/APR's and others in response to requests for guidance from agencies and practitioners:

#### **6 – Equality Impact Assessment [including impacts on the Welsh Language]**

The Annual Report 20210/20 is a summary of work undertaken throughout the year across the North Wales footprint. Individual proposals / decisions will have been considered.

#### **7 – Financial Implications**

The North Wales Safeguarding Board uses the national funding formula to assess and identify annual financial contributions from statutory partner agencies. IOACC contribution is in line with this formula. Budgets are to be agreed by Safeguarding Board partners to ensure sustainability in taking forward programmes of work and to be rolled forward until modified to ensure stability and security of funding over more than one financial year.

#### **8 – Appendices:**

North Wales Safeguarding Board Annual Report 2019/20

<https://www.northwalessafeguardingboard.wales/wp-content/uploads/2020/10/FinalAnnual-Report-2019-20.pdf>

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



# **NORTH WALES SAFEGUARDING BOARD**

## **ANNUAL REPORT**

**2019 – 2020**

**JULY 2020**

## Introduction:



### Jenny Williams (Chair of the North Wales Safeguarding Children Board):

This Annual Report outlines the progress we have made against the outcomes set by the North Wales Safeguarding Children Board in March 2019 as part of our Annual Strategic Plan. The Board has continued to mature in the last year to one where we demonstrate effective co-operation and challenge are part of everyday business.

North Wales Children Safeguarding Board can demonstrate how we have influenced the national agenda on the National Procedures and the All Wales Practice Guides. We have responded to recommendations from both the National Independent Safeguarding Board and the Children's Commissioner.

Joint working with NWSAB has been positive and we now have an agenda that is richer with the different areas of practice in adult and children's services now starting to enrich each other with practitioners seeing the benefit of an all age approach to protecting children and adults at risk.

There will always be challenges in delivering such complex services across such a large regional area such as North Wales but this annual report clearly demonstrates good progress in demonstrating how NWSB is impacting on outcomes for children and young people.

I am privileged as Chair of the NWSCB to continue to serve the residents and diverse communities of North Wales region in leading and fulfilling the Board objectives as stated in Part 7 of the Social Services and Well-being Act (Wales) 2014 to protect and prevent children in the region from experiencing abuse and neglect and other kinds of harm.

I would also like to recognise a dear colleague, David Beard who sadly passed away. David was someone who had been influential, with solid input into board, words of wisdom, and support in lots of complex reviews/ issues the board and colleagues have had over the years.

### Neil Ayling (Chair of the North Wales Safeguarding Adults Board):

The annual report outlines in detail the progress we have made against the outcomes that were set by the North Wales Safeguarding Adult's Board as part of our Annual Strategic Plan published on 31st March 2019.

The Board has great commitment from its members which clearly supports the improvement journey. The Board is emerging into a more robust, open, constructively challenging, and continually developing body that has a clear focus on safeguarding adults at risk at its core.



It has become increasingly clear that the Board is enhanced by a more cross cutting agenda which focusses on safeguarding with a 'people' perspective. The annual report references the work we have done. We continue to promote the safeguarding Adults at Risk agenda within North Wales and have developed further links across the sector. The work we are doing with developing a Framework for Safeguarding with HMP Berwyn is an example of this.

Finally, I would like to thank all members of the NWSAB and the sub-groups for the work undertaken during the year and I look forward to working with the Board next year in promoting and improving practice around safeguarding Adults at Risk.

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## Objective of the Safeguarding Boards:

Serving the citizens and diverse communities of the North Wales region which encompasses six Local Authority areas does not come without significant challenges. The board and its members however continue to be proud of the strong ethos of collaboration and partnership working that has been established at a senior executive board and sub group level. We look forward to the year ahead and continuing to build upon the strong foundations established in the preceding four years to deliver against our objectives and our aspiration to achieve excellence in Safeguarding work, professional practice and the services we provide to our communities.

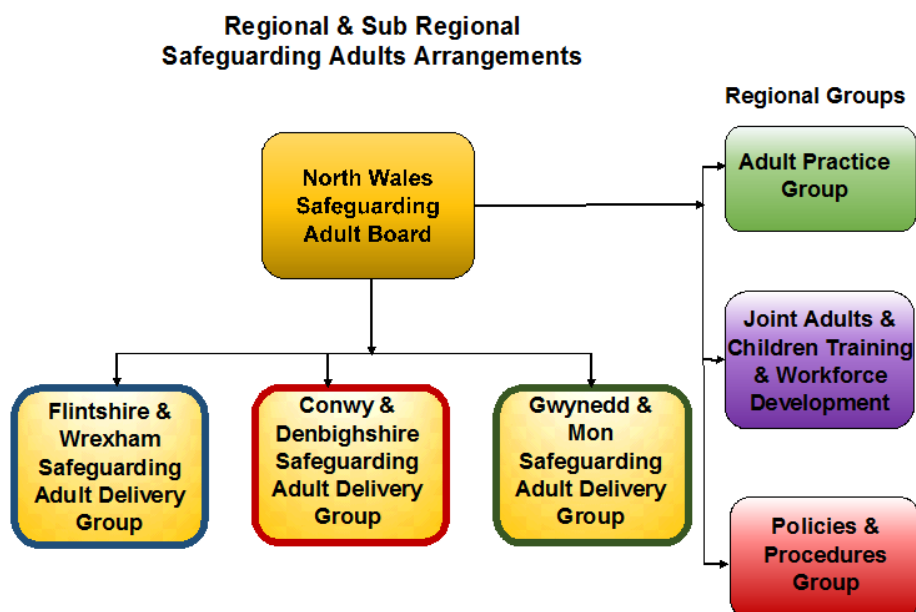
Protecting and preventing children and adults at risk from experiencing harm and promoting the wellbeing of the people of North Wales enabling them to achieve better outcomes remains central to the Board's work.

Areas have been identified for continuing improvement and will enable the Board and its members to fulfil their statutory responsibilities as outlined in Part 7 of the Social Services and Well-being Act (Wales) 2014 to protect and prevent children and adults at risk in the region from experiencing abuse and neglect and other kinds of harm.

### 1. About the North Wales Safeguarding Boards:

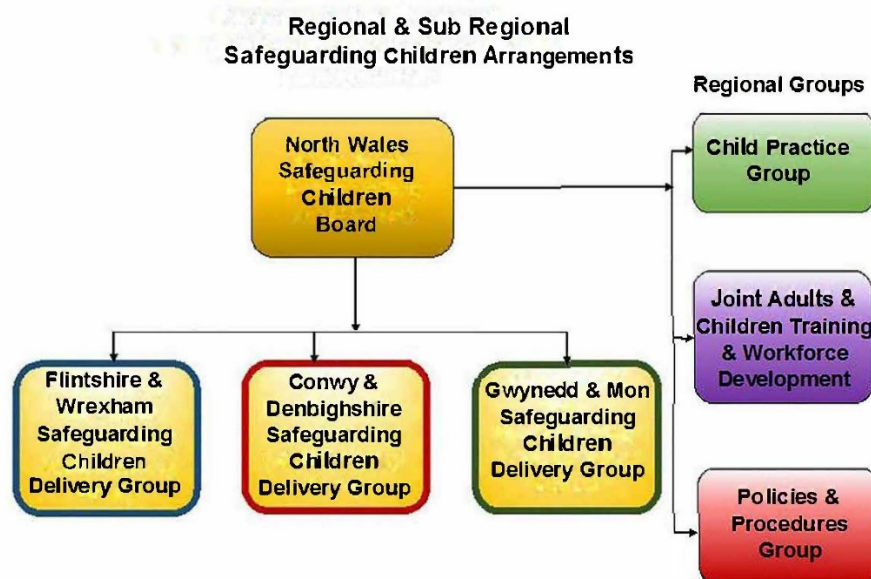
#### Structure:

The North Wales Safeguarding Boards currently meet four times per year and jointly twice a year, in addition there is also a joint Business Development Day held annually to set the priorities for the coming year and self-assess the progress of the Boards.



NWSAB Sub Groups:

- Flintshire & Wrexham Delivery Group: Chair: Jane Davies, Flintshire County Council  
Conwy & Denbighshire Delivery Group: Chair: Claire Lister, Conwy County Borough Council  
Gwynedd & Mon Delivery Group: Chair: Alwyn Jones, Anglesey Council  
Policy & Procedures Group: Chair: Alaw Pierce, Denbighshire County Council  
Adult Practice Review Group: Chair: Tim Griffiths, Welsh Ambulance Service Trust  
Joint Training & Workforce Development Group: Chair: Mark Foster-Rowley, Conwy County Borough Council.



NWSCB Sub Groups:

- Flintshire & Wrexham Delivery Group: Chair: Meinir Williams Jones, Barnardo's  
Conwy & Denbighshire Delivery Group: Chair: Chris Weaver, BCUHB  
Gwynedd & Mon Delivery Group: Chair: Fon Roberts, Ynys Mon LA  
Child Practice Review Group: Chair: David Beard, Barnardo's  
Policy & Procedures Group: Chair: Cindy Thompson, Denbighshire County Council

The Board's Practice Delivery Groups and the Policies and Procedures Group currently meet on a quarterly basis. The Practice Review Groups and the Joint Workforce and Training Group also meets bi-monthly.

## Board Membership:

### North Wales Safeguarding Adults Board:

**Chair:** Neil Ayling Chief Officer – Social Services Flintshire County Council

**Vice Chair:** Michelle Denwood -Associate Director Safeguarding – Betsi Cadwaladr University Health Board

Anglesey CC - Director of Social Services. Head of Adults Services

Conwy CBC - Strategic Director of Social Care & Education. Head of Service for Children, Family and Safeguarding

Denbighshire CC - Corporate Director Communities. Head of Community Support Services

Flintshire CC – Chief Officer Social Services. Senior Manager Safeguarding & Commissioning

Gwynedd CC – Corporate Director. Head of Adult Health and Wellbeing Services

Wrexham CBC - Head of Adult Social Care

BCUHB Director of Nursing Mental Health & Learning Disabilities

BCUHB - Assistant Director of Nursing MHL D

National Probation Service – Designated Officer

North Wales Police - Detective Superintendent/PVPU

Public Health Wales – Designated Nurse National Safeguarding Team

Care Forum Wales – Senior Policy Advisor

Welsh Ambulance Service Trust – Head of Safeguarding

North Wales Fire & Rescue Service - Business Education & Arson Reduction Team Manager

HMP Berwyn – Head of Safety and Equality

### North Wales Safeguarding Children Board:

**Chair:** Jenny Williams - Director of Social Care and Education - Conwy County Borough Council

**Vice Chair:** Judith Magaw  
Head of Reducing Re Offending – National Probation Service Wales

Director of Social Services, Head of Children & Family Services – Anglesey Council

Head of Children, Family & Safeguarding Services – Conwy County Borough Council

Corporate Director Communities & Head of Education & Children’s Services – Denbighshire County Council

Chief Officer Social Services. Head of Children’s Services- Flintshire County Council.

Head of Children & Support Families and Corporate Director - Gwynedd Council.

Service Manager Prevention & Support Youth Justice Service

Head of Service - Wrexham Youth Justice Service

Head of Corporate Safeguarding, Assistant Director Children’s Services - Barnardo’s

Detective Superintendent PVPU - North Wales Police

Associate Director Safeguarding & Named Doctor Children’s safeguarding - Betsi Cadwaladr University Health Board

Head of Children’s Services – Wrexham County Borough Council

Head of Local Delivery Unit – National Probation Service

Designated Nurse National Safeguarding Team – Public Health Wales

Service Manager for North Wales (Children services) - NSPCC

Safeguarding Specialist Quality, Safety & Patient Experience Directorate - Welsh Ambulance Service Trust

## 2. Action the Safeguarding Boards have taken to achieve particular outcomes.

### COVID19:

At the time of writing, the pandemic is spreading and we are under a 'lock-down' instruction with the majority of staff, who are able, working from home. The current challenges faced by the NHS and their staff are immense, and the Board will be looking at how it can help support them and all other partners during this emergency.

Emergency Board meetings are taking place via conference calls, to establish the current regional position with regards to managing the safeguarding process, both within Children and Adults Services. By sharing what partners are doing it will ensure that the Board has some oversight and allow ideas and innovations in dealing with various situations. The Boards Business Unit will be undertaking some interim virtual meetings with the Chairs of the Adults and Children's protection conference meetings so Board has oversight. Virtual Board meetings will be taking place to insure that Board is meeting its statutory duties as well as it can under the circumstances.

### Wales Safeguarding Procedures Training:

The Board's Workforce Development and Training Group together with the Business Unit started planning training sessions for Staff and Providers from July 2019 once it was established that the procedures would be launched later in the year. By asking the regional training officers to identify who would need to attend the first tranche of training, those who are on the front line and have the immediate need to understand the changes identified within the Wales Safeguarding Procedures attended a full days training session. This was implemented for both the Children and Adults Safeguarding Procedures.

Since January 2020 – there have been:

- Child at Risk Module sessions: 10 sessions held.
- Adult at Risk module sessions: 10 sessions held – 3 on hold.

Each session was attended by 50 – 60 staff. Further sessions specifically for education staff were scheduled but are currently on hold due to Covid19.

The Board are now looking to further embed the procedures in practice by making available videos and podcasts on separate sections of the procedures to enable staff to refresh their understanding of the changes, this is particularly important in relation to the substantial changes within Adult Protection. This will also allow the Board to update the information if and when updates to the procedures are made, to keep them current and help create a regional safeguarding approach.

It is also anticipated that further training and updates will be provided via Webinars and video conferencing to enable interaction with attendees and the trainer.

### Adult Safeguarding Reports:

As part of the strategic plan for 2020/21, the Board has undertaken to look at the quality of safeguarding reports in particular Adult Safeguarding Reports. It is evident from the performance data being supplied via the Local Practice Delivery Groups that the number of inappropriate reports continues to rise due to them either being of poor quality or they are reporting issues more around quality of care rather than safeguarding concerns. It is unfortunate that not all LA's have been able to provide this information due to cross over from one information system to the other and in some cases staff illness, though efforts are being made to ensure this data is captured and supplied as a matter of course in the future at each LPDG meeting.

The data for the first three quarters of the year is as follows:

Number of Reports Received: 1787  
Number that did not meet the threshold: 968

Other partner agencies such as Police have also identified that the quality of information that they are receiving, in particular with regards to incidents by and between adults at risk in care settings is not always adequate. More time is being spent on getting enough information to be able to then take appropriate action and this is impacting on resources.

The data collected also shows the source of safeguarding reports and the category of abuse from across the region. This is shown below:

Provider Agency	SSD Care Coordinator	Health	Relative	North Wales Police	Others including CIW	Self Reported
670	197	528	68	77	257	10

Neglect including Self	Physical including DA	Sexual	Psychological including Verbal	Finance	Multiple	Unknown
550	619	90	416	337	127	22

Following an increase in Adult at Risk reports, BCUHB Corporate Safeguarding have supported 3 desktop reviews across different OPMH wards and units, which focused upon safeguarding practices to gain assurance on patient, staff and organisational safety.

The Board has also looked at how information on outcomes is collected and reported on in such a way that the safeguarding adults board and partners can evidence the difference they are making for people and use this to improve safeguarding support. Evidence of good practice is collected and shared regularly across the region and examples are included within this annual report.

### NWSAB - Self-Neglect Audits:

A self-neglect case audit was undertaken by the Practice Delivery Groups in order to assess how agencies were dealing with cases of self-neglect and how effective the self-neglect protocol has been in assisting with this

The auditors were asked to look at how the work considered the Adult at Risk/ Individual. All reported that there was strong evidence of multi-agency involvement, there was evidence of multi-agency discussions and case work carried out. The individual was involved throughout the process and safety was paramount. Consideration was given as to how much the individual could do independently and which needs required assistance from health and social services.

Other areas of **good practice** that were identified included:

- Consistent evidence of different methods of communicating with the individual being made.
- Clear evidence of multi-agency involvement in keeping the individual safe.
- There is evidence that mental capacity is considered and reviewed regularly and that advocacy is offered.
- There is also evidence to show that although the individuals may refuse to engage with agencies, there is strong evidence that agencies and individuals have worked hard to provide support and assistance.

The following was identified as **requiring improvement**:

- The Care and Support Protection Plan could be one working document. Also, the narrative of the individual should be a key component of future working.
- There is not always evidence that a formal risk assessment has been completed.
- It was felt, in some cases, that the social care assessment could have been progressed earlier.

### NWSAB Case Audits:

Audits have also been carried by the Adult Practice Delivery Groups in order to identify areas that require improvement in practice and to inform the future priorities of the Board and look at what further areas of training may be required

#### **Strategy Meetings/Case Conference:**

Areas of **good practice**:

- Clear action plans to be completed – dated & by whom
- Clear TOR for an investigation were agreed
- The Adult at Risk / Advocates involved within the strategy meeting
- Risk Management arrangements in place

Areas **for improvement**:

- Minutes were not comprehensive
- Review of safeguarding measures or risk management strategies should have been followed up by the DLM/Chair.

## **Duty to enquire:**

### Areas of **good practice**:

- Majority of cases were completed within the 7- day time scale.
- There was evidence of immediate action taken to safeguard the individual.
- Most cases evidenced that there was a clear rationale for the decision making-process.

### Areas **requiring improvement**:

- There is a lack of consistency in the quality of the initial referrals.
- Mental Capacity Assessment not always evidenced.
- Evidence around consent to the safeguarding referral.
- Consent to any safeguarding activity is crucial and local authorities do receive referrals where this aspect of the work has not been fully considered by the referrer, even though it is a specific question on the referral form.
- It was also shown that the samples audited across the six local authorities, reflected the complexities and challenges of the safeguarding referrals currently being received.
- Whilst the outcomes for all the referred individuals appear to have been positive and well managed, the evidence to support the journey could not always be readily identified.
- The outcome of Adult at Risk reports need to be shared with report authors/agency by the Local Authority.

## NWSCB Domestic Abuse Audit:

As part of the ongoing work package identified in the NWSCB Local Delivery Group Forward Work Plan, it was agreed an audit would be undertaken in respect of work completed by Local Authorities, Health & Police around children at risk from Domestic Abuse.

The audit was undertaken to assess the quality of support to children and young people at risk from domestic abuse in order to drive developments in this area and to review how the work considered the child.

A separate audit form for each child was completed from the different agencies perspective, gathered from the details held on file. The last 6 months of the agencies involvement was reviewed. The audit tool focused on the following practice:

- Quality of the referral, assessment and case recording.
- Quality of Management oversight .
- Agencies working together effectively.
- Agencies work overall as a partnership.

The audit also requested each agency to make an **overall judgement** about the quality of their work for each section:

- ✓ **Outstanding** – practice that is significantly above the standards for their own and multi-agency working.
- ✓ **Good** – practice that consistently meets the standards for their own and multi-agency working.
- ✓ **Requires improvement** – practice that is inconsistent in meeting the standards for their own and multi-agency working
- ✓ **Inadequate** – practice that fails to meet the standards for their own and multi-agency working.
- ✓

### Findings:

#### Quality of the referral

Overall the quality of referrals **requires improvement**. Risks were identified but it was not specified as to what actions, if any were taken. Whilst referrals highlighted concerns they did not provide any useful information about the child(ren), family, previous engagement or historical concerns/ information.

#### Quality of assessments

Generally, the quality of the assessments was **good**, which was evidenced by the following; health assessments were of a high standard, holistic assessments were detailed, assessments were completed early in the planning process; further assessments were undertaken through the court process.

However, there could be some improvement; the analysis could be more detailed particularly in relation to father's involvement and some assessments lacked risk management.

#### Quality of the plan

Overall the quality of the plan **requires improvement**; the plan needs to be more outcome focused concentrating on the need of the children.

There needs some work to be carried out as to how work could be undertaken with father/perpetrator and capture their engagement.

Fathers separated from their children (who did not live in the household) were not sufficiently included in an assessment or the plan to safeguard their children.

Although there were comments the plan had been developed to keep the child safe and has been escalated appropriately, with clearly documented issues.

#### Management Oversight of Cases

Overall the management oversight of cases, within this audit **requires improvement**. Supervision provides some management oversight and explores challenges when engaging the family.

It was suggested when new referrals are received on an open case the management oversight appears limited and could be more robust with clearer actions and timescales.



In regards to formal supervision notes some required improvement to evidence management oversight and accountability.

Health noted supervision was accessed and provided in line with the BCUHB Supervision Policy.

In one case there was evidence of clear management oversight within the following: case discussions with legal advice, CP Conference reviews, Complex Assessment QA.

In another case there were conflicting views from two teams, it was suggested a short period of intervention from management would have been beneficial to provide an oversight.

#### Quality of the Work Overall as a Partnership

Overall the quality of the work as a partnership was **good**, there was effective partnership working and good communication evidenced throughout, across the agencies.

There was evidence of agencies working together throughout the process to share information and act appropriately and in the best interests for the child.

#### Good Practice identified

- Evidence of Social Worker attempting to engage the children's father
- Good multi agency communication and working
- Good quality of case conference reports from all agencies
- Referrals to specialised services and support to engage
- Regular core groups
- Engagement with MARAC

#### Adults/Child Practice Reviews:

No Adult Practice Reviews were commissioned during 2019/2020 though it was agreed that a MAPF would be undertaken with regards to one referral received.

With regards to Child Practice Reviews, 2 were commissioned during 2019/20 alongside a MAPF.

### **3. The extent to which the Safeguarding Board has implemented its most recent Annual Plan.**

The following is an update on the progress achieved:

#### **1. Strategic Shared Priority 1: Exploitation**

##### **1a. To develop a North Wales Regional Exploitation Strategy:**

A partnership review workshop was held in November. As part of the workshop, the Business Manager put together a proposal around using the Joint Board meeting as the forum to discuss exploitation rather than create a separate exploitation and vulnerability panel.

A further meeting took place in the New Year to further consider this proposal and a draft Regional Exploitation Strategy was developed by the Business Manager as part of the work taking place in the Safeguarding Partnership review across North Wales.

## CSE

Together with the NSPCC, the NWSCB hosted numerous Exploitation Community of Practice Events throughout North Wales. In February 2020 the NWSCB hosted the Centre of Expertise on child sexual abuse at a regional event. The focus of this event was to consider the All Wales Practice Guide Safeguarding Children from CSE and the implications of this new practice guide. Overview of the event:

- Research around risk assessment tools and the use of such tools in practice.
- Recognising CSA and raising awareness amongst key professionals to identify and respond to CSA.
- Findings from the recent research around LA records in Wales: uncovering the scale of child sexual abuse in social care records.
- The role of the CSA Centre in supporting the delivery of the Wales National CSA Action Plan

## National CSE Action Plan

Going forward responsibility for monitoring and ensuring the actions are carried out from the National CSE Action Plan sits with the NWSCB Local Delivery Groups. The Local delivery group will report back to the North Wales Safeguarding Children's Board on a quarterly basis.

The North Wales Safeguarding Board have raised awareness of the CSA action plan via presentations to each of these Local Delivery Groups in North Wales.

It is the NWSCB intention for the Local Delivery Groups to focus primarily on the National CSE Action Plan in June 2020 with support from the Centre of Expertise on child sexual abuse.

Example: Over the last 12 months, Wrexham have provided a wide range of training to staff on exploitation facilitated by Barnardo's. The training was open to staff of both Children and Adult Services as well as multi agency partners.

Adult Services are currently taking part in joint working with Children's Services in the development of a MET (Missing, Exploited Trafficked) Strategy for WCBC. The first stages of this review have begun and working groups identified to take forward identifying a screening tool for exploitation, policy and procedure development, training and communications. The review is a multi-agency approach with partners fully engaged in coordinating the improvements.

In Conwy, County Lines concerns are being recognised earlier by Social Workers and other professionals, with Social Workers piloting a Child Criminal Exploitation Tool, which provides a Risk Assessment Framework. Further work will be completed in the following twelve months to monitor the effectiveness of the new assessment tool, monitor the data and monitor the interventions and planning for professionals to operate in a contextual safeguarding manner.

### **1b. Intelligence Gathering & Sharing - Preventing people from engaging in Adult/ Child exploitation:**

North Wales County Lines Needs assessment has made a number of recommendations around intelligence gathering/ information sharing. These recommendations will need to be considered at the Board although we are in favour of a regional Information Sharing Protocol for exploitation.

Work is starting around a pilot with TRAC in DCC around engagement with children and young people around safeguarding issues. The pilot will be considered across North Wales. Sessions held at Rhyl High School with a group of vulnerable young people via TRAC. The purpose of the sessions was to ascertain what is important to the young people in terms of safeguarding and how the board could provide support.

There were various issues the group picked up on such as substance & alcohol misuse, mental health issues, peer pressure, fear of losing friends/ family. The group thought it would be useful if the board were to develop an app; the app would have information on the subjects important to them and signpost to appropriate help/ further information.

The young people in these sessions stated they did not use twitter, Facebook or websites, apps were their preferred way of sourcing information. The Business Coordinator has spoken with the Board's website developer around creating an app. A request has also been made to advocacy groups around engaging with Adult at Risk views around safeguarding practice.

The Business Manager had highlighted to Welsh Government the work that had taken place in England around non-statutory guidance around information sharing. The Welsh Government issued guidance around information sharing for Children but we have requested separate information sharing guidance to be issued around information sharing for adults.

Although separate WASPI's have been created, we still have not created one overarching document for the region.

As an example of ongoing work in the area of awareness raising – Flintshire County Council identified that taxi drivers in particular will meet children and vulnerable adults in their daily work. During October 2019, 412 taxi drivers, operators and desk operators attended safeguarding training, arranged by the Licensing Team and delivered by the NSPCC. This is now a mandatory condition of their licence, with training being rolled out further to bus drivers and school escorts.

**1c. Developing Victim Service Provision - Strengthening safeguards against adult /child exploitation by protecting victims from further victimisation and protecting those who may be susceptible to exploitation:**

Work has taken place with the VAWDASV team and with support of the Local Delivery Groups around the mapping of support services that are available across the region.

In Denbighshire in order to review those high risk cases they hold a monthly Exploitation Panel which is a Multi-Agency Forum where those most vulnerable children and young people are considered. The meeting is well attended across a number of agencies and professionals share good practice local intelligence and monitor high risk children and young people. Following on from the Panel Denbighshire Therapeutic Service have been developing group work for parents of those children and young people to empower them and enable them to share their experiences.

**1d. Tackling Perpetrators – Prosecuting and disrupting individuals and groups responsible for adult/child exploitation:**

North Wales County Lines Needs assessment has made a number of recommendations around tackling perpetrators and is also an example of the work around regional profiling.

Example: North Wales Police, working in partnership with Barnardo's, obtained the first Slavery and Trafficking Risk Order in Wales relating to the safeguarding of a child.

**1e. Training & Awareness Raising - Reducing the harm by exploitation through improved victim identification and enhanced support:**

The regional workforce and training sub group have developed a proposal around a regional exploitation workshop. This will have to be agreed as part of the wider safeguarding partnership review.

Flintshire & Wrexham previously established an operational MET Panel as well as a quarterly strategic MET Panel. Both Panels have partner agency representation. The strategic MET is a joint meeting with Wrexham and is currently being reviewed. The operational MET has a specific Flintshire focus. This approach supports a strategic and operational focus in building accurate intelligence about local trends and networks with a focus on victim, offender and location (including internet safety as well as places).

Through the MET information has been appropriately shared about local children at risk of, and experiencing, exploitation with support and prevention work deployed through coordinated responses across agencies. The Panel meets twice a month to ensure there is appropriate sharing of information to protect children and young

people and that risk management plans and specified outcomes are agreed for each case.

## **2. Strategic Shared Priority 2: Domestic Abuse**

### **2a. Improve joint working between the NWSB and the Safer Communities Partnership to promote compliance with the requirements of the VAWDASV:**

The partnership review has made a number of recommendations around the links. All agencies will be responding to the new National indicators.

Challenges still remain around the Ask and Act training, the training has not referenced the Wales Safeguarding Procedures 2019. It is also essential that the trainers that have been trained around Train the Trainer do have the relevant safeguarding experience.

Pilot of weekly virtual MARAC meetings: The pilot commenced in the east of the region on the 11th February 2020 and completed on the 31st March 2020. This pilot was agreed as the numbers of high-risk victims of domestic abuse being discussed in a monthly MARAC, had increased to an unmanageable level, and agencies were committing all day resources to meet the demand.

The aim of the pilot was to screen the referrals received as a multidisciplinary team, a decision is then made as to which cases need to be reviewed as part of the monthly MARAC meeting and the development of an action plan to safeguard those individuals who have been referred in a timely manner. High-risk victims of domestic abuse are discussed weekly instead of monthly, which can only enhance the safeguarding of victims.

On evaluating the pilot, the outcome was that high risk victims of domestic abuse were discussed by a multi-agency team in a timely manner with completed actions leading to cases being closed at this stage. This has seen a reduction in numbers being discussed in the monthly MARAC. Due to the success of the Flintshire pilot, North Wales Police would like to implement this across North Wales. Wrexham MARAC have adopted this process from the 1st April 2020 and Conwy are in the process of implementing it in June 2020.

### **2b. Increased awareness and challenge attitudes of VAWDASV across North Wales:**

The Board will need to consider the annual VAWDASV report looking at performance in North Wales once it is available.

Operation Encompass is a safeguarding initiative led by the police, to support children and young people who are subject to or witness police attended domestic abuse incidents. This was launched in Flintshire in 2019, and involves the police contacting the relevant school when there has been a domestic abuse incident in a child/young person's home to ensure the school provides appropriate support and safeguards the child /young person against the impact of domestic abuse. 54

incidents have been reported to the relevant schools since the initiative was launched and there are close links to Adult Safeguarding when adult victims of domestic abuse need to be supported.

**2c. Increase awareness of children, young people and Adults of safe, equal and healthy relationships:**

The NWSAB received presentations in respect of a completed DHR to enable learning from that to be disseminated through the partner agencies.

The new Safeguarding Adults and Children's procedures include the Duty to Report. The impact in particular around the Adult at Risk is being considered by the NWSAB.

The Welsh Government are considering developing a one practice review approach for adults and children rather than have separate approaches. First initial meeting took place in Jan 2020 with the Welsh Government Project Manager.

Example: In Wrexham the Cat's Paw company have continued to deliver their production on healthy relationships to all Year 9 pupils in Wrexham. This is a very successful campaign and young people always respond well to this approach.

**2d. Review effectiveness of systems data and monitoring requirement for safeguarding approaches as they relate to VAWDASV:**

Colleagues across North Wales are currently assisting in the development of the reporting templates for WCCIS to assist with this particular practice area. The VAWDASV performance indicators provide the reporting framework for agencies.

Example: Wrexham have restarted the Wrexham/Flintshire MARAC & VAWDASV Steering Group, which brings agency partners together with statutory services to take forward and support the VAWDASV Action Plan as well as identify trends, patterns and solutions resulting from MARAC. The VAWDASV Action Plan has been reviewed and our Regional Annual Report shared with Welsh Government and posted on the WCBC external web site for members of the public.

**3. Strategic Priority 3: Improve awareness and compliance around the Adult at Risk process (North Wales Safeguarding Adults Board)**

**3a. Improved understanding of the Adult at Risk Process as set out in Working Together Guidance:**

Workshops were held throughout North Wales on the enquiries stage of the Adult Safeguarding process. Although we have promoted greater awareness we have still to do further work to ensure all agencies are aware of their responsibilities.

The Local Delivery Groups monitor performance around safeguarding work.

The Wales Safeguarding Procedures training workshops will be held throughout January – March 2020.

Examples: Anglesey implemented the policy and procedure to support the Handling of Individual Cases of Adults at Risk: ensuring that the person is at the centre of their safeguarding experience. This was supported by advanced best practice in safeguarding enquiries provided over two days to 29 practitioners and managers by Bond Solon:

There have been 112 face-to-face safeguarding training sessions delivered across BCUHB, resulting in 4,895 staff receiving training during 2019-20. Safeguarding Ambassador Training sessions have also been completed. Ambassadors are recruited to promote the safeguarding agenda across their own specialist area.

North Wales Police - An Adult at Risk Investigators course has been designed with assistance from partners and will be one of a few police investigator courses nationally.

**3b. The person's wishes and feeling evident throughout the Safeguarding Process:**

The Board has started work with Advocacy services to receive feedback from the Adult at Risk around the safeguarding process. All agencies are aware of the importance of ensuring there is a person-centered approach.

Examples:

Gwynedd - increased use of Advocacy Services over the last 12 months.

Anglesey - Families / Advocacy are advised and views sought. Families / Advocacy invited to case conferences.

Denbighshire - -Adults at risk and / or family members have been attending adult case conferences, and have been able to contribute via discussion with commissioners and/or Providers.

Conwy - Safeguarding audit undertaken to establish that the wishes and feelings of the adult at risk had been considered and were empowered to make their own decisions.

Flintshire: A review of internal processes was undertaken and relevant documents were amended to ensure there was a clear record of contact being made with the adults at risk, families and carers. Also have researched good practice in this area across the UK and CIW have provided us with examples of authorities where there is good practice in this area.

Wrexham: Safeguarding ensure that where enquiries are undertaken, a What Matters questionnaire is undertaken with the vulnerable person or advocate.

BCUHB - Corporate Safeguarding engage and liaise directly with advocacy services across North Wales to ensure the patients individual rights are upheld.

### **3c. Increase awareness and understanding around “The Enquiries stage of the Adult at Risk” Process:**

Six workshops around Section 126 enquires and the role of the designated safeguarding lead have been completed. BCUHB have proposals in place to develop the designated safeguarding lead within the Mental Health / Learning Disability service.

The NWSB are contributing to the WCCIS System Safeguarding Templates – consultation underway – includes the enquiries stage and other documentation.

Example: Workshops were held to explain the role of the Lead Professional in the Adult Safeguarding process and how the Adult Safeguarding Team practice supports the policy.

The Adult Safeguarding Team in Wrexham have monthly Action Learning Sets to discuss, review and consult on any proposed changes to practice or new Safeguarding developments which aids continuous improvement.

## **4. Strategic Priority 4: Safeguarding in Education (North Wales Safeguarding Children’s Board)**

### **4a. Increase the profile of the North Wales Safeguarding Children’s Board across all education providers in the region:**

The NWSCB hosted two workshops inviting Local Authority Education Practitioners / Designated Safeguarding Leads/ Independent Schools / School Governors/ Safeguarding Leads in Colleges to consider the requirements sets out in the draft keeping learners safe guidance. In addition, all six Local Authority Heads of Education are now Board members.

### **4b. All school age children are educated in an environment in which they are able to flourish and are kept safe:**

Local Practice Delivery Groups will be asked to update data around Home education.

Good Practice around Home Education to be shared via LDG across the region.

The pilot project with TRAC is an example of engagement with children who do not access mainstream schools.

The North Wales Safeguarding Board are working with the Gwella Project to develop a national guidance document around HSB for schools.

Example: Within Denbighshire safeguarding in school has included a review of the New Policy and procedures and ensuring that Safeguarding Leads in all schools are confident in their role. This has included a comprehensive training package across the schools for head teachers and Designated Safeguarding Leads facilitated by Barnardo’s Safeguarding Trainers.



#### **4c. Reduce the number of incidences of school children/ young people displaying harmful sexual behaviour:**

The North Wales Safeguarding Board are working with the Gwella Project to develop a national guidance document around HSB for schools. In addition, work undertaken in Gwynedd/ Mon is underway around developing response to HSB.

The NWSCB needs analysis document identified gaps around early intervention however good practice models in Gwynedd and Ynys Mon were identified.

Example: Flintshire – YGS continue to work with education providers to attempt to reduce incidents of and the impact of harmful sexual behaviour in education settings and have recently trained a cohort of YJS practitioners and managers on AIM 3 and Technology Assisted AIM assessment tools.

In Gwynedd, during the course of 2019-2020 they have successfully established Team Emrallt, a new multi-agency Problematic/harmful sexual behaviour team based at the YJS offices in Felinheli. In addition to this Gwynedd have commissioned a leader in the field to support the development of a Gwynedd P/HSB strategic action and workforce delivery plan.

#### **4d. To safeguard children and young people in Education from harm and making the wrong choices in relation to Knife Crime:**

This work package has been supported via the work being undertaken and commissioned by the Police Crime Commissioner.

Example: There continues to be developments in creating an effective working mechanism between the Education Department and Social Services in relaunching the forum between home educators and Social Services to ensure that should there be safeguarding concerns for a child due to being home educated, these are brought to the attention sooner to aid preventative intervention and avoid crisis.

### **NWSB IMPROVEMENT PLAN**

**Risks:** Risk register was reviewed in Sept 2019. An additional risk has been identified in relation to DBS checks for partner agencies. The Board provided awareness raising events via the Adults LDG's. In respect of the All Wales Safeguarding Procedures, a training program is underway.

**Establish clear lines of accountability and reporting mechanisms:** Between the Safeguarding Boards (Children & Adults): Public Service Boards, Area Planning Boards, Safer Communities, VAWDASV Group etc. Documents developed around joint guidance between the safeguarding Board and the Community Safety Partnerships and the Area Planning Board.

**To Respond to and implement action plans from the learning of APR's/CPR's and other reviews:** Self-Neglect audit is an example of the work that the NWSAB has done to monitor implementation of learning from action plans. Local, APR's/ CPR's action plans are being signed off. We have developed the Use of 7 Minute Briefings for disseminating learning.

Audit of the quality of safeguarding related health pre-birth assessments has been conducted by Health in regards to monitoring implementation from a CPR Action Plan.

BCUHB have developed a Trauma Risk Management (TRiM) process across the Health Board. This was in response to a recommendation in the Flintshire CPR. This is peer led support to monitor trauma exposed individuals, and, where necessary, assist them to access professional support. This has proved useful to support health staff involved in the PRUDiC process.

NWSB has also developed multi-agency guidance for the support of employees affected by critical incidents as a result of learning from this CPR.

#### 4. How have the Safeguarding Boards collaborated with other persons or bodies engaged in activities relating to the board's objectives;

Both the North Wales Safeguarding Adults and Children's Boards have been engaging with the other [regional boards](#) in North Wales in relation to [the partnership review](#) which has been undertaken. Agreement as to how these boards will come together in the future has been discussed at a high level and way forward will not be sent to Chief Executives meeting for ratification.

The Board also worked with [Welsh Government](#) in assisting with regards to the National Safeguarding Adults Conference which was well received in North Wales. Board members and the Business Unit are feeding into the proposals around the development of a 'one review' framework, actively looking at how that will work.

In addition, practitioners from across the region are currently working with the [WCCIS Programme Group](#) in developing the safeguarding templates for the system, it is hoped that this will mean that all regions across Wales will be working with the same documentation.

North Wales has and still is consistently contributing to the [Wales Safeguarding Procedures](#). As one of the first Boards to initiate its training programme, the Board has been in a strong position to be able to highlight any problems with the procedures and feedback this to the Project Board. As part of the training sessions, the trainers have instigated a questions session to enable practitioners to raise any issues that they have identified. At the present time the procedures were to be implemented 6<sup>th</sup> April 2020 but it is thought that due to the Covid19 pandemic there will be a significant delay.

The Board links with the [VAWDA SV Board](#) and their training group, [the Regional Modern Slavery Group](#), [Safer Communities Board](#), and other [Regional Partnerships](#), with Board members feeding into these groups and reporting back to the NWSB. There is also collaboration with the [Area Planning Board Business Managers](#) in relation to APR/CPR and DHR reviews and how we can share learning.

[The Older Peoples Commissioner for Wales's](#) Office features regularly at North Wales Events and training workshops. In particular items relating to Advocacy, this is a

presentation that is given often in order to continue to raise awareness. Publications from the OPC are also shared via the online documents library on the North Wales Safeguarding Boards website together with any news bulletins that are issued. The OPC office has also had the opportunity to facilitate awareness sessions in North Wales in relation to Domestic Abuse of Older People.

Meetings take place with the [North Wales Coroners](#) and also with the [Police Crime Commissioner](#) on a regular basis and also the Chairs meet with [Care Inspectorate Wales](#) and have ongoing dialogue with them.

The Chair of the Children's Board and the Business Unit continue to meet with their counterparts from [Cheshire West Safeguarding Partnership](#) and there are plans for the Business Unit to make contact and meet with other Safeguarding Partnerships across England and Wales, to enable the sharing of good practice and knowledge.

The North Wales Safeguarding Boards have throughout the year also engaged with the following:

[All Wales Strategic Sport Safeguarding Partnership](#) - Ann Craft Trust: Presented at Board following which awareness raising sessions were organised in North Wales.

[Office of the Public Guardian](#): After attending the North Wales Safeguarding Board, to discuss the work of the OPG and to receive feedback from members, the information and presentations were disseminated and discussed within the Local Practice Delivery Groups in order to reach other organisations and agencies.

[Shared Lives](#): The NWSAB Policy and Procedures Group agreed to meet and discuss the top tips that have been jointly produced by [Shared Lives Plus](#) and ADASS and are intended for local authorities to ensure that best practice can be followed when a person using Shared Lives is believed to be at risk of harm and a safeguarding concern is raised. The group are awaiting the new documentation to review.

[Disclosure & Baring Service](#): Engagement with the Local Practice Delivery Groups has been undertaken to facilitate greater awareness around when and how to make referrals to the service.

[North Wales Police County Lines Needs Analysis](#): The business unit has been actively linking into this with other Board members has been discussed at the Boards and is ongoing. The analysts that are undertaking this work were also invited to a [Contextual Safeguarding](#) session that was delivered by Dr Carlene Firmin and, which has resulted in the team discussing whether to look at the issues in a different way.

Collaboration is also taking place with regards to [Mental Health and Sexual Safety](#) on hospital wards. A multi-agency steering group is meeting regularly to take this piece of work forward.

The Business Manager continues to meet with other managers from [Business Units across Wales and Welsh Government](#) to discuss both national and local issues. The Business Unit has also been [attending universities and colleges](#) speaking with Health and Social Care students, student Social Workers etc. to highlight the Wales Safeguarding Procedures and what the changes mean for them. The Business Unit has been inundated with requests to present on this for agencies such as the [Rape Crisis](#)

Centre, a group of Solicitors, Advocacy Services, CAFCAS and many others, the aim is to be able to meet all of those requests.

5. Any requests the Safeguarding Board has made to qualifying persons under section 137(1) of the Act for specified information, and whether the requests were complied with.

None. However, the Board have been successful in obtaining information without having to resort to this measure by way of clear communication with the respective agencies, in particular those that do not meet the criteria of 'qualifying persons' under the Act.

6. Achievements of the Safeguarding Boards during the year:

Partnership Review:

The Partnership review has been completed and discussions are underway in respect of aligning the agenda to cover the priorities of the various groups that will come under the umbrella of the Vulnerability & Exploitation Board, this will include VAWDA SV, Modern Slavery. It is anticipated that several joint meetings of these groups per year will enable alignment of priorities and avoid duplication of work programmes, together with raised awareness and understanding of the issues around vulnerability and exploitation across North Wales.

As part of this work package and in accordance with the North Wales Safeguarding Partnership Review, the Vulnerability and Exploitation panel has been developed.

The purpose of the Vulnerability and Exploitation Panel in North Wales is to:

- Provide leadership, governance and strategic direction to meet nationally and regionally driven priorities relating to vulnerability and exploitation.
- Ensure the effective delivery of national, regional and local priorities for protecting and preventing vulnerability and exploitation.

Working together in partnership to support the progress of vulnerability and exploitation priorities including:

- Developing a strategic overview of exploitation, supporting a proactive partnership where those at risk are identified and safeguarded and offenders are disrupted and prosecuted.
- Enabling an efficient and effective response to domestic abuse, sexual violence and serious harm caused by violence against women.

### Wales Safeguarding Procedures:

The Board planned well ahead of the launch of the procedures to undertake training around the new procedures. However, the first tranche of training had to be delayed due to a delay in the supply of the 'Train the Trainer' materials.

The majority of the training took place, with the last few sessions for Adult Safeguarding Practitioners in the West and for Education Staff having to be put on hold due to the pandemic. Training will now be delivered using videos and guides by the Regional Training Officers.

### Role of the Lead Practitioner/Section 126 Enquiries:

The NWSAB has undertaken an extensive work programme around the role and S.126 enquires, with multi-agency workshops being undertaken across the region. Practitioners attending these included Registered Managers and RI's from the care sector, front line health staff and social care practitioners.

Documentation to accompany this role has also been developed and is currently also being used as a basis for discussion with the WCCIS Project Team with regards to the production of common safeguarding templates for the system.

Further Practice Guides are being developed to accompany the procedures by the region and it is hoped that these will be available for use shortly.

### Basic Safeguarding Training for Commissioned Services:

The Workforce Development and Training Group have been focusing on the Training Needs Analysis covering all sectors and agencies and some initial findings around the TNA highlighted a difference in access to training for commissioned services, residential and domiciliary care.

A pilot project currently being run in Wrexham, a model of learning development to support agencies to deliver their training in-house. From April each LA is being asked to take part in a pilot by nominating 3 commissioned services in their area to take part. The manager or a senior member of their care staff, will be trained to deliver the safeguarding module themselves and will be using the Social Care Wales safeguarding module once it has been updated to reflect the changes in procedures.

### Disclosure & Barring Service Referrals:

The Disclosure & Barring Service have been presenting to the regional practice delivery groups around the lack of referrals to the service from Wales. Their aim was to raise awareness of the service and to highlight the duty to refer and when that should take place. Awareness raising is continuing, in particular in relation to responsibilities under Section 5 of the Wales Safeguarding Procedures.

### Development of Procedures/Protocols/Guidance to Support Practitioners:

The following protocols were developed during the year to support agencies, some as a result of learning from CPR/APR's and others in response to requests for guidance from agencies and practitioners:

- Protocol for the Management of Multiple Reports of Incidents between Adults at Risk: The North Wales Adult Safeguarding Board commissioned this piece of work as a consequence of the Board's response to the HASCAS document 'Independent Investigation into the Care and Treatment Provided on Tawel Fan Ward: 'Lessons for Learning Report'. The action was for the NWSAB to develop multi-agency guidance for handling multiple reports of cases of incidents between Adults at Risk, to ensure a consistent approach across agencies.
- Multi Agency Guidance for the Support of Employees Affected by Critical Incidents: This multi-agency guidance represents a commitment to the provision of multi-agency Critical Incident Stress Management in North Wales. It specifically addresses the provision of Critical Incident Debriefing for personnel working across services to support children and adults at risk in the North Wales Region.
- Dealing with a Different Point of View: This guidance is intended for professionals working in Health and Social Care who come into contact with families who have a different point of view whilst working with Adults at Risk.
- Out of Area Safeguarding Arrangements: This document aims to complement existing statutory guidance and local policy and procedures by providing additional guidance in responding to safeguarding concerns which involve cross-boundary considerations.
- What's Different Guides Children/Adults: The key changes in respect of the Wales Safeguarding Procedures are highlighted in these 'Quick Guides' have been identified by a task group of safeguarding practitioners.

## 7. The extent to which each member of the Safeguarding Board contributed to the Board's effectiveness:



### **Isle of Anglesey County Council:**

Director of Social Services attends NWSB Boards and is Chair of the Gwynedd & Mon Safeguarding Adults Practice Delivery Group. Deputy Director

of Social Services & Head of Service Children and Families Service attends NWSB.

Service Manager/, Adult Safeguarding Manager. Ynys Mon contribute to the work of the Board – in relation to undertaking MAPFs - chairing and providing reviewer for CPRs.



### **Betsi Cadwaldr University Health Board**

Associate Director Safeguarding (Vice Chair) of North Wales Safeguarding Adults Board.

Head of Safeguarding Adults (MHL) Division was Chair of T & F Group developing protocol in relation to dealing with the management of multiple reports of incidents of adult at risk and is also currently one of the reviewers for APR - NWSAB2/2017.

Head of Safeguarding Children is Chair. Of Conwy & Denbighshire Children's Practice Delivery Group and undertook role of Reviewer in relation to a CPR.



### **Conwy County Borough Council:**

The following arrangements are in place:

Strategic Director of Social Care & Education is Chair NWSCB.

Head of Service Integrated Adult and Community Services is Chair of Conwy & Denbighshire Adult Practice Delivery Group.

Learning and Workforce Development Manager is Chair of Joint Workforce Development and Training Group.

Conwy also provide the Legal Advisors for both Boards.



### **Denbighshire County Council**

Head of Community Support Services, currently Chair of Adult Practice Review Panel for NWSAB2/2017.

Head of Service for Children is Reviewing Officer for a Child Practice Review.

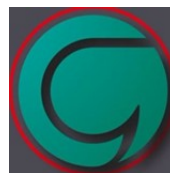
Service Manager is Chair of Adults Policy & Procedures Group.



### **Flintshire County Council**

Chief Officer Social Services is Chair of the North Wales Safeguarding Adults Board.

Senior Manager Safeguarding & Commissioning is Chair of Flintshire & Wrexham Safeguarding Adults Delivery Group.



### **Gwynedd Council**

Senior Safeguarding and Quality Assurance Manager is currently a reviewer for APR (NWSAB

2/2017/Conwy).

Head of Service (Children) has contributed to several reviews as a reviewer and chair. Also has represented the Board in relation to the National Project Group developing the Wales Safeguarding Procedures.



### North Wales Police

North Wales Police continue to be an integral partner in the Safeguarding Board and its activities across the region. Due to competing demands attendance at the sub-groups in certain areas has been mixed. Success in securing two extra Detective Inspector posts and two extra Detective Sergeant posts in the 2019/20 budgeting rounds will alleviate this.

Attendance and contribution to all NWASAB sub Groups.



### National Probation Service and KSS CRC

The National Probation Service considers the Board attendance as a strategic priority and this is reflected in the level and frequency of attendance at the North Wales Boards.

Attendance at North Wales Safeguarding Adults and Children's Board.

KSS CRC – from 1<sup>st</sup> December 2019, management transferred to the National Probation Service, Head of Local Unit for KSS CRC was Vice Chair of NWSCB.



### Wrexham County Borough Council

Head of Service, Safeguarding & Mental Health and Practice Development Manager.

**NWSAB Adult Practice Review Group:** Head of Service, Safeguarding & Mental Health has been instrumental in providing guidance and materials in relation to the Role of the Lead Practitioner, S126 enquiries and represented the NWSAB in respect of the Wales Procedures via the National Project Group.



Gwasanaeth Tân ac Achub  
Fire and Rescue Service

### North Wales Fire & Rescue Service

Representative from this service attends North Wales Safeguarding Adults Board.

NWFRS are represented on all NWSAB Adult Practice Delivery Groups, the Adult Practice Review Group and attends and contributes to the NWSAB Policy & Procedures Groups.





### Welsh Ambulance Service Trust

Senior Safeguarding Professional is Chair of the Adult Practice Review Group.

Attendance at both NWSAB and NWSCB, representation on all Safeguarding Adults Delivery Groups, Representative also attends NWSAB Policy and Procedures Group.



### Care Forum Wales

Chief policy Officer attends North Wales Safeguarding Adults Board and contributes to NWSAB Policy & Procedures Group.

CFW representatives are active members of the NWSAB Safeguarding Adults Delivery Groups across the region.



### Public Health Wales

Has representation on both NWSB's. The National Safeguarding Team works closely with Welsh Government, Health Boards and NHS Trusts to improve safeguarding across NHS Wales and other partnership agencies.

The Network is fundamental to this collaboration. Launched in 2012 the Network has successfully linked local and national policy in support of NHS Wales Health Boards and Trusts discharging their responsibilities for safeguarding.



### Barnardo's & NSPCC

Both organisations have provided invaluable support to the NWSCB. Barnardo's Board member is also Chair of the Child Practice Review Group. The work around Exploitation and Harmful Sexual Behaviour has continued and the input from both NSPCC and Barnardo's has been invaluable in improving practice across the region.

NSPCC also assisted in providing training in respect of the Wales Safeguarding Procedures highlighting the changes in practice regarding Safeguarding Children.

## 8. An assessment of how the Safeguarding Boards used its resources in exercising its functions or achieving its outcomes

### Financial Contributions:

Annual financial contributions from statutory partner agencies for the financial year of 2019/20 were suspended due to the then current economic climate.

As the North Wales Safeguarding Boards had previously pooled existing resources that had been put into place to sustain the LSB's prior to the regional board's becoming statutory, there was a reserve budget that allowed this to happen without impacting significantly on the business of the Boards or the Business Unit.

It is to be noted that contributions as per the statutory funding formula will be claimed from organisations for the year 2020/21 as these resources have now been exhausted.

The funding is based on the formula set out by Welsh Government and the monetary value is set out below:

### **Income 2019/20**

<b>Agency</b>	<b>Contribution</b>
Conwy	£ 21,964.82
Denbighshire	£ 17,873.46
Flintshire	£ 29,072.24
Gwynedd	£ 23,236.81
Wrexham	£ 25,702.12
Ynys Mon	£ 13,296.91
Betsi Cadwaldr University Health Board	£ 54,638.85
North Wales Police	£ 21,855.54
National Probation Service	£ 10,927.78
<b>Total Income:</b>	<b>£218,568.53</b>

### **Expenditure:**

Staff Costs	£155,570.00
Day to day running costs	£ 53,620.00
<b>Other costs:</b>	
CPR Reviews (Costs met from reserves)	£ 20,430.00
<b>Total expenditure</b>	<b>£209,193.40</b>

### **Wales Safeguarding Procedures Training:**



In addition to the training grant received from WG, the North Wales Safeguarding Boards have ensured that additional training workshops and resources have been undertaken and developed, and is ongoing. Since January 2020 the Board has commissioned 10

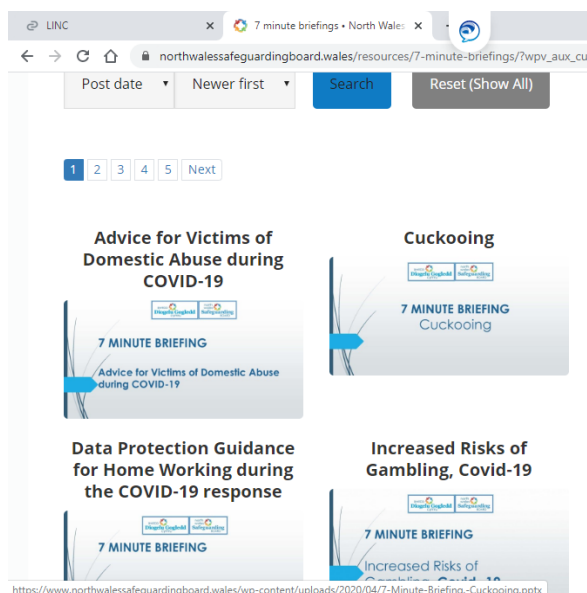
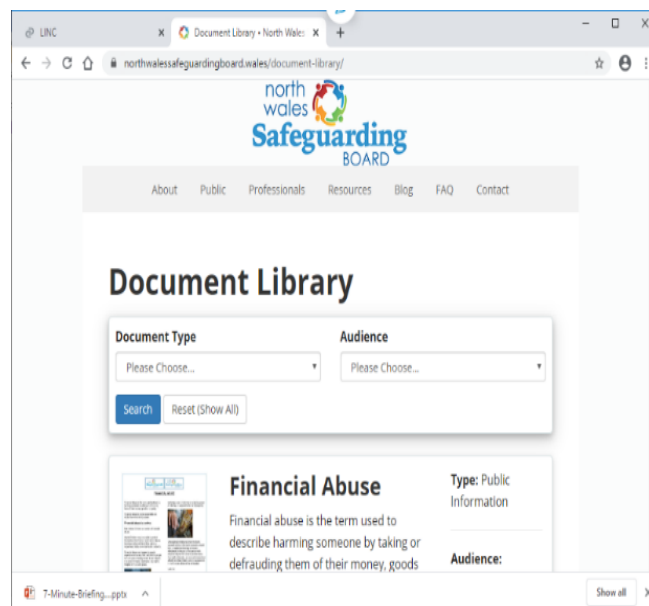
sessions for the Child at Risk Modules. 10 Sessions for the Adult at Risk Modules with 3 currently on hold.

Each session was attended by 50 – 60 staff. Further sessions specifically for education staff were scheduled but are currently on hold due to Covid19. The NWSB is looking to schedule continued training virtually with videos and webinars being made available.

### North Wales Safeguarding Board Website:

Extensive work has taken place with regards to the Boards' website. A new documents library has been created enabling both practitioners and the general public to find information quickly.

By adding both regional and national information the library is proving to be a great resource for bringing together everything in one place and in effect creating an 'archive' for documents. The library has search features that allows for information from a variety of sources, about particular issues to be displayed all together.



The library is also acting as a repository for practice reviews within the region, to enable practitioners to go back and review learning detailed within those. It is anticipated that we may be able to add reviews or links to reviews from other regions.

The website has also been a primary source for learning from 7 minute briefings, the resource now contains 98 such briefings, that are used not just throughout North Wales but nationally.

Positive comments are regularly received from agencies and organisations across Wales regarding the website content.

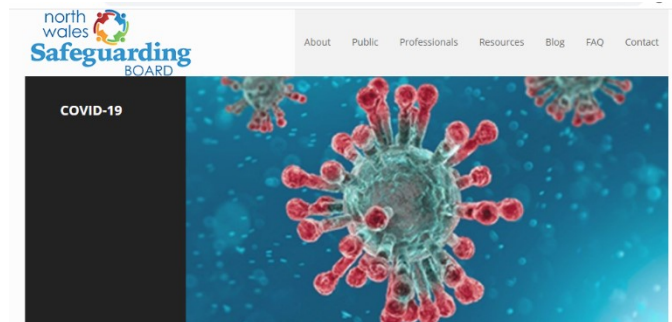
### *Comments:*

*“Amazing to see all these wonderful support resources and services available in one place. This will certainly help anybody suffering abuse, looking to report, refer or advise individuals in an abusive situation, gain access to the right services that can support their individual needs quickly.”*

*“A great collection of support networks and how to make contact, easy to navigate and understand. Essential during these stressful times and of course beyond.”*

*“Really interesting information and guidance for the present situation we all find ourselves in! Excellent to have this available to pass on to people in domestic abuse situations, etc. I work for the Alzheimer’s Society and people are being put under so much more pressure.”*

During the Covid-19 pandemic the website is providing a raft of information for the general public, including ‘easy read’ documents and child specific fact sheets. Links were included to various ‘stay at home’ resources, activities for children as well as where to go to help, providing helpline numbers and website addresses.



### [North Wales Safeguarding Board Annual Conference:](#)

The Annual Conference was held during National Safeguarding Week. The theme of conference was ‘Think the Unthinkable’. A drama group (AFTA Thought) re-enacted case scenarios from CPR’s and APR’s including Operation Jasmine. There was also a presentation from Marilyn Jenkins (Operation Jasmine Family Justice Group) and Andy & Matt Smith (Smashed Lives) talked about their experiences in Foster Care.

### [National Safeguarding Week:](#)

Just as they have done so in previous years, all agencies undertook awareness raising activities, workshops and conferences during National Safeguarding Week. The Boards Business Unit supplied promotional materials, information leaflets and assisted with promoting all activities.

The programme of events arranged by Local Authorities, BCUHB, North Wales Fire & Rescue Service and others included awareness/ training sessions in relation to the following:

- Court of Protection
- Supervision with Midwives
- Advocacy
- Self-Neglect Workshop
- Awareness raising events on Exploitation
- Awareness raising events on Fire Safety
- Mon FM Interview on Modern Slavery - Tony Jones,
- Safeguarding Training for School Transport Operators including launch – Safeguarding Advice for School Transport
- The Effective Child Protection project – Multi-agency session for professionals
- Pilot Wellbeing Ambassador Project

- Safe Practice in Safeguarding



#### ADSS Conference:

The North Wales Safeguarding Boards were again represented at the ADSS Annual Conference, sharing information, Annual Reports and Business Plans with visitors from across Wales. Of particular interest to delegates was the work that the NWSB has done around Self-Neglect.

9. Any underlying themes in the way the Safeguarding Boards exercised its functions as shown by an analysis of cases it has dealt with, and any changes it has put into practice as a result:

#### Learning from reviews:

As a result of the independent reports into Tawel Fan, the task and finish group set up by the Board to respond to this, identified a number of actions, one of which was that the NWSAB Policy and Procedures Group would develop a protocol for how agencies dealt with multiple reports of abuse by Adults at Risk on Adults at Risk. The guidance has been developed is currently awaiting ratification at Board. The Protocol to manage multiple reports of incidents between Adults at Risk will be made available on the Boards website and dissemination via all agencies through representatives of the Board is expected. A simple flow chart has been included in the protocol for ease of use.

A number of Adult Practice Reviews identified that Acquired Pressured Ulcers was a recurring theme, as a result of this, a review by Denbighshire and BCUHB safeguarding was undertaken and action from the ward areas was implemented:

Actions taken was as follows:

- Introduction of pressure injury passport.
- Implementation of dynamic action plan for pressure injury reporting, surveillance and practice in ED.
- Monthly Audit of intentional rounding documentation.
- BCUHB have also assigned TVN link nurse in the department, engaged in education as one common theme in pressure injuries is scoring of the severity of a wound.
- Ongoing analysis of adult at risk data across all BCUHB inpatient setting.

- Good communication between BCUHB corporate safeguarding and Denbighshire adult at risk team.

It is anticipated that this is being rolled out across the whole of the North Wales area.

In demonstrating that a review does not need to be finished before actions are taken to improve policy or guidance, BCUHB have already identified areas for improvement such as the hospital discharge into nursing homes policy and they are undertaking a review of this prior to the review process being completed. Currently the policy is out for consultation.

#### Audit Information:

Audits have been carried out throughout the region by the Local Adult Practice Delivery Groups, the evidence of those audits has shown areas for improvement, such as the quality of safeguarding reports. It has also given assurance to Board members of the continuing efforts of agencies to ensure compliance with the Social Services and Well-being (Wales) Act 2014.

Where there has been an obvious area that shows that improvement is needed, i.e. referral to Advocacy Services, the Board has been able to hold workshops/awareness raising sessions etc. in order to reinforce the message. In regards to referrals to Advocacy, the Board has seen an increase in referrals across the region.

#### Good Practice Examples:

Examples of good practice are regularly shared within the Practice Delivery Groups, evidencing that learning from reviews, suggested improvements from CIW inspections etc., are acted upon.

### 10. The number of adult protection and support orders which were applied for in the Safeguarding Board area:

There were no applications for APSO's within the North Wales Safeguarding Board area during the year.

### 11. When and how children or adults exercised an opportunity to participate in the Safeguarding Board's work:

Whilst the Board is still looking at how we can engage more with Adults – the Children's Board have been working with a virtual children's group and this will be further developed.

### Involvement in the safeguarding process:

The Boards are always consciously promoting 'person centred practice', the use of advocacy in ensuring the wishes and feelings of the person are heard and acted upon.

Work is underway with regards to involving the client more in the safeguarding process, the new safeguarding procedures will help with that but in the interim the Board are linking in with Advocacy Services to try and gain client experience of the process. The Business Unit regularly links in with the North Wales Regional Advocacy Group and attend some of their meetings, the Advocates have also accepted an invitation from the Board for Business Unit to go and present to them on the changes in the Safeguarding Procedures and the impact for Advocacy Services, it is anticipated that this will take place in September 2020.

The Practice Delivery Groups are also tasked with looking at how to better engage with children and adults. Individual agencies have detailed their experiences to date, which will enable to Board to look further into how to develop improved engagement.

Each organisation is working to improve engagement as detailed below. This has also been identified as a priority for NWSAB and has been incorporated into the Business Plan for 2020/21:

### Isle of Anglesey County Council:

**Adults** - Efforts continue to seek citizen feedback from victims of abuse who have been through the safeguarding process. This remains a challenge as many of the victims are unable to engage due to inability or willingness.

Where the person lacks capacity in relation to the specific safeguarding event, Families / Advocacy are advised and views sought. Families / Advocacy invited to case conferences.

**Children and young people** - The development to date has mainly focused on the participation of care experienced children and young people.

Parents, carers and children are encouraged to attend child protection conferences. Participation of parents and carers within conferences is good, but children and young people overall choose not to attend. Reports to case conference should reflect the wishes and feeling of the child and the chair focuses on this within the conference. We ensure that the child/young person understand his/her right to advocacy and monitor that the active offer of advocacy has been made.

### Conwy County Borough Council:

**Adults** - Safeguarding was a feature within the Annual Customer Survey in which citizens were asked whether they were safe from any kind of abuse, physical harm or from falling both inside and outside your home.

Social Care actively engage with people, and use their views and experiences to inform plans and improve outcomes for both individuals and services. Conwy have introduced participation work across all our social care service areas and our workforce has the skills and knowledge needed to ensure that the views of adults at risk and their families are heard and make a difference.

**Children & Young People** - Conwy have continued to have parents and young people's advisory groups which have both been working alongside them to develop the Family Support approach. They have also held several consultations with parents, children and young people about their family's needs, particularly in the East and Central areas. Conwy have undertaken qualitative interviews with families and young people to develop our understanding of their lived experiences. The Participation Team is currently undertaking an evaluation of the service through questionnaires and interviews with families.

#### Denbighshire County Council:

**Adults:** Adults at risk and / or family members have been attending adult case conferences, and have been able to contribute via discussion with commissioners and/or Providers using shared experiences to inform the need for changes in either practice or procedure.

**Children & Young People** - Children in Care Group are a group of care experienced children and young people who meet during school holidays and have contributed towards the improvement strategy including process for engagement and also in recruitment.

Denbighshire have also developed a number of Feedback Forms/Survey- including Child protection Conferences and Looked After Reviews as well as a suite of tools for engagement and communication with children and young people. Feedback Form from Conference have enabled Denbighshire to share the experience of parents in this process to enable greater participation.

Has recently commissioned a digital app called Mind of My Own which is a fully accessible digital app to enable children and young people to share their views, wishes and feelings using a safe digital tool. Mind of My Own apps are designed and conscientiously co-produced with young people for young people.

#### Flintshire County Council:

**Adults:** A review of internal processes was undertaken last year and relevant documents were amended to ensure there was a clear record of contact being made with the adults at risk, families and carers.

Flintshire have researched good practice in this area across the UK and CIW have provided examples of authorities where there is good practice in this area. Flintshire are now seeking information to help support their work.



Flintshire employs an Adult Safeguarding Social Worker whose role is to enquire and investigate referrals as required and to work closely with families and individuals to keep them informed of the process, the actions being undertaken and the outcomes. As a result of this work it has been noticed that very few individual or families ask to be involved with Case Conferences as they have already been a part of the process and fully engaged. The increase in staff for the Adult Safeguarding Unit will also allow FCC to ensure that all families and adults at risk are informed at each stage of the process. The numbers within Flintshire County Council for adult safeguarding conferences remain low.

Flintshire are continuing to promoting the use of advocates to allow those with no voice to be engaged in the process. The role of advocates is integral to a number of areas of work within safeguarding. Advocacy Services are used as Relevant Person's Representatives (RPRs) when undertaking DOLS assessments. When Adult Safeguarding reports are received, consideration is always given to the subject of the referral and whether they require independent advocacy services to ensure their needs are met and their voice is heard.

**Children & Young People** - Flintshire operate the conference buddy scheme as an active and vital part of the child protection case conference. It is utilised quite considerably with children and young people who are over a certain age. The starting point is 10 and up but consideration given to younger children if they are siblings of children who meet the criteria or are of a certain cognitive competency. The buddy either meets separately with the young people and uses a standard form to get their views and then attends conference to offer their views and then feedback to them post conference. The same buddy meets with the young person ahead of each review to maintain consistency and build a relationship. The buddy will also accompany the young person to the conference should they indicate a wish to attend. The conference buddy booklets evidence the positive impact of the child protection intervention through the eyes of the child.

The same service is used to gather the views of children where their parents/carers are going through the Public Law Outline (PLO) process.

In non-statutory cases worked through TAF/Teulu Cyfan, an evaluation tool called Wemwebs is used to evidence what is working well, what is not working well and what families feel about the service offered. Referrals to these services come through the HUB.

#### Gwynedd Council:

**Adults:** There is a clear commitment to consult with service users. The Adults Safeguarding Coordinator is committed to randomly investigate 9 adults safeguarding cases per quarter. This may be a challenge at times as not many of the individuals have the mental capability to participate, however, efforts are made to try and seek the views of family members or advocacy. In order to address the challenge with recording, the Coordinator will also investigate the records of the 9 cases and will report to the Senior Managers and the NWSAB via the Practice Delivery Group.

The audit cases will give us information about how the individuals are included in the process and the level of satisfaction with the process and the outcome. The audit cases

are chosen randomly and this can be difficult at times as a number of cases without capacity have taken part in an audit. We will also contact families and advocacy for feedback when this is appropriate.

**Children & Young People** - During this year, children's services and the education department completed a joint Vanguard review of services in order to identify how the experiences of families who are in receipt of services could be improved. As part of this work, all Senior Manager, Heads of Service, Statutory Director and cabinet leads spent time with children, young people and families listening to their experiences with the purpose of learning from those experiences. Unfortunately, due to COVID, the final analysis and decision making and implementing any changes has not been possible, but it remains a priority.

#### Wrexham County Borough Council:

**Adults:** Feedback questionnaires for all safeguarding referrals have been developed and are being embedded to practice. Feedback received from any citizen or advocate involved in the Adult Safeguarding process will be used to assist in the development of the service and outcomes shared with multi agency partners in Adult Safeguarding Practice Learning Sets which are scheduled monthly, throughout the year. With template content agreed, the feedback questionnaires will be available to members of the public either through return post or submission of an online form through the WCBC external web page.

**Children & Young People** - Two Care Leavers successfully completed Interview Techniques training on 30th October. Two young people have enrolled as young inspectors and will be attending a residential course to complete accreditation in February 2020. Young inspectors will be visiting Local Authorities across Wales that apply to be Kite marked against the National Participation Standards.

UNCRC 30 year celebrations - The Vice Chair of the Children & Young People Council attended an event to celebrate 30 years of the UNCRC in Wales. The event on November 20th signified 30 years since the UN Convention on the Rights of the Child was created. This event recognised the journey that the UNCRC has been on in Wales to date, as well as looking what needs to be achieved in the future.

Two young people worked on developing a foster carer training session which they entitled 'If You Were Me'. The hour and a half training was delivered for the first time in November 2019 and one young person has been involved in interviewing for positions in children's social care.

On 18th February 2020, eight young people attended the signing of The Pledge at the Guildhall. The pledge is Wrexham County Borough Council's commitment to being a good parent for the children and young people who are looked after or care leavers of the local authority.

### Betsi Cadwaladr University Health Board:

**Adults:** The MHLDD Division in partnership with Corporate Safeguarding have co-produced a service user led policy that offers guidance to staff and patients when an individual is admitted onto a Mental Health ward in relation to sexual safety. Consultation sessions took place across North Wales between BCUHB staff, partner agencies, third sector agencies and service users. This has now been submitted for final approval.

HASCAS Stakeholder engagement with Corporate Safeguarding has continued successfully through 2019/2020 to ensure transparency and true partnership working; this has included stakeholder attendance at Safeguarding training during 2019.

Throughout 2019/2020 Corporate Safeguarding have continued to promote the need to ensure that Adults at Risk, their families and/or advocates are fully engaged within the safeguarding process across BCUHB and are consulted upon all appropriate activity.

As a service Corporate Safeguarding engage in meaningful discussions around service user engagement within the organisation and specific to safeguarding activity but recognise this as a developmental area.

**Children & Young People** - Sharing Stories/Rhannu Straeon Project The aim of the project in collaboration with SARC was to inform children and young people about the Criminal Justice System (CJS) process support the recovery of young survivors by giving them a positive platform and an opportunity to reframe their trauma, increase their resilience and reduce isolation.

The project has been developed from work undertaken in Amethyst SARC's young women's group coordinated by the Children and Young Peoples Sexual Violence Advisor (CYPSVA). The group have developed a booklet based on their experiences and journeys, a film and podcast. The project was nominated for the National Crime Beat Awards and was the winner of the Young Peoples Award.

Wig and Gown - A CYPSVA was successful in achieving funding through PACT (Police and Community Team) to purchase a Wig and Gown as worn by barristers and judges in court. The aim of this is to familiarise children and young people with this clothing, explaining procedures and why this is worn. The child can then try it on, or a member of the family or CYPSVA can try it on and this has helped in making the experience less frightening for the child during the court case, and helping to reduce the general anxiety around the whole court experience.

### North Wales Police:

**Adults:** North Wales Police runs a number of different surveys with victims of crime in order to understand our service delivery. Conducting these with vulnerable victims is however both difficult and sensitive. We do have a team who conduct surveys with victims of Domestic Abuse, some of whom will be Adults at Risk. We are also seeking to establish a survivors group for victims of Domestic Abuse to help inform practice, training and policy.

NWP do not at this stage routinely engage with carers and families. We do however have a well-established complaints and dissatisfaction process the purpose of which is to learn from investigations which have not satisfied the requirements of victims and their families.

[Children & Young People](#) - The OPCC for North Wales has launched a Youth Commission which is consulted for the views of young people regarding the PCCs priorities.

Through posing a question to our colleagues working out of the Sexual Assault Referral Centre (SARC) a group was set up with young survivors of sexual abuse to seek their views on how the police has dealt with their case. This led to some invaluable insights and developed through the CYPsVA into the booklet Sharing Stories Sharing Strength.

#### [HM Prison & Probation Service:](#)

[Adults, Children & Young People](#) - The NPS Service User Survey run annually seeks feedback to capture the view of both offenders and victims and involvement change deriving from such feedback. Undertake analysis of Offender Survey 2019 results to understand the needs of those in our care and look for innovative opportunities to add value for service users.

## 12. [Any information or learning the Safeguarding Board has disseminated, or training it has recommended or provided;](#)

The following information was disseminated via workshops, conferences and through the website:

#### [All Wales Basic Safeguarding Training – July 2019](#)

Conwy CSVc - Specifically targeted at voluntary and community groups to raise awareness of what everybody needs to know about safeguarding.

#### [Safeguarding Adults - S126 Enquires Workshops - July 2019](#)

6 Sessions held across the region, highlighting S126 enquires - Social Services and Wellbeing Act outlines a shift of culture in terms of the functions of the S 126 safeguarding enquiry, less focus on the LA having an investigatory role –responsibilities focus on making the person safe, shaping our response in line with the wishes of the adult at risk, co-ordinating and making and/or delegating enquiries, and ensuring necessary actions to protect and support the adult are being taken.

### [NWSCB & NSPCC Community of Practice Event – Keeping Safe Project – Sept 2019](#)

The 'Keeping Safe?' project is a three-year study funded by the Welsh Government through Health and Care Research Wales conducted by a team of researchers from the School of Social Sciences led by Dr Sophie Hallett. The aim of this study was to conduct an original investigation into the outcomes for children and young people assessed as being 'at risk' of sexual exploitation.

### [Keep Learners Safe - Sept/Oct 2019](#)

The North Wales Safeguarding Children's Board invited Local Authority Education Practitioners / Designated Safeguarding Leads/ Independent Schools / School Governors/Safeguarding Leads in Colleges to this workshop to consider the requirements sets out in the draft keeping learners safe guidance.

### [Safeguarding Adults at Risk Training for Sport NGBs in Wales - Oct 2019](#)

Ann Craft Trust - Two free training events for Sport National Governing Bodies (NGB's). This training is for the Lead Safeguarding Officers, Board and Senior Staff members of sport NGBs in Wales.

### [Launch of the Wales Safeguarding Procedures – Nov 2019](#)



Launching the procedures in North Wales were Julie Morgan - Deputy Minister for Health and Social Services and Lance Carver – Chair of the Project Group with presentations by Alys Jones, Natasha James, Jan Howarth, Dr Witcombe-Hayes (NSPCC) and Steve Barlley representing the Older People's Commissioner for Wales.

### [Adult at Risk Learning Event - Dec 2019](#)

Multi-agency/3<sup>rd</sup> sector event attended by more than 50 people was held highlighting Adult at Risk and safeguarding responsibilities and processes. The use of Advocates was a key focus of this event – Steve Batley from the OPC's Office attended to give a presentation. The workshop also covered the quality of safeguarding reports, S.126 of the safeguarding procedures and agencies roles within the enquiries stage.

## Multi-Agency Safeguarding Learning Framework 2020

Further development within the training arena are ongoing, such as developing a multi-agency safeguarding learning framework, (it is hoped that this can be done on a national basis).

## Wales Safeguarding Procedures Training Sessions - Jan – March 2020



The purpose of these Learning and Awareness Workshops was to: Understand the legal framework in relation to the Procedures. How the key concepts from the Social Services and Well-being Act are underpinning the New Safeguarding Procedures. Overview of each section within the (explaining the journey protection process). Highlighting the key practice changes.

Substantial financial resources have been utilised to extend the training sessions available in relation to the new Wales Protection Procedures, in order to open up sessions to 3rd and Private Sector, Education Staff and CIW Inspectors, more resources will be used to provide further training videos and webinars and additional on-line material in the next 12 months.

## Training around Achieving Best Evidence for 2020:

Building on the success of the regional programme we will continue to deliver this learning in 2020 along with a regional JIT refresher session. The Safeguarding Subgroup will be undertaking a regional audit to measure how frequently those who are ABE trained undertake ABE interviews.

## Joint Investigation Training (JIT):

We are reviewing the current regional JIT learning programme in line with the publication of the new safeguarding procedures. In 2020 we will be developing and delivering an adult JIT learning programme.

## Contextual Safeguarding:

Dr Carlene Firmin attended as the founder of Contextual Safeguarding and outlined to over 50 practitioners in attendance, three things.

- One: how contexts beyond families are associated with abuse.
- Two: how traditional child protection systems fail to engage with these contextual dynamics.
- Three: the components of the Contextual Safeguarding system that would redefine what child protection means.

### [Gwella Project \(Barnardo's\) Training Events - Jan/Feb 2020](#)

Gwella – working with children who have experienced developmental trauma (1-day free training course).

### [Working Together to Safeguard Adults Conference - Feb 2020](#)

National Conference open to safeguarding partners, organisations and practitioners working with adults at risk in Wales.

### [Learning Workshops for Adult Care - Feb 2020](#)

Learning Workshops for Adult Care/ Nursing Home Managers / Responsible Individuals and Domiciliary Care Managers on the New All Wales Adult Safeguarding Procedures.

### [NWSCB & NSPCC Community of Practice Event - Feb 2020](#)

Research around risk assessment tools and the use of such tools in practice.

Recognising CSA and raising awareness amongst key professionals to identify and respond to CSA. Information will be provided about the LEADS programme and the feasibility of delivering this in Wales as a regional programme.

Findings from the recent research around LA records in Wales with regards to capturing CSA data: Uncovering the scale of child sexual abuse in social care records.

The role of the CSA Centre in supporting the delivery of the Wales National CSA Action Plan.

### [Wales Safeguarding Procedures:](#)

New Pathways have been contracted by Social Care Wales to develop blended learning materials in order to deliver a train the trainer workshop. This is primarily for trainers contracted to deliver the first tranche of training across North Wales. The Safeguarding Subgroup members have been in attendance at the only meeting that has taken place in order to assess the quality of the learning materials. Currently this has been on hold due to the Covid-19 pandemic.

### [Learning from Practice Reviews:](#)

Learning from APR/CPR/DHR, and other reviews from across the UK are regularly shared and highlighted throughout the region via the Practice Review and Safeguarding Delivery Groups and workshops. Work is ongoing with the Workforce



Development and Training Group to provide mechanisms for sharing and embedding the learning from these.

### 13. How the Safeguarding Board has implemented any guidance or advice given by the Welsh Ministers or by the National Board;

#### [POVA Procedures –clarity from Welsh Government:](#)

Context – ‘The POVA procedures have now been superseded by the Social Services and Well-being (Wales) Act 2014 (the '2014 Act') and as a result the legal framework and terminology has changed and they have become outdated. They will be replaced by Wales Safeguarding Procedures, which are currently being developed by Cardiff and the Vale Safeguarding Board, on behalf of all Safeguarding Boards in Wales’

Relevant partners were reminded about the duties imposed by the 2014 Act and that they must have regard to the accompanying statutory guidance under part 7 of the 2014 Act, particularly Working Together to Safeguard People: Volume 6 - Handling Individual Cases to Protect Adults at Risk.

Wales Safeguarding Procedures training has been carried out which reinforces the messages around Volume 6 – Handling Individual Cases to Protect Adults at Risk, and all relevant documentation has been updated to reflect with any reference to POVA being removed.

#### [National Independent Safeguarding Board – Annual Report](#)

Feed-back from the NISB as detailed in their last Annual Report, in relation to information contained in Safeguarding Board’s Annual Reports has been noted and is hopefully reflected in this report.

### 14. Other matters relevant to the work of the Safeguarding Boards:

The following themes/issues were identified from the Annual Partner Agency Reports submitted to the Board for 2019/20:

#### [WCCIS System:](#)

The phased introduction of the WCCIS system has posed problems across the region with regards to the collection of data since this system was introduced, this has been inconsistent and problematic.

Multiple representatives from all agencies are currently engaging with the project group to develop the adult safeguarding templates for the system to assist in ensuring there is



consistency across Wales. It is hoped that once the templates are all in place that the data will be able to be collated in a uniform manner which will allow for better analysis.

However, there is no clarity currently as to when all agencies, including Health, will be migrating onto the system, and this poses some issues with regards to the future undertaking quality assurance and data collection.

#### Single Unified Safeguarding Review:

Work has started with regards to proposals around SUSR. The aim is to align the process of DHR/APR/CPR and other reviews, to have one process similar to that used for APR/CPR. Research has shown that in the case of DHR's, there has been instances of more than 5 simultaneous reviews being carried out on the same case – thereby creating duplication.

The North Wales Safeguarding Board has been sighted on and is contributing to the work being undertaken to align this process and how, in future, completed reviews and learning can be made available to all.

#### Strategic Partnership Review:

The North Wales Safeguarding Boards have been actively engaged with the partnership review, which aims to bring all the strategic priorities relating to safeguarding under one umbrella, therefore ensuring that duplication of work is avoided and pools the specialisms and knowledge from all agencies. It is hoped that this will assist in the effective delivery of the combined priorities.

It is anticipated that the creation of a North Wales Safeguarding Partnership Group will provide the oversight and governance for fewer boards to work effectively and in partnership with each other to ensure the safeguarding of citizens in North Wales remains the priority.

#### Deprivation of Liberty Safeguards

All agencies identified DoLS as an area of concern for their organisations, and highlighted that the implementation of the new Wales Safeguarding Procedures may also have a major impact.

Under the Mental Capacity (Amendment) Act 2019, Deprivation of Liberty Safeguards will be replaced by Liberty Protection Safeguards. LPS will not be coming into force on 1 October 2020, but instead in April 2022. The Government will undertake a public consultation on the draft regulations and Code of Practice for LPS and that will run for 12 weeks.

Mental Capacity Assessment: Within BCUHB, the Corporate Safeguarding DoLS Team have been working with members of the Consent and Capacity Strategy Group to develop a new mental capacity assessment that is considered 'gold standard'.

## 15. Good Practice Examples aligned to NWSB Priorities:

Shared Strategic Priority: 1c. Developing Victim Service Provision - Strengthening safeguards against adult /child exploitation by protecting victims from further victimisation and protecting those who may be susceptible to exploitation:

M was a 71-year old Kenyan woman who had been trafficked to the UK and subjected to financial and possibly sexual exploitation. She had been living in a virtually derelict property, and had not been known to services previously. The landlord of the property had called the police and said that M needed to be removed from the property as she has been trespassing in a house where the roof was unsafe. Police removed her and took her to the local housing office.

An initial screening by housing indicated that she did not meet the criteria for housing support because of her immigration status and lack of clarity around her status. Housing referred to social services who accepted responsibility under the SSWBA. M was assessed as having care and support needs and allocated to the Adults at Risk team.

Accommodation was arranged for M in local accommodation over the Christmas period, funded jointly by social care and the housing department. M was supported to get a walking stick and to attend church on Christmas day, and she was given food parcels and taken food shopping by the Adults at Risk support worker. Contact was made over Christmas by Housing.

In early January, M was taken for an assessment at BAWSO where she met a worker who was able to communicate in Swahili. BAWSO arranged for M to move into a refuge, which she did two weeks later. M was delighted to be able to talk in her own language, and was especially pleased to be offered a Kenyan meal. M was supported to clarify her legal status and to obtain the correct paperwork. During her assessment M disclosed sexual abuse and sexual exploitation and her case was referred to a police specialist team for support and further investigation.

M continues to be supported and her case was held up as an example of excellent inter-agency practice at the Regional Modern Slavery and Human Trafficking MARAC.

Shared Strategic Shared Priority 2: Domestic Abuse

**Background:** The young person is 14 years old and had been subject to two previous episodes of registration due to her parents' alcohol use and domestic violence in the home.

Local Authority had concerns in relation to Child A being sexually exploited as it was reported that she was associating with older males who were of concern. Child A displayed low mood with her exhibiting self-harm as well as using alcohol and drugs which were provided to her by these undesirable males.

At the point of the Initial Child Protection Conference in June 2019 Child A was assessed as being exploited and suffering neglect due to a number of factors:

- Frequent missing from home occurrences

- Lack of reporting from parents
- Being located in neighbouring authorities with undesirable males
- Stealing from shops
- Use of drugs and alcohol
- Lack of school attendance
- Low self-worth
- Parents separated yet remained residing together, which was confusing for the child.
- Concerns of social and communication difficulties

**Intervention:** the care and support protection plan identified the need that the parents of Child A needed to engage with the Lucy Faithful programme in order to inform and assist in the effective implementation of the safety plan. Child A engaged with her Social Worker as well as attending the Armour project which provided her with safe routines. Multi agency intervention included education who provided a bespoke education provision, Onyx team as well as CAMHS providing support to manage her emotional understanding and social and communication difficulties.

Initially the care and support protection plan saw a dramatic reduction in Child A being subject to missing from home reports; however, it later transpired that the parents were not reporting these concerns nor were they compliant with the safety plan. Thereby resulting in Child A being at increased risk of exploitation both sexually and criminally. Child A's mother began to understand the level of risks associated with her daughter and became more vigilant to her daughter's whereabouts and engaged with the Family Intervention Team.

The relationship between Child A and her parents was poor initially, as there was limited and ineffective communication between them. The Family Intervention Worker continued to provide direct intervention, with the Social Worker also building a trusting relationship with Child A. Child A was later diagnosed with Asperger's Syndrome, CAMHS re-focused their work and advice was provided about methods of communication. The mother's and daughter's relationship began to improve with them spending quality time together. Child A's mother and professionals were able to motivate Child A to develop new interests that were safe, along with enabling her to recognise what a safe and unsafe relationship was.

**Outcome:** After eight months of the right intervention under a care and support protection plan there was evidence that the identified risks of being exploited had reduced. Child A was able to communicate her feelings better to all involved, she returned to full time education and there have been no further reports of missing from home episodes.

Child A has formed two safe friendships and the relationship between Child A and her mother has significantly improved. The Local Authority remain involved however this is under a care and support plan.

## NWSB Joint Priority 2: Increased awareness and challenge attitudes of VAWDASV across North Wales:

**Background:** The Adult Safeguarding Team received contact from the AMPH team regarding an individual for which they had safeguarding concerns. This female was quite poorly and access to the home and to the person was being prevented by her male partner. In order to protect, the Safeguarding Team were able to request and serve an APSO, gaining access to the individual and she was admitted to hospital under Section 2 of the Mental Health Act.

**Intervention:** Partnership working between the Community Mental Health Team and Adult Safeguarding Team, with clear guidance underpinned by the SSWBA, resulted in this vulnerable woman receiving the support and hospitalisation she required.

**Outcome:** As the Safeguarding Processes ended, the team were aware that this vulnerable adult was no longer party to this abusive relationship.

Serving the APSO also helped improve the confidence of the Adult Safeguarding Team, as they feel supported in the knowledge that the APSO process can successfully be used to provide better outcomes for citizens.

## Shared Strategic Priority: 2c. Increase awareness of children, young people and Adults of safe, equal and healthy relationships:

It is very rare for any Adult to refer themselves under the Safeguarding Procedures but this was a recent case. A report was received from a man who claimed he was being treated oppressively by his sister who lived in the town. He was a very capable man with full capacity to make every decision with regard to his lease and financial affairs but his sister insisted on making every decision big and small on his behalf in every aspect of his life.

He referred himself to the Safeguarding Unit and following the completion of the initial inquiries - which proved that the report was appropriate and that the man needed protection from the emotional and psychological abuse from his sister - the case was referred to a social worker within the area where he lived. Sensitive and careful action had to be taken, in order to work in secret because he did not want his sister to become aware of the involvement of Safeguarding Team. Although the brother and sister did not live together, one of the brother's wishes was to move to another nearby town. He felt that putting some distance between them would make it a little more difficult for his sister to "manage" him to such an extent.

There was a positive outcome in this case as a suitable apartment was found for the gentleman. He is now living independently and is able to live a fuller, happier life and participate again in society.

Despite the problems caused by the sister becoming aware of her brother's wishes, it is understood that reconciliation has taken place and that a different, healthier "relationship" now exists between the two.

### [NWSAB Strategic Priority 3: Improved awareness and compliance around the Adult at Risk process \(North Wales Safeguarding Adults Board\)](#)

**Background:** A professional residential care provider highlighted internal concerns regarding a staff member towards an Adult at Risk in residential care. Internal reporting mechanisms and use of internal CCTV resulted in the recovery of footage suggesting assault and ill treatment of the resident by a staff member.

**Intervention:** The care organisation moved promptly to suspend the staff member, capture any evidence and work with authorities.

Further examination of CCTV identified other alleged incidents and revealed a second staff member behaving in an allegedly abusive manner towards the same resident with a number of other staff members taking no action.

A further report was received relating to allegations of ill treatment of the same Adult at Risk in public outside a shop by two carers. Good partnership work and engagement with Local Policing Services resulted in further CCTV recovery.

**Outcome:** A joint investigation involving the police, adult Social Services, BCUHB, CIW, an independent advocate and a behavioural specialist has resulted in five dismissals, two final written warnings and two formal management interventions.

Two staff members have also been charged with ill treatment/wilful neglect and face criminal trial.

The resident is now showing significant improvements in terms of wellbeing.

### [NWSAB Strategic Priority 3b: The person's wishes and feeling evident throughout the Safeguarding Process:](#)

**Background:** A 32-year-old citizen living in the community, concerns raised by substance misuse team around an allegation sexual abuse by a friend or an unknown male. These were also historical allegation of abuse relating to an ex-partner of sexual, physical and emotional abuse. The adult did not want to report these incidents to the police, she was deemed to have capacity at the time of this disclosure. However, there was acknowledgement by the professionals that the adult's capacity would fluctuate at times due to the level of intoxication.

There were additional risk factors relating to others i.e. family members and others who could be deemed as 'adults at risk'. Safeguarding measures were implemented for both the alleged victim, other family members and the wider safeguarding concerns. The individual had not been consulted regarding reporting this allegation, therefore consent to the safeguarding report and the section 126 enquiries had not been explored by the Reporter. Further discussions were undertaken by the Reporter with the individual to consider what action she would want, there was agreement by the individual that additional support around the safeguarding concern from an independent advocate would enable her to have voice throughout this process.

**Interventions:** Safeguarding process proceeded with Section 126 enquiries in relation to determining if the citizen was an adult at risk, was experiencing or at risk of abuse and as

result unable to protect herself against abuse. Lead Practitioner established the individual's capacity, to support gaining her wishes and views into the action she wanted. The individual was able to express what action she wanted i.e. personal outcomes.

These enquires involved a number of agencies i.e. Police, BCUHB, CMH teams, Children Services, Advocacy (CADMAS). The enquiries concluded that there was reasonable cause to suspect that this individual was an adult at risk. The professionals agreed that the information supported that the individual was at further risk of harm, the individual had consented to the safeguarding process being implemented to review safeguarding strategies and therefore reduce further risk of harm.

There were further attempts by Police to support the adult in making a complaint to allow for a criminal investigation to be instigated, but the individual refused to make a complaint. A number of child protection referrals were submitted to ensure any wider safeguarding concerns were fully explored by the appropriate agency. The advocate supported the individual throughout and enabled her views and wishes to be at the center of this safeguarding process.

**Outcome:** The approach taken was person-centred, there was clear understanding of the personal outcomes that the adult wished to achieve. Her outcomes were at the center of the system to support the right solution could be found. Unfortunately, the individual disengaged with the process and the development of adult protection plan was not achieved, the individual advised that she was able to keep herself safe and did not require the support from the professionals.

#### NWSCB Strategic Priority: 4b. All school age children are educated in an environment in which they are able to flourish and are kept safe:

**Background:** B is a 13-year-old boy diagnosed with ADHD, learning disability and speech and language difficulties. He was cared for by his maternal family since he was 3 years old (under a special guardianship order). His birth parents were unable to care for him due to the impact of their drug and alcohol misuse.

B's cognitive functioning, ADHD presentation and significant communication difficulties impacted on his ability to develop positive peer relationships. He experienced bullying throughout his childhood and sought acceptance and approval from his peers. During this period there was increased concern about B absconding and being missing from home periods. B started smoking and experimenting with substances, and was considered to be at risk of criminal exploitation via county lines. Despite their efforts the family were not able to safeguard B from harm. Child Protection Procedures were initiated.

**Intervention:** Support was initially provided from Team around the Family. In 2019 the young person was referred to the Specialist Children Service. Recognising his additional needs, it was decided that they were best placed to assess his care and support needs.

The Child Protection Case Conference decision was that the young person was at risk of significant harm and required a multi-agency child protection plan. The child protection

plan saw a joined up approach by agencies working closely with the young person and his family:

- Psychological intervention to support the young person around identity, bullying and safe peer relationships.
- An appropriate educational setting where his educational outcomes could be realised was found,
- Access to 'Be di'r Sgor' (drug preventative sessions) secured.
- Support Workers were appointed to work with B to develop his social and leisure activities.
- Provision of an on-call out of hours' service so that he could be returned home from police stations during periods of absconding.
- CAMHS provided the family with parenting support and ongoing assessment of the young person's needs.

**Outcome:** The family moved to another area and a robust transfer was completed with services overlapping to ensure a smooth transition for the young person. The Safety Plan kept him safe. He was listened to and supported to understand that bullying was wrong. He was helped to make sense of his past Missing periods were reduced. A reward chart with pictures had been implemented and was successful in reducing the missing periods.

## GLOSSARY:

<b>AMH</b>	Adult Mental Health	<b>LDU</b>	Local Delivery Unit
<b>APR</b>	Adult Practice Review	<b>LSCB</b>	Local Safeguarding Children's Board
<b>AWCPP</b>	All Wales Child Protection Procedures	<b>MAPF</b>	Multi-Agency Professional Forum
<b>BCUHB</b>	Betsi Cadwaladr University Health Board	<b>MARAC</b>	Multi-Agency Risk Assessment Conference
<b>CAMH</b>	Children Adolescent Mental Health	<b>MHLD</b>	Mental Health Learning Disabilities
<b>CCBC</b>	Conwy County Borough Council	<b>NISB</b>	National Independent Safeguarding Board
<b>CHC</b>	Continuing Health Care	<b>NPS</b>	National Probation Service
<b>CPR</b>	Child Practice Review	<b>NSPCC</b>	National Society for the Prevention of Cruelty to Children
<b>CRC</b>	Community Rehabilitation Company	<b>NWP</b>	North Wales Police
<b>CSE</b>	Child Sexual Exploitation	<b>NWSB</b>	North Wales Safeguarding Boards
<b>DCC</b>	Denbighshire County Council	<b>NWSAB</b>	North Wales Safeguarding Adults Board
<b>DoLS</b>	Deprivation of Liberty Safeguards	<b>NWSCB</b>	North Wales Safeguarding Children's Board
<b>LDG</b>	Local Delivery Group	<b>POVA</b>	Protection of Vulnerable Adults
<b>DHR</b>	Domestic Homicide Review	<b>P &amp; P</b>	Policy & Procedure
<b>EAPR</b>	Extended Adult Practice Review	<b>PCC</b>	Police Complaints Commissioner
<b>ECPR</b>	Extended Child Practice Review	<b>PHW</b>	Public Health Wales
<b>FCC</b>	Flintshire County Council	<b>PRUDIC</b>	Procedural Response to Unexpected Death in Childhood
<b>GC</b>	Gwynedd Council	<b>PVPU</b>	Protecting Vulnerable Persons Unit
<b>HASCAS</b>	Health and Social Care Advisory Service	<b>SCWDP</b>	Social Care Workforce Development Partnership
<b>HSB</b>	Harmful Sexual Behavior	<b>SERAF</b>	Sexual Exploitation Risk Assessment Framework
<b>IOAC</b>	Isle of Anglesey Council	<b>WAST</b>	Welsh Ambulance Service Trust
<b>KPI</b>	Key Performance Indicator	<b>WCBC</b>	Wrexham County Borough Council
<b>LA</b>	Local Authority	<b>WG</b>	Welsh Government
<b>SMART</b>	Specific, Measurable, Achievable, Realistic, Timely	<b>YN</b>	Ynys Mo





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<b>ISLE OF ANGLESEY COUNTY COUNCIL Scrutiny Report Template</b>	
<b>Committee:</b>	<b>Partnership and Regeneration Scrutiny Committee</b>
<b>Date:</b>	<b>11 March, 2021</b>
<b>Subject:</b>	<b>Scrutiny of Partnerships</b>
<b>Purpose of Report:</b>	<ol style="list-style-type: none"> <li>1. <b>Submit an overview of work undertaken by the Committee between June, 2019 and November, 2020</b></li> <li>2. <b>Consider the Committee’s forward work programme for 2021/22</b></li> </ol>
<b>Scrutiny Chair:</b>	<b>Cllr Gwilym Owen Jones</b>
<b>Portfolio Holder(s):</b>	<b>Cllr Dafydd Rhys Thomas, Portfolio Member for Corporate Services</b>
<b>Head of Service:</b>	<b>Annwen Morgan, Chief Executive</b>
<b>Report Author:</b>	<b>Sioned Rowe Scrutiny Officer</b>
<b>Tel:</b>	<b>01248 752578</b>
<b>Email:</b>	<b>SionedRowe@ynysmon.gov.uk</b>
<b>Local Members:</b>	<b>Not applicable</b>

<b>1 - Recommendation/s</b>
<p>The Partnership and Regeneration Scrutiny Committee is requested to note and support:</p> <p><b>R1</b> Scrutiny of key partnerships undertaken during 2019/20 (<b>Appendix 1</b>)</p> <p><b>R2</b> The partnerships it is intended to prioritise in the Committee’s work programme over the next year (<b>Atodiad 2</b>)</p> <p><b>R3</b> Proposed next steps as detailed in paragraph 5.11 of the report.</p> <p><b>R4</b> To invite the partnerships where there has been slippage in the work programme as a result of the Covid-19 pandemic to discuss their partnership work to coincide with the Recovery period.</p>

<b>2 – Link to Council Plan / Other Corporate Priorities</b>
<p>This work stream will make a significant contribution to one of the key themes running through the Council Plan 2017/2022 namely – “The key theme running through the plan is our ambition to work with the people of Anglesey, our communities and partners to ensure high quality services that will improve the quality of life for everyone on the Island.”</p>
<b>3 – Guiding Principles for Scrutiny Members</b>
<p><b>To assist Members when scrutinising the topic:-</b></p> <p><b>3.1</b> Impact the matter has on individuals and communities [<b>focus on customer/citizen</b>]</p> <p><b>3.2</b> A look at the efficiency &amp; effectiveness of any proposed change – both financially and in terms of quality [<b>focus on value</b>]</p> <p><b>3.3</b> A look at any risks [<b>focus on risk</b>]</p> <p><b>3.4</b> Scrutiny taking a performance monitoring or quality assurance role [<b>focus on performance &amp; quality</b>]</p> <p><b>3.5</b> Looking at plans and proposals from a perspective of:</p>

- Long term
- Prevention
- Integration
- Collaboration
- Involvement

[focus on wellbeing]

#### 4 - Key Scrutiny Questions

1. To what extent do the partnerships identified for inclusion in the forward work programme (paragraph 5.11) represent a fair balance of the Council's key partnerships?
2. Is the Committee satisfied that the report provides a robust foundation for the forward work programme during 2021/22 and beyond?
3. Does the Committee have any views on the prioritisation of partnerships to be scrutinised?
4. How does this emerging approach to cross-cutting scrutiny of partnerships comply with the Wellbeing of Future Generations agenda?

#### 5 – Background / Context

##### BACKGROUND

**5.1 Cross cutting Scrutiny:** partnership working is an example of a cross cutting issue. The Local Government Bill places further emphasis on collaboration and partnerships and this way of working is therefore likely to further increase both locally and regionally. The Bill is also expected to provide national guidance on joint scrutiny<sup>1</sup>. Our local scrutiny structure has evolved over recent years to include a designated partnerships scrutiny committee providing the platform for scrutiny of cross cutting, thematic issues. This approach is considered good practice.

**5.2** Working in partnership has become an important part of the Authority's working practices, providing additional resilience to the Authority's service delivery capacity. Whilst partnership working can bring significant benefits, such as responding to complex challenges, providing flexibility and additional resources to service delivery, it is not always without its challenges and can carry significant risks not least to sustainability and cost effectiveness. A number of reports over recent years<sup>2</sup> have drawn attention to the need for improvement and strengthened scrutiny of partnership arrangements in public services.

**5.3 Wellbeing of Future Generations (Wales) Act 2015:** the need to further strengthen scrutiny of partnerships is reinforced in the Wellbeing of Future Generations (Wales) Act 2015. The Act puts long-term sustainability at the forefront of how public services are

<sup>1</sup> Joint scrutiny (sometimes called collaborative scrutiny) refers to any formal or informal arrangement that brings together scrutineers from different organisations to achieve something that could not be achieved any other way. Joint scrutiny can be a formal committee, a co-ordinating group, an informal task & finish group or any variation of these. It can bring together scrutiny councillors from two or more councils with non-executive scrutineers from other public bodies. Joint scrutiny can be a combination of these arrangements

<sup>2</sup> Commission on Public Service Governance and Delivery (Welsh Government January, 2014), Guidance for Local Authority Scrutiny Committees on the scrutiny of Public Services Boards (August, 2017) and Strengthening Local Government: Delivering for People (March, 2018)

designed and delivered, and places emphasis on public bodies working in partnership to ensure better outcomes now and in the future. Our local arrangements should also develop in a way that shows commitment to the Sustainable Development Principle of the Wellbeing Act. This means:

*“Acting in a manner which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs...”*

Robust monitoring and scrutiny arrangements of our partnership working should therefore add value to our partnership working locally.

## **CONTEXT**

**5.4** The Isle of Anglesey County Council has extensive experience of working in partnership, be it on a local, regional or national level<sup>3</sup>. With increasing pressure on public finances, the Council has clear guidelines in place for determining when to establish partnerships, which service(s) and the outcomes expected of them and for the sound management of the relationship in order to:

- Enable us to deliver on our Council Plan and strategic priorities. Also, to improve the experience and outcomes for individuals who use our services
- Evidence value for money or cost efficiency in our future investments and ensure clear and measurable outcomes
- Respond to partnership risks and ensure that areas for development are addressed
- Have clarity around accountability and monitoring arrangements
- Identify any scope to rationalize partnerships and ensure a clear procedure for bringing any arrangements to an end.

This area of work focuses on partnerships where the Council chooses to work with other organisations in the private, public or voluntary sector. It does not include the links made through the procurement process<sup>4</sup>.

**5.5** On 14<sup>th</sup> March 2016, the Executive approved a Corporate Partnerships Policy document as a foundation for our partnership working and also as a framework to guide partnership monitoring arrangements. In the policy a partnership is defined as:

*“A joint working arrangement where the partners are otherwise independent bodies, agree to co-operate to achieve a common goal of community cohesion and to achieve it, create an organisational structure or process and agreed programme.”*

## **SCRUTINY OF PARTNERSHIPS**

**5.6** A key objective of partnership scrutiny should focus on providing constructive challenge and an opportunity for learning and self-reflection rather than purely holding to account<sup>5</sup>.

<sup>3</sup> Annual Improvement Report 2014/15 (Incorporating the Corporate Assessment Report 2015), Wales Audit Office December, 2015

<sup>4</sup> Circumstances in which the Council would provide an opportunity to a range of organisations or individuals to provide their services for a specific purpose through a competitive process with the Council selecting one provider and confirming the arrangements by agreement

<sup>5</sup> Guidance for Local Authority Scrutiny Committees on the scrutiny of Public Services Boards (Welsh Government August, 2017)

**5.7 Characteristics of effective partnership scrutiny:** national research<sup>6</sup> has identified that partnership scrutiny arrangements are effective when the following characteristics are in place:

- Scrutiny is a “critical friend” for promoting joint working
- Performance monitoring by Members is done as part of their community leadership role (from the citizen’s perspective)
- A means to assess the complexities of partnership working
- Focus on improving partnership arrangements and ensuring the right outcomes for citizens
- Holding Members who sit on key partnerships to account.

### **5.8 Position Statement- Covid 19 Pandemic**

As you are aware, as a result of the current pandemic, the Council has to prioritise its resources and the efforts of its workforce, so, maintaining “business as usual” is not possible.

The Coronavirus Act 2020 and the subsequent Local Authorities (Coronavirus) (Meetings) (Wales) Regulations 2020 reduce the legal obligations on local authorities in relation to meetings, whilst permitting remote attendance by members for any required meetings. The Council’s usual Committee schedule was revised as a result of this legislation, and the Strategy for Committee Meetings was approved on 12 May, 2020.<sup>7</sup>

Additionally, as a result of the pandemic, the requirement to scrutinise some annual reports was put aside, or the schedule was extended in order to undertake the work.

Both Committees met for the first time since the beginning of the pandemic during September, 2020, and since then, the Partnership and Regeneration Scrutiny Committee has met regularly and resumed the scrutiny work on partnerships and has complied fully with all statutory requirements. However, some partners that were scheduled have been postponed as a result of the pandemic, and the Committee’s work programme has had to be prioritised to complement local requirements and consider the pressure our partners were also facing.

**5.9 Corporate Partnerships Register:** the Council maintains a Register of all key partnerships which is reviewed from time to time.

**5.10** The remit of this Committee extends to local and regional partnership arrangements. Details of partnerships scrutinised by this Committee during 2019/20 are summarised in **Appendix 1**.

**5.11 2021/21 Forward Work Programme:** the task of scrutinising partnerships needs to continue to be done in a managed way, focusing on the key strategic partnerships which enable the Council to deliver on its objectives and priorities. In order to add value, our arrangements for scrutiny of partnerships need to continue to be timely and proportionate. It is therefore proposed that the forward work programme of this

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<sup>7</sup> Strategy for Committee Meetings until April, 2021 (IOACC, May, 2020).

Committee prioritises an appropriate balance of statutory partnerships, key partners the Council works with and other bodies (service delivery), to include the following:

<b>Name of Partnership</b>	<b>Member / Lead Officer</b>	<b>Scrutiny Focus</b>	<b>Timescale</b>	<b>Cross cutting Thematic issue</b>
<b>Statutory Partnerships</b>				
Public Services Board (PSB)	Cllr Llinos Medi Huws	Governance arrangements & delivery structure	Scrutiny of PSB governance & delivery structure – 9 November, 2021	<b>Wellbeing</b>  National expectation set out in Welsh Government guidance <sup>8</sup>
	Chief Executive	Wellbeing Plan – scrutinise delivery to date	Scrutiny of progress on delivery of the Wellbeing Plan – 11 March, 2021	
		PSB Annual Report – Scrutinise previous year's Achievements / challenge future priorities	Scrutiny of PSB Annual Report – 15 June, 2021	
Community Safety Partnership (CSP)	Cllr Alun Mummery  Deputy Chief Executive	Scrutinise partnership work through the CPS Annual report (rather than the work of individual bodies) by: <ul style="list-style-type: none"> <li>• Scrutinising achievements of previous year</li> <li>• Challenge future priorities</li> </ul>	20 September 2021	<b>Community Safety</b>  Ensure the Partnership delivers its obligations under S19&20, Criminal Justice and Police Act 2006
North Wales Safeguarding Board	Cllr Llinos Medi Huws  Statutory Director of Social Services	Scrutinise governance arrangements, delivery and performance of regional arrangements	Date to be confirmed	<b>Wellbeing</b>  Social Services & Wellbeing (Wales) Act 2014
North Wales Partnership Board (Health & Social Services) (Part 9)	Cllr Llinos Medi Huws  Statutory Director of Social Services	Annual report of the Regional Partnership Board: <ul style="list-style-type: none"> <li>• Scrutinise achievements of previous year</li> <li>• Challenge priorities for the year to come</li> </ul>	July, 2021	<b>Wellbeing</b>  Part 9, Social Services and Wellbeing (Wales) Act 2014
<b>Key Partners the Council works with</b>				
Locality partnership working – Betsi	Statutory Director of	Scrutinise local partnership working with Health Board	Work programme delayed	<b>Wellbeing</b>

<sup>8</sup> Guidance for Local Authority Scrutiny Committees on the scrutiny of Public Services Boards (August, 2017)

Cadwaladr University	Social Services			Statutory member of the PSB (Wellbeing of Future Generations Act 2015)
North Wales Fire & Rescue Service	Cllr Eric Wyn Jones, Richard Griffiths, Dylan Rees  Deputy Chief Executive	Scrutinise local partnership working with the Fire & Rescue Service	Work programme delayed	<b>Community Safety</b>  Statutory member of the PSB (Wellbeing of Future Generations Act 2015)
Natural Resources Wales	Head of Highways, Waste and Property	Scrutinise local partnership working with Natural Resources Wales	To be confirmed	Statutory member of the PSB (Wellbeing of Future Generations Act 2015)
North Wales Police & Crime Commissioner / North Wales Police	Cllr Dylan Rees  Deputy Chief Executive	Scrutinise local partnership working with North Wales Police	Work programme delayed	<b>Community Safety</b>  Police & Crime Commissioner monitors how the Police and others implement the Police and Crime Plan 2017/2021  Member of the PSB (Wellbeing of Future Generations Act 2015)
Medrwn Môn	Cllr Llinos Medi Huws  Deputy Chief Executive	Annual report of the organisation to: <ul style="list-style-type: none"> <li>• Governance arrangement including risk management arrangements</li> <li>• Scrutinise achievements of previous year</li> <li>• Challenge priorities for the year to come</li> </ul>	Work programme delayed	<b>Community Resilience</b>
Menter Môn	Cllr Ieuan Williams  Deputy Chief Executive	Annual report of the organisation to: <ul style="list-style-type: none"> <li>• Governance arrangement including risk management arrangements</li> </ul>	TBC	<b>Community Resilience</b>



		<ul style="list-style-type: none"> <li>Scrutinise achievements of previous year</li> <li>Challenge priorities for the year to come</li> </ul>		
Welsh Ambulance Services NHS Trust	Deputy Chief Executive  Cllr Alun Mummery	Scrutinise local partnership working with the Welsh Ambulance Services Trust	Work programme delayed	<b>Community Safety</b>  Member of the PSB (Wellbeing of Future Generations Act 2015)
<b>Other Bodies (service delivery)</b>				
Additional Learning Needs & Inclusion Partnership	Cllr R Meirion Jones  Director of Education, Skills & Young People	Progress report to scrutinise: <ul style="list-style-type: none"> <li>Delivery and performance</li> <li>Priorities for next period</li> </ul>	12 October 2021 & 13 April, 2022	<b>Education &amp; Skills</b>  Service delivery partnership with Gwynedd Council
GwE - School Improvement Service	Cllr R Meirion Jones  Director of Education, Skills & Young People	Scrutinise the Consortium's Annual Report in order to: <ul style="list-style-type: none"> <li>Support GwE to develop business plans &amp; ensure plans take account of the needs of local schools</li> <li>Improve scrutiny of performance management arrangements</li> <li>Ensure a range of strategies in place to support schools to improve</li> </ul>	8 December, 2021	<b>Education &amp; Skills</b>  National expectation that local authorities scrutinise regional education consortia
North Wales Economic Ambition Board  North Wales Growth Deal	Cllr Llinos Medi Huws  Director of Place & Community Wellbeing	Ensure that the Board is undertaking its role:  As the Learning and Skills Partnership for North Wales. It is anticipated that the Board will have a representative on the Joint Committee implementing the North Wales Growth Bid; Of creating employment opportunities and improving transport links and digital connectivity in North Wales and the Isle of Anglesey	TBC (quarterly)	<b>Regeneration</b>  National expectation that authorities scrutinise regional partnerships  Councils have formed the North Wales Growth Board to finalise the Growth Bid and manage its delivery once agreed with the UK and Welsh Governments. The new body

				is a Local Authority Joint Committee with representatives of key partners
North Wales Regional Emergency Planning	Head of Democratic Services	Resilience of the regional service to assist the Council in dealing with emergencies as a result of severe weather, transport or industrial accident, water pollution or terrorism	Work programme delayed	<b>Community Safety</b>  Civil Contingencies Act 2004
Cynnal	Cllr R Meirion Jones, Dafydd Roberts, Margaret M Roberts  Director of Education, Skills & Young People	Scrutinise performance and value for money	TBC	<b>Education &amp; Skills</b>

The above table outlines the intention in terms of scrutinising partnerships during the municipal year to come. It is recommended to invite the partnerships where there has been slippage as a result of Covid 19 pandemic to discuss the following aspects of their partnership work to coincide with the recovery phase:

- To share their story of responding to Covid 19 and the partnership work with Isle of Anglesey County Council
- What lessons have been learnt
- What will be the focus of the partnership work in moving forward. What will be done differently?

**5.12 Role of Members on external partnerships:** in acknowledging the important role of Elected Members on external partnerships, it should be noted that the Scrutiny Committee will require assurance from Councillor representatives on the following key aspects of partnership working:

- Delivery of work programmes / desired outcomes
- Governance arrangements
- Budget management
- Management of risks

Local arrangements will therefore need to be in place to support this role by Members, ensuring timely access to information by the Scrutiny Committee.

**5.13** The Council has worked hard over the past year to further develop our local approach to scrutiny of partnerships:

- The Scrutiny Committee forward work programme has matured with the committee looking in detail at 12 partnerships between June 2019 and November 2020 (**Appendix 1** provides a summary)

- High level action plan (paragraph 5.11 above) to enable the Partnership and Regeneration Committee to prioritise its forward work programme for 2021/22 and beyond
- Periodic updates for Elected Members on partnerships through monthly Member Briefing Sessions.

**Next Steps:**

It is proposed that our local approach to scrutiny of partnerships be further developed:

- i. Further develop our high level action plan to enable the Partnership and Regeneration Scrutiny Committee to prioritise its 2021/22 forward work programme and beyond
- ii. Member development session on effective partnership scrutiny
- iii. Periodic updates for Elected Members on key partnerships through monthly Member Briefing Sessions
- iv. Develop local arrangements to hold Members who sit on key partnerships to account.

**6 – Equality Impact Assessment [including impacts on the Welsh Language]**

N/A

**7 – Financial Implications**

N/a

**8 – Appendices:**

1. Partnerships monitored by the Partnership and Regeneration Scrutiny Committee during 2019/20
2. The Partnership and Regeneration Scrutiny Committee's draft forward work programme for 2021/22

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

Sioned Rowe, Scrutiny Officer, Isle of Anglesey County Council, Council Offices, Llangefni. LL77 7TW

**Attachment 1- Scrutiny of Partnerships 2019/20**

<b>Partnership</b>	<b>Scrutiny Focus</b>	<b>Date</b>
Gwynedd & Môn Additional Learning Needs & Inclusion Partnership	Scrutinise the efficiency and effectiveness of the partnership in order to meet the additional learning needs of children and young people of Anglesey	13 June, 2019
Gwynedd & Ynys Môn Public Services Board	2018/19 Annual Report	13 June, 2019
	Governance Arrangement	17 November, 2019
	Progress report on delivery of the Wellbeing Plan	11 March, 2020
	2019/20 Annual Report	21 September, 2020
	Governance Arrangement	10 November, 2020
North Wales Regional Partnership Board	2018/19 Annual Report	11 July, 2019
	2019/20 Annual Report	10 November, 2020
Community Safety Partnership	2018/19 Annual Report	12 November, 2019

	2019/20 Annual Report	22 October, 2020
GwE School Improvement Service	2018/19 Annual Report	21 January, 2020
North Wales Fire & Rescue Service	Scrutinise local partnership working with North Wales Fire and Rescue Service	4 February, 2020
Police and Crime Commissioner/ North Wales Police	Scrutiny of local partnership working with North Wales Police	4 February, 2020
North Wales Safeguarding Board	2018/19 Annual Report	4 February, 2020
Welsh Ambulance Service Trust	Scrutiny of local partnership working with Welsh Ambulance Service Trust	25 February, 2020
Medrwn Môn	The effectiveness of the voluntary sector on Anglesey through 2018/19 Annual Report	25 February, 2020
Regional Emergency Planning Service	Progress report on the work of the regional service	25 February, 2020
Betsi Cadwaladr University Health Board	Locality partnership working	12 March, 2019

**Attachment 2- Partnership and Regeneration Scrutiny Committee Forward Work Programme 2021/22**

<b>Name of Partnership</b>	<b>Member / Lead Officer</b>	<b>Scrutiny Focus</b>	<b>Timescale</b>	<b>Cross cutting Thematic issue</b>
<b>Statutory Partnerships</b>				
Public Services Board (PSB)	Cllr Llinos Medi Huws	Governance arrangements & delivery structure	Scrutiny of PSB governance & delivery structure – 9 November, 2021	<b>Wellbeing</b>  National expectation set out in Welsh Government guidance <sup>1</sup>
	Chief Executive	Wellbeing Plan – scrutinise delivery to date	Scrutiny of progress on delivery of the Wellbeing Plan – 11 March, 2021	
		PSB Annual Report – Scrutinise previous year's Achievements / challenge future priorities	Scrutiny of PSB Annual Report – 15 June, 2021	
Community Safety Partnership (CSP)	Cllr Alun Mummery  Deputy Chief Executive	Scrutinise partnership work through the CPS Annual report (rather than the work of individual bodies) by: <ul style="list-style-type: none"> <li>• Scrutinising achievements of previous year</li> <li>• Challenge future priorities</li> </ul>	20 September 2021	<b>Community Safety</b>  Ensure the Partnership delivers its obligations under S19&20, Criminal Justice and Police Act 2006
North Wales Safeguarding Board	Cllr Llinos Medi Huws  Statutory Director of Social Services	Scrutinise governance arrangements, delivery and performance of regional arrangements	Date to be confirmed	<b>Wellbeing</b>  Social Services & Wellbeing (Wales) Act 2014
North Wales Partnership Board (Health & Social Services) (Part 9)	Cllr Llinos Medi Huws  Statutory Director of Social Services	Annual report of the Regional Partnership Board: <ul style="list-style-type: none"> <li>• Scrutinise achievements of previous year</li> <li>• Challenge priorities for the year to come</li> </ul>	July, 2021	<b>Wellbeing</b>  Part 9, Social Services and Wellbeing (Wales) Act 2014
<b>Key Partners the Council works with</b>				
Locality partnership working – Betsi Cadwaladr University	Statutory Director of Social Services	Scrutinise local partnership working with Health Board	Work programme delayed	<b>Wellbeing</b>  Statutory member of the PSB (Wellbeing of Future Generations Act 2015)

<sup>1</sup> Guidance for Local Authority Scrutiny Committees on the scrutiny of Public Services Boards (August, 2017)

**Attachment 2- Partnership and Regeneration Scrutiny Committee Forward Work Programme 2021/22**

North Wales Fire & Rescue Service	Cllr Eric Wyn Jones, Richard Griffiths, Dylan Rees  Deputy Chief Executive	Scrutinise local partnership working with the Fire & Rescue Service	Work programme delayed	<b>Community Safety</b>  Statutory member of the PSB (Wellbeing of Future Generations Act 2015)
Natural Resources Wales	Head of Highways, Waste and Property	Scrutinise local partnership working with Natural Resources Wales	TBC	Statutory member of the PSB (Wellbeing of Future Generations Act 2015)
North Wales Police & Crime Commissioner / North Wales Police	Cllr Dylan Rees  Deputy Chief Executive	Scrutinise local partnership working with North Wales Police	Work programme has slipped	<b>Community Safety</b>  Police & Crime Commissioner monitors how the Police and others implement the Police and Crime Plan 2017/2021  Member of the PSB (Wellbeing of Future Generations Act 2015)
Medrwn Môn	Cllr Llinos Medi Huws  Deputy Chief Executive	Annual report of the organisation to: <ul style="list-style-type: none"> <li>• Governance arrangement including risk management arrangements</li> <li>• Scrutinise achievements of previous year</li> <li>• Challenge priorities for the year to come</li> </ul>	Work programme delayed	<b>Community Resilience</b>
Menter Môn	Cllr Ieuan Williams  Deputy Chief Executive	Annual report of the organisation to: <ul style="list-style-type: none"> <li>• Governance arrangement including risk management arrangements</li> <li>• Scrutinise achievements of previous year</li> <li>• Challenge priorities for the year to come</li> </ul>	TBC	<b>Community Resilience</b>
Welsh Ambulance Services NHS Trust	Deputy Chief Executive	Scrutinise local partnership working with the Welsh Ambulance Services Trust	Work programme delayed	<b>Community Safety</b>

**Attachment 2- Partnership and Regeneration Scrutiny Committee Forward Work Programme 2021/22**

	Cllr Alun Mummery			Member of the PSB (Wellbeing of Future Generations Act 2015)
<b>Other Bodies (service delivery)</b>				
Additional Learning Needs & Inclusion Partnership	Cllr R Meirion Jones  Director of Education, Skills & Young People	Progress report to scrutinise: <ul style="list-style-type: none"> <li>• Delivery and performance</li> <li>• Priorities for next period</li> </ul>	12 October 2021 & 13 April, 2022	<b>Education &amp; Skills</b>  Service delivery partnership with Gwynedd Council
GwE - School Improvement Service	Cllr R Meirion Jones  Director of Education, Skills & Young People	Scrutinise the Consortium's Annual Report in order to: <ul style="list-style-type: none"> <li>• Support GwE to develop business plans &amp; ensure plans take account of the needs of local schools</li> <li>• Improve scrutiny of performance management arrangements</li> <li>• Ensure a range of strategies in place to support schools to improve</li> </ul>	8 December, 2021	<b>Education &amp; Skills</b>  National expectation that local authorities scrutinise regional education consortia
North Wales Economic Ambition Board  North Wales Growth Deal	Cllr Llinos Medi Huws  Director of Place & Community Wellbeing	Ensure that the Board is undertaking its role:  As the Learning and Skills Partnership for North Wales. It is anticipated that the Board will have a representative on the Joint Committee implementing the North Wales Growth Bid; Of creating employment opportunities and improving transport links and digital connectivity in North Wales and the Isle of Anglesey	TBC (quarterly)	<b>Regeneration</b>  National expectation that authorities scrutinise regional partnerships  Councils have formed the North Wales Growth Board to finalise the Growth Bid and manage its delivery once agreed with the UK and Welsh Governments. The new body is a Local Authority Joint Committee with representatives of key partners



**Attachment 2- Partnership and Regeneration Scrutiny Committee Forward Work Programme 2021/22**

North Wales Regional Emergency Planning	Head of Democratic Services	Resilience of the regional service to assist the Council in dealing with emergencies as a result of severe weather, transport or industrial accident, water pollution or terrorism	Work programme delayed	<b>Community Safety</b> Civil Contingencies Act 2004
Cynnal	Cllr R Meirion Jones, Dafydd Roberts, Margaret M Roberts  Director of Education, Skills & Young People	Scrutinise performance and value for money	TBC	<b>Education &amp; Skills</b>
Housing Associations  (Grŵp Cynefin Clwyd Alyn North Wales Housing)	Cyng Alun Mummy  Director of Function (Resources) & S151 Officer  Head of Housing Services	Scrutinise local partnership working	TBC	<b>Housing Supply locally</b>

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<b>ISLE OF ANGLESEY COUNTY COUNCIL Scrutiny Report Template</b>	
<b>Committee:</b>	<b>Partnership &amp; Regeneration Scrutiny Committee</b>
<b>Date:</b>	<b>11 March, 2021</b>
<b>Subject:</b>	<b>Partnership &amp; Regeneration Scrutiny Committee Forward Work Programme</b>
<b>Purpose of Report:</b>	<b>Assist the Scrutiny Committee in considering, agreeing and reviewing its forward work programme for 2020/21</b>
<b>Scrutiny Chair:</b>	<b>Cllr Gwilym Owen Jones</b>
<b>Portfolio Holder(s):</b>	<b>Not applicable</b>
<b>Head of Service:</b>	<b>Lynn Ball, Head of Function (Council Business) / Monitoring Officer</b>
<b>Report Author:</b>	<b>Anwen Davies, Scrutiny Manager</b>
<b>Tel:</b>	<b>01248 752578</b>
<b>Email:</b>	<b>AnwenDavies@ynysmon.gov.uk</b>
<b>Local Members:</b>	<b>Applicable to all Scrutiny Members</b>

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<b>1 - Recommendation/s</b>
<p>The Committee is requested to:</p> <p><b>R1</b> agree the current version of the forward work programme for 2020/21</p> <p><b>R2</b> note progress thus far in implementing the forward work programme.</p>

<b>2 – Link to Council Plan / Other Corporate Priorities</b>
<p>Effective work programming is the foundation of effective local government scrutiny. Our Scrutiny rolling forward work programmes are aligned with the corporate priorities of the 2017/2022 Council Plan and corporate transformation programmes – ensuring the role of Member scrutiny makes a tangible contribution to the Council’s improvement priorities.</p>

<b>3 – Guiding Principles for Scrutiny Members</b>
<p><b>To assist Members when scrutinising the topic:-</b></p> <p><b>3.1</b> Impact the matter has on individuals and communities [focus on customer/citizen]</p> <p><b>3.2</b> A look at the efficiency &amp; effectiveness of any proposed change – both financially and in terms of quality [focus on value]</p> <p><b>3.3</b> A look at any risks [focus on risk]</p> <p><b>3.4</b> Scrutiny taking a performance monitoring or quality assurance role [focus on performance &amp; quality]</p> <p><b>3.5</b> Looking at plans and proposals from a perspective of:</p> <ul style="list-style-type: none"> <li>• Long term</li> <li>• Prevention</li> <li>• Integration</li> <li>• Collaboration</li> <li>• Involvement</li> </ul> <p>[focus on wellbeing]</p>

#### 4 - Key Scrutiny Questions

### 5 – Background / Context

#### 1. Background

1.1 Effective work programming is the bedrock of an effective local government scrutiny function<sup>1</sup>. Done well, work programming can help lay the foundations for targeted and timely work on issues of local importance demonstrating where Member scrutiny can add value. Good practice advocates two key issues at the heart of the scrutiny forward work programme:

- i. Challenge around prioritising work streams
- ii. Need for a member-led approach and interface with officers.

#### 1.2 Basic principles of good work programming<sup>2</sup>

- Work programming should not be a “start-stop” process
- Complementary work programmes for separate scrutiny committees
- Balance between different methods of work
- An effective process for reporting / escalating issues to the Executive
- Input and views of internal stakeholders
- Close working with the Executive
- Links with the Annual Scrutiny Report (evaluation and improvement tool).

#### 2. Local context

2.1 There is now a well-established practice of forward work programming which are now rolling programmes focusing on the quality of scrutiny with fewer items, to add value. They are an important tool to assist Members in prioritising their work and are discussed with the Senior Leadership Team and Heads of Service. Both committees review the content of their work programmes on a regular basis, to ensure that they remain relevant and keep abreast with local priorities. Our local forward planning arrangements now ensure greater focus on:

- Strategic aspects
- Citizen / other stakeholder engagement and outcomes
- Priorities of the 2017/2022 Council Plan and transformation projects
- Risks and the work of inspection and regulation
- Matters on the forward work programme of the Executive.

**Outcome:** rolling work programmes for scrutiny committees which are aligned with corporate priorities.

2.2 Committee chairs lead on developing the forward work programmes and are submitted to the monthly Scrutiny Chairs and Vice-chairs Forum and for approval at each ordinary meeting of the scrutiny committees. The Forum is

<sup>1</sup> A Cunning Plan? Devising a scrutiny work programme, Centre for Public Scrutiny (March, 2011)

<sup>2</sup> A Cunning Plan? Devising a scrutiny work programme, Centre for Public Scrutiny (March, 2011)

considered an important vehicle to oversee these programmes and jointly negotiate priorities.

2.3 **“Whole council” approach to Scrutiny:** our work programmes provide a strong foundation for our improvement programme, ensuring the role that Scrutiny plays in the Authority’s governance arrangements:

- i. Supports robust and effective decision-making
- ii. Makes a tangible contribution to the Council’s improvement priorities
- iii. Continues to evolve

#### 2.4 **Impact of the current Emergency on the Committee’s Work Programme**

The current period (**managing the emergency response to the Pandemic, the Recovery Period and gradually returning to the New Norm**) are extremely challenging periods for the Council and every other public organisation throughout Wales as we continue to face the challenges of the Covid-19 emergency and it is inevitable that this will impact on the Committee’s work programme. As a result, the Council has changed its way of working as a result of the global health emergency. During an emergency period, governance and accountability are of key importance.

The Centre for Public Scrutiny proposes a specific scrutiny model as a result of the pandemic, which in conjunction with the Council’s Committee Strategy provides a structure to inform the Committee’s work programme. A summary is provided below:

- i. Focus on a smaller number of key issues around “life and limb” aspects of local people’s lives
- ii. Maintain a “watching brief” over Council services, performance and financial matters
- iii. **Specific elements of the Scrutiny Model**
  - Overview of the Council’s response to Covid-19
  - Specific overview of *life and limb* matters (social care legislation, safeguarding children and adults; public health)
  - Continued overview of the Council’s financial matters
  - Act as a conduit for community experiences.

### 3. **Issues for consideration**

3.1 The Scrutiny Committee receives regular update reports on the implementation of its forward work programme. A copy of the current 2020/21 work programme is attached as **APPENDIX 1** to this report for reference and includes changes made to the work programme since the Committee last considered the document.<sup>3</sup>

3.2 Where appropriate, items may be added to the Committee’s forward work programme during the municipal year. Requests for additional matters to be considered for inclusion on the work programme can be submitted via the Members Request Form for an item to be considered for Scrutiny. Requests are initially considered by the Scrutiny Chairs and Vice-chairs Forum, using the following criteria:

<sup>3</sup> Meeting of the Partnership and Regeneration Scrutiny Committee convened on 11<sup>th</sup> March, 2020

- the Council's strategic objectives and priorities (as outlined in the Council Plan 2017/2022)
- the ability of the Committee to have influence and/or add value on the subject (A Scrutiny Test of Significance Form will be completed).

**6 – Equality Impact Assessment [including impacts on the Welsh Language]**

Not applicable for this overarching issue but will be considered as an integral part of preparing for specific proposals to be submitted for consideration by the Committee.

**7 – Financial Implications**

Not applicable.

**8 – Appendices:**

Partnership & Regeneration Scrutiny Committee Forward Work Programme 2020/21

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

Anwen Davies, Scrutiny Manager, Isle of Anglesey, Council Offices, Llangefni. LL77 7TW

**ITEMS SCHEDULED FOR SCRUTINY → SEPTEMBER 2020 – APRIL, 2021**  
**[Version dated 04/03/21]**

**Note for Stakeholders and the Public:**

A [Protocol for Public Speaking at Scrutiny Committees](#) has been published by the Council.

Should you wish to speak on any specific item at a Scrutiny Committee then you should register your interest by submitting a written request using the form available as soon as possible and at least 3 clear working days prior to the specific Committee meeting. You can access information about the meeting and which items being discussed by reading this Forward Work Programme. Contact the Scrutiny Manager if you have any queries

[\[AnwenDavies@ynysmon.gov.uk\]](mailto:AnwenDavies@ynysmon.gov.uk)

<b>CORPORATE SCRUTINY COMMITTEE</b>	<b>PARTNERSHIP AND REGENERATION SCRUTINY COMMITTEE</b>
<b>September, 2020 (14/09/20)</b>	<b>September, 2020 (21/09/20)</b>
Scrutiny of the Council's Response to Covid-19 Emergency (including the financial impact)	Public Services Board Annual Report 2019/20
Committee Forward Work Programme for 2020/21	Scrutiny of Partnership Aspects: Council's Response to Covid-19 Emergency
	Committee Forward Work Programme for 2020/21
<b>September, 2020 (22/09/20)</b>	
Social Services Improvement Plan Progress Report and Social Services Improvement Panel Progress Report	
Annual Report of the Statutory Director of Social Services 2019/20	
<b>October, 2020 (20/10/20)</b>	<b>October, 2020 (22/10/20)</b>
Corporate Preventative Strategy	Schools Progress Review Panel Progress Report
Annual Performance Report 2019/20	Community Safety Partnership Annual Report: 2019/20
Committee Forward Work Programme for 2020/21	Green Waste Collection Fees
	Committee Forward Work Programme for 2020/21
<b>November, 2020 (02/11/20) (Meeting cancelled)</b>	<b>November, 2020 (10/11/20)</b>
	Public Services Board- scrutiny of governance arrangements
	Governance Arrangement 2 - North Wales Economic Ambition Board
	Annual Report: Regional Partnership Board (Part 9: Health and Social Services)
	Pooled Budgets (Learning Disabilities)
	Committee Forward Work Programme for 2020/21

CORPORATE SCRUTINY COMMITTEE	PARTNERSHIP AND REGENERATION SCRUTINY COMMITTEE
<b>November, 2020 (17/11/20) [Q2]</b>	
Monitoring Performance: Corporate Scorecard Q2: 2020/21	
Annual Delivery Plan 2020/21	
Finance Scrutiny Panel Progress Report	
Committee Forward Work Programme for 2020/21	
<b>December, 2020 (10/12/2020)</b>	
Schools' Modernisation Programme – Llangefni area (Y Graig & Talwrn)	
<b>December, 2020 (17/12/2020)</b>	
Schools' Modernisation Programme – Llangefni area (Corn Hir & Bodffordd)	
<b>January, 2021 – Cancelled</b>	<b>January, 2021 (19/01/21)- Cancelled</b>
<b>February, 2021 (16/02/21) [budget 2021/22]</b>	<b>February, 2021 (09/02/21)</b>
Final Draft Budget Proposals 2021/22	GwE Progress Report 2020/21: supporting schools during Covid 19 pandemic
Finance Scrutiny Panel Progress Report	Estyn: Local authority and regional consortia support for schools and PRUs in response to COVID-19
Committee Forward Work Programme for 2020/21	Supplementary Planning Guidance – Accommodation and Facilities
	Committee Forward Work Programme for 2020/21
<b>March, 2021 (08/03/21)</b>	<b>March, 2021 (11/03/21)</b>
Social Services Improvement Plan Progress Report and Social Services Improvement Panel Progress Report	Public Services Board - scrutiny of progress on delivery of the Well-being Plan
Monitoring Performance: Corporate Scorecard Q3: 2020/21	Equality Annual Report 2020/21
Llangefni Golf Course	Climate Change
Committee Forward Work Programme for 2020/21	North Wales Safeguarding Board Annual Report 2019/20
	Scrutiny of Partnerships
	Committee Forward Work Programme for 2020/21
<b>April, 2021 (12/04/21)</b>	<b>April, 2021 (14/04/21)</b>
Council's Response to Covid-19 - matters to follow up at the request of the Corporate Scrutiny Committee (14/09/2020): <ul style="list-style-type: none"> <li>Wellbeing of Council staff and communities</li> <li>Monitoring the effectiveness of the Track and Trace system</li> </ul>	Update: Gwynedd and Anglesey Additional Learning Needs and Inclusion Partnership



CORPORATE SCRUTINY COMMITTEE	PARTNERSHIP AND REGENERATION SCRUTINY COMMITTEE
Asset Management / Smallholdings Plan (to be confirmed)	
Committee Forward Work Programme for 2020/21	Committee Forward Work Programme for 2020/21

**Items to be scheduled:**

**Transformation of Learning Disabilities Day Opportunities**

**Schools' Modernisation Programme- Seiriol / Amlwch areas**

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