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CYNGOR SIR
YNYS MÔN
ISLE OF ANGLESEY
COUNTY COUNCIL

Mr Dylan Williams
Prif Weithredwr – Chief Executive

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RHYBUDD O GYFARFOD	NOTICE OF MEETING
PWYLLGOR GWAITH	THE EXECUTIVE
DYDD MAWRTH 21 MAWRTH 2023 10.00 o'r gloch	TUESDAY 21 MARCH 2023 10.00 am
CYFARFOD HYBRID – YN SIAMBR Y CYNGOR AC YN RHITHWIR	HYBRID MEETING – VIRTUAL AND IN THE COUNCIL CHAMBER
Swyddog Pwyllgor	Ann Holmes 01248 752518 Committee Officer

AELODAU/MEMBERS

Plaid Cymru/The Party of Wales

Neville Evans, Carwyn E Jones, Llinos Medi, Gary Pritchard, Alun Roberts, Nicola Roberts,
Robin Wyn Williams

Y Grŵp Annibynnol/The Independent Group

Dafydd Rhys Thomas, Ieuan Williams

COPI ER GWYBODAETH / COPY FOR INFORMATION

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

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

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

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

A G E N D A

1 DECLARATION OF INTEREST

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

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

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

3 MINUTES (Pages 1 - 16)

To submit for confirmation, the draft minutes of the meeting of the Executive held on 2 March 2023.

4 THE EXECUTIVE'S FORWARD WORK PROGRAMME (Pages 17 - 28)

To submit a report by the Head of Democracy.

5 SCORECARD MONITORING - QUARTER 3, 2022/23 (Pages 29 - 42)

To submit a report by the Head of Profession - HR and Transformation.

6 PROGRESS REPORT: SOCIAL SERVICE IMPROVEMENT (Pages 43 - 50)

To submit a report by the Director of Social Services.

7 SCHOOLS MODERNISATION - CHANGING THE IMPLEMENTATION DATE OF THE STATUTORY NOTICE FOR YSGOL Y GRAIG AND YSGOL TALWRN

(Pages 51 - 56)

To submit a report by the Director of Education, Skills and Young People.

8 MODERNISING LEARNING COMMUNITIES AND DEVELOPING THE WELSH LANGUAGE STRATEGY (Pages 57 - 88)

To submit a report by the Director of Education, Skills and Young People.

9 HOUSING REVENUE ACCOUNT BUSINESS PLAN 2023-2053 (Pages 89 - 122)

To submit a report by the Head of Housing Services.

10 EXCLUSION OF THE PRESS AND PUBLIC (Pages 123 - 126)

To consider adopting the following:-

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

11 **COMPLEX DISABLED FACILITIES GRANT APPLICATION** (Pages 127 - 132)

To submit a report by the Head of Housing Services.

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THE EXECUTIVE

Minutes of the hybrid meeting held on 2 March, 2023

- PRESENT:** Councillor Ieuan Williams (In the Chair)
Councillors Llinos Medi (Leader), Alun Roberts, Nicola Roberts, Robin Williams
- IN ATTENDANCE:** Chief Executive
Deputy Chief Executive
Director of Function (Resources)/Section 151 Officer
Director of Function (Council Business)/Monitoring Officer
Director of Social Services
Head of Adults' Services
Head of Housing Services
Programme, Business Planning and Performance Manager (GM)
Solicitor (Corporate Governance and Contracts)
Committee Officer (ATH)
- APOLOGIES:** Councillors Carwyn Jones, Gary Pritchard and Dafydd Rhys Thomas
- ALSO PRESENT:** Councillors Glyn Haynes, Dyfed Wyn Jones, R. Llewelyn Jones, Dafydd Roberts, Ken Taylor, Liz Wood, Arfon Wyn
Accountancy Services Manager (BHO), Scrutiny Manager (AGD)
-

1. DECLARATION OF INTEREST

No declaration of interest was received.

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

None to report.

3. MINUTES

The minutes of the previous meeting of the Executive held on 14 February, 2023 were presented for confirmation.

It was resolved that the minutes of the previous meeting of the Executive held on 14 February, 2023 be confirmed as correct.

4. REVENUE BUDGET MONITORING QUARTER 3 2022/23

The report of the Director of Function (Resources)/Section 151 Officer setting out the financial performance of the Council's services at the end of Quarter 3 of the 2022/23 financial year was presented for the Executive's consideration.

Councillor Robin Williams, Portfolio Member for Finance, Corporate Business and Customer Experience reported that on 10 March, 2022 the Council set a budget for 2022/23 with net service expenditure of £158.365m, to be funded from Council Tax income, NDR and Welsh Government Revenue Support Grant. The overall projected financial position for 2022/23, including Corporate Finance and the Council Tax fund, is a projected underspend of £1.970m which represents 1.24% of the Council's net budget for 2022/23. Both Adults' Services and Children's Social Care budgets remain under pressure but this is offset by underspending in other services, notably Waste Collection and Disposal. More information about budget variances is set out in the detailed report. Although as a report on the position at the end of the third quarter the final projected outcome can be made with a higher degree of certainty, unexpected events may occur before year end and Quarter 4 can be a high demand period both of which could affect the final outturn position.

The Portfolio Member for Finance cautioned that notwithstanding the forecasted overspend for services is £87k, Adults' and Children's Services are significantly overspent as shown in Table 4 of the report. Additionally, the underlying position is masked by a number of one off items (vacant posts, additional grant funding and use of reserves) that have contributed to a significant reduction without which the true financial position of the Council's services would be much worse and would have weakened the Council's financial resilience considerably.

The Director of Function (Resources)/Section 151 Officer referred to the funding shortfall in school budgets for pay as set out in Table 3 of the report due to the total cost of the pay award for schools being higher than that budgeted for in 2022/23. Although this pressure falls on other services as well, because the schools budget is delegated the additional cost would normally have to come from school balances; these are projected to fall as schools continue to utilise their reserves to balance their budgets leaving a minority of schools with little or no balances and the remainder with significantly lower balances than in the previous two years. It will therefore be difficult for some schools to fund the additional pay costs from their own reserves without a further budget allocation. This being so and given the extent of the shortfall of £1.074m, the Executive is asked to recommend that Full Council make up that gap from the Council general reserve with the additional allocation to be distributed to schools through the funding formula.

Referring to the overspend on Adults' and Children's Services, Councillor Alun Roberts, Portfolio Member for Adults' Services confirmed that the demands on both services have been high. Care Inspectorate Wales's recent performance evaluation review of Anglesey's Social Services was positive and reflects the fact that the Council has been investing in those services in recent years to strengthen provision and to respond to demand.

Councillor Llinos Medi, Leader reflecting on the report highlighted the importance of prudent financial management and governance thereby enabling the Council to respond to changing circumstances.

It was resolved –

- **To note the position set out in Appendices A and B of the report in respect of the Authority's financial performance to date and expected outturn for 2022/23.**
- **To note the summary of contingency budgets for 2022/23 as detailed in Appendix C.**
- **To note the monitoring of agency and consultancy costs for 2022/23 in Appendices CH, D and DD.**
- **To recommend to the Isle of Anglesey County Council that Full Council approve funding of £1.074m from the Council Fund general balances to the delegated**

schools budget, to cover the additional pay costs above those originally allowed for in the 2022/23 revenue budget.

- **To approve the transfer of the net underspend on homelessness and homelessness prevention estimated at £260k to an earmarked reserve for homelessness and homelessness prevention in future years. This has occurred due to Welsh Government announcing a significant uplift of £373k to the No One Left Out grant.**

5. CAPITAL BUDGET MONITORING QUARTER 3 2022/23

The report of the Director of Function (Resources)/Section 151 Officer setting out the financial performance of the Capital Budget at the end of Quarter 3 of the 2022/23 financial year was presented for the Executive's consideration.

Councillor Robin Williams, Portfolio Member for Finance, Corporate Business and Customer Experience reported that the Council approved a Capital Programme for non-housing services of £17.177m for 2022/23 and a Capital Programme of £18.784m for the Housing Revenue Account (HRA). In addition, in June 2021, the Executive approved capital slippage of £11.242m to be brought forward from 2021/22 bringing the Capital Programme for non-housing services to £28.419m and £18.784m for the HRA. Since the budget setting process, schemes have been added to the programme most of which are grant funded which amount to £10.837m which with the HRA budget being reduced by £3.750m, brings the total capital budget for 2022/23 to £54.290m. The profiled budget at the end of Quarter 3 was £32.065m whereas the actual expenditure is £24.315m with a further £2.907m expenditure having been committed. The forecast underspend on the Capital Programme for 2022/23 is £15.223m with this being potential slippage into the 2023/24 Capital Programme. The funding for this slippage will also slip into 2023/24 and will be factored in when producing the Treasury Management Strategy Statement, Capital Strategy and Capital Programme for 2023/24.

The Director of Function (Resources)/Section 151 Officer highlighted the additional grant funded schemes added to the programme since budget setting as shown in Appendix C to the report which shows the extent to which the Council is reliant on grants for its capital expenditure as core capital funding has remained static over recent years with rising inflation now further affecting its value.

It was resolved to note the progress of expenditure and receipts against the capital budget 2022/23 at Quarter 3.

6. HOUSING REVENUE ACCOUNT BUDGET MONITORING QUARTER 3 2022/23

The report of the Director of Function (Resources)/Section 151 Officer setting out the financial performance of the Housing Revenue Account (HRA) Budget for Quarter 3 2022/23 was presented for the Executive's consideration.

Councillor Robin Williams, Portfolio Member for Finance, Corporate Business and Customer Experience presented the report which set out the financial performance of the Housing Revenue Account (HRA) for the period from 1 April to 31 December, 2022 comprising of both revenue and capital expenditure. He highlighted that the HRA is ring-fenced and its reserves cannot be used for purposes other than to fund costs relating to the Council's housing stock including the development of new housing. The Council has been proactive over many years in improving and developing its housing stock as attested to by Appendix 3 to the report which shows that 180 additional housing units have been planned for 2022/23

comprising of several new housing schemes across the Island as well as the re-purchase of former right to buy properties.

The HRA revenue surplus/deficit at the end of Quarter 3 shows an overspend of £544k compared to the profiled budget. The forecast has been reviewed and projects an overspend of £951k for the year with further details provided in Appendix A to the report. The capital expenditure is £4,509k below the profiled budget. The forecast expenditure for the year is £4,891k below budget with further details provided in Appendix B. The forecast deficit surplus combining both revenue and capital is now £2,187k, £3,940k less than the budget due mainly to lower than budgeted capital expenditure. The opening balance of the HRA reserve stood at £12,333k. The revised budget allowed for the use of £6,128k of this balance. However, the revised forecast will only use £2,187k giving a reserve balance of £10,146k by the end of the financial year which will be available to fund future HRA expenditure.

The Director of Function| (Resources)/Section 151 Officer commented that the report outlines the most significant variances with regard to capital expenditure and also clarifies the reasons why some schemes have slipped which may be due to unforeseen works, planning delays, tender issues and/or difficulties in obtaining external agency approval for certain aspects of a scheme.

The Head of Housing Services highlighted that high costs and lack of contractors have contributed significantly to the increase in repairs and maintenance expenditure with the Housing Maintenance Unit showing an overspend of £749k at the end of Quarter 3. The budget for reactive repairs and maintenance has had to be reviewed ahead of the next financial year to ensure that it makes sufficient provision. In terms of capital, 49 new housing units are being let this financial year and the Service continues to buy back 15 former council properties per year.

It was resolved to note the following –

- **The position set out in respect of the financial performance of the Housing Revenue Account (HRA) for Quarter 3 2022/23.**
- **The forecast outturn for 2022/23.**

7. TREASURY MANAGEMENT MID-YEAR REVIEW 2022/23

The report of the Director of Function (Resources)/Section 151 Officer incorporating the Treasury Management Mid-Year Review was presented for the Executive's consideration.

Councillor Robin Williams, Portfolio Member for Finance, Corporate Business and Customer Experience reported that the mid-year review forms part of the treasury management reporting requirements under the CIPFA Code of Practice and is in accordance with the Council's Scheme of Delegation. The report was scrutinised by the Governance and Audit Committee at its meeting held on 8 December 2022. The Executive is asked to endorse the report for Full Council's approval as well as recommending an increase in the limit at which the Council can lend to other local authorities from £5m to £10m. This is because of increased cash balances and demand from other local authorities and in order to avail of the best possible investment opportunities, local authorities also being seen as an advantageous and low risk option.

The Director of Function (Resources)/Section 151 Officer advised that the report sets out Treasury Management activity during the first half of 2022/23 and compares performance against the Treasury Management Strategy for 2022/23 and the Prudential Indicators set out therein. The report also provides an update on the capital position. The report confirms that during the half year to 30 September, 2022 the Council has operated within those Prudential Indicators and no difficulties are envisaged in complying with the indicators for the current or

future years. No revision to policy is proposed. However, since the period which the mid-year review covers interest rates have risen significantly which from an investment perspective will provide the Council with increased income which in turn can be used to bolster the revenue budget. Conversely, higher interest rates means that any new borrowing will become more expensive.

It was resolved –

- **To recommend to Full Council that it approve the change in counterparty limit to other local authorities as per section 5.3 of the report.**
- **To note the Treasury Management 2022/23 Mid-Year Review report and to forward it to Full Council without further comment.**

8. TREASURY MANAGEMENT STRATEGY STATEMENT 2023/24

The report of the Director of Function (Resources)/Section 151 Officer incorporating the Treasury Management Strategy Statement for 2023/24 was presented for the Executive's consideration.

The Portfolio Member for Finance, Corporate Business and Customer Experience and reported that the Treasury Management Strategy Statement (TMSS) is presented to ensure that the Council is implementing best practice with regard to its treasury management operations in accordance with the CIPFA Code of Practice for Treasury Management. The TMSS was scrutinised by the Governance and Audit Committee at its meeting on 7 February, 2023.

The Director of Function (Resources)/Section 151 Officer advised that the report sets out the Council's borrowing and investment strategy for 2023/24 and does not differ significantly from the previous year's strategy in maintaining an investment approach that seeks to ensure the security of its investment, liquidity in being able to access cash when needed and then return on investment. However, the Council will be actively seeking to take advantage of improved interest rates in 2023/24 to maximise investment returns within those priorities. As regards borrowing the Council has been using internal resources to fund capital expenditure and will continue to maintain a position of only borrowing according to need. But with interest rates rising the benefits of internal/external borrowing will be monitored to ensure that short term savings by not undertaking new long term borrowing in 2023/24 are not outweighed by the potential for incurring additional costs from delaying new external borrowing. The strategy also sets out at Appendix 12 the Prudential Indicators by which treasury activity will be monitored during the year.

The Chair highlighted that the CIPFA Treasury Management Code requires the responsible officer to ensure that Elected Members with responsibility for treasury management receive adequate training in treasury management and he confirmed that this training has been delivered.

It was resolved to note the Treasury Management Strategy Statement for 2023/24 and to forward the report to the Full Council without further comment.

9. MINIMUM REVENUE PROVISION (MRP) POLICY

The report of the Director of Function (Resources)/Section 5 Officer outlining proposed changes to the Council's MRP Policy was presented for the Executive's consideration. Attached to the report at Appendix 3 was a report by Link Group, the Council's Treasury

Management Advisors commissioned in February 2021 which included a review of the Council's MRP strategy and policy along with an options appraisal.

Councillor Robin Williams, Portfolio Member for Finance, Corporate Business and Customer Experience summarised the regulatory context which requires local authorities to charge to the revenue account for each financial year a Minimum Revenue Provision (MRP) to account for the cost of their debt in the financial year. The MRP charge must be prudent the aim being to ensure that the cost of the debt is charged to the revenue account over a period that is commensurate with that over which the capital expenditure provides benefits and that it is affordable. The available methods to determine a prudent provision are set out in Welsh Government Guidance on Minimum Revenue Provision which allows for 4 different methods – the Regulatory Method; the CFR Method; The Asset Life Method (divided into two further options namely the equal instalment method and the annuity method) and the Depreciation Method. A local authority can change the method its uses to calculate all or part of its MRP at any time.

The Portfolio Member reported that the Council revised its MRP Policy in 2018 and adopted the Equal Instalment Asset Life Method to calculate its MRP charge for both its supported borrowing and unsupported borrowing. In February 2021 it instructed its Treasury Management Advisors (Link Group) to review its MRP policy to establish whether the 2018 Policy remained fit for both current and future spending plans but due to other issues the outcome of the review was not considered further at the time. With the change in the economic climate and the resulting pressures, it is now considered to be an opportune time to consider the results of the Link review. The Link report as appended recommends the Asset Life Annuity approach to calculate MRP charges from 2022/23 onwards both for HRA supported and unsupported borrowing and for General Fund supported and unsupported borrowing this being on the basis that it is prudent, affordable and sustainable.

The Portfolio Member explained what adopting the Annuity method entailed saying that it follows a similar method to a standard repayment mortgage where the combined repayment sum of principal repayment and interest remains constant and as a result, the amount of principal repaid in the early years is low and increases over time. Therefore under the annuity method, the MRP charge is low in the initial years and increases over time. Although the overall sum set aside through the current and proposed MRP policies are the same, when the timing of the cash flows is taken into account and the value of future sums discounted to their current value, the net present value under the proposed method is lower than the current method, reducing also the impact on future generations in line with the principles of the Well-being of Future Generations (Wales) Act 2015. Different options were considered in relation to periods of time and interest rates as detailed in the report and the most affordable were selected.

It was resolved to recommend to the Full Council that it approve the following MRP changes for the current financial year 2022/23 and beyond –

- **To note the report in Appendix 1 and Link Asset Group's report attached in Appendix 3 on the Minimum Revenue Provision (MRP) options.**
- **To change the Housing Revenue Account (HRA) MRP charge on supported borrowing CFR from 2% of the HRA capital financing requirement (CFR) to the Asset Life – Annuity approach for 60 years at the Council's average interest rate payable on its loans (Option 1ch in Table 2 in Appendix 1 to the report) from 1 April, 2022.**
- **To change the HRA MRP on unsupported borrowing CFR from 2% of the HRA CFR to the Asset Life – Annuity approach for 60 years at the Council's average interest rate on its loans (Option 2ch in Table 2 in Appendix 1) from 1 April, 2022.**

- To change the Council Fund MRP on supported borrowing CFR from the Asset Life – Equal Instalment method to the Asset Life – Annuity approach for 46 years at the Council’s average interest rate payable on its loans (Option 3ch in Table 2 in Appendix 1) from 1 April, 2022.
- To change the Council Fund MRP on unsupported borrowing CFR from the Asset Life – Equal Instalment approach to the Asset Life – Annuity method for 27.5 years at the Council’s average interest rate payable on its loans from 1 April, 2022.
- To approve the revised MRP Policy Statement for 2022/23 and beyond in Appendix 2 of the report which is based on the options in the recommendations in the bullet points above.

10. COMMUNITY BASED NON-RESIDENTIAL SOCIAL CARE SERVICES – 2023/2024 FEES AND CHARGES

The report of the Head of Adults’ Services seeking the Executive’s approval to set a level for community based non-residential social care services fees and charges for 2023/24 was presented for consideration.

Councillor Alun Roberts, Portfolio Member for Adults’ Services reported that it is usual practice to review the charges in respect of domiciliary services annually to coincide with Central Government’s revision of benefit and pension levels. The report sets out the proposed fees and charges for 2023/24 for community based non-residential social care in accordance with the Social Services and Well-Being (Wales) Act 2014.

It was resolved to approve the following –

- **Charges for Telecare services as outlined in Table A of the report, namely:**
 - Tier 1 Analogue – everyone will be paying £55.90 per quarter**
 - Tier 2 & 3 Analogue – everyone will be paying £111.41 per quarter**
 - Tier 1 Digital – everyone will be paying £71.50 per quarter**
 - Tier 2 & 3 Digital – everyone will be paying £142.48 per quarter**
- **Telecare Annual charges as outlined in Table B, namely:**
 - Services and Maintenance £133.18**
 - Services only £86.08**
 - One-off installation £53.25**
- **Rate for Direct Payments at £14.50/hour**
- **To maintain a charge of £10.00 for the administration of Blue Badge requests and replacements as outlined in paragraph 5.**
- **To increase the fee for purchasing day care services in independent residential homes by 10.57% to £41.55**
- **To increase Domiciliary Care fees by £1.55 per hour to comply with new legislation**
- **Charges for Meals in Day Services as outlined in Table C, namely :**

Meals in Day Services for adults (excluding people with learning disabilities) £7.25
Mid-day snack in Day Services for people with learning disabilities £3.05
Other refreshments (tea/coffee/cake) in Day Services £1.70

11. LOCAL AUTHORITY HOMES FOR OLDER PEOPLE – SETTING THE STANDARD CHARGE 2023/24

The report of the Head of Adults' Service seeking the Executive's approval to set the level of the Authority's Standard Charge for local authority care homes for the year April, 2023 to March, 2024 was presented for consideration.

Councillor Alun Roberts, Portfolio Member for Adults' Services reported that Local Authorities are required under Section 22 of the National Assistance Act 1948, to set the Standard Charge for their homes. He referred to the basis for calculating the Standard Charge as outlined in the table within the report which showed the estimated cost per resident per week for the year to 31 March 2024 to be £863.30. The recommendation is that the full cost of the service is charged which is £863.30.

The Head of Adults' Services advised that the inflationary increase of 7.71% is less than that allowed for independent sector providers.

It was resolved that the full cost of the service is charged which is £863.30 per week.

12. FEES AND CHARGES 2023/24

The report of the Director of Function (Resources)/Section 151 Officer setting out a proposed schedule of fees and charges for 2023/24 was presented for the Executive's consideration.

Councillor Robin Williams, Portfolio Member for Finance, Corporate Business and Customer Experience reported that as part of the annual budget setting process, all the Council's fees and charges are reviewed. The Executive has set an objective that all non-statutory fees and charges are increased by an average of 3% across each individual service. This has allowed Service Heads to increase individual fees by more or less than 3%, but overall, the increase across the service equates to a 3% increase. All statutory fees have been increased by the sum set by the approving body, where the increase has been published. Where the revised charge is not known, the fee is shown as to be confirmed (TBC) and will be updated once the notification of the new fee is received. Fee increases in respect of Social Care are the subject of separate reports to this meeting.

The Portfolio Member highlighted that not all fees and charges are being upgraded for 2023/24 with the charge for school meals remaining unchanged.

It was resolved to approve the schedule of Fees and Charges for 2023/24 as outlined in the booklet appended to the report.

13. MEDIUM TERM FINANCIAL STRATEGY AND BUDGET 2023/24

The report of the Director of Function (Resources)/Section 151 Officer setting out the detailed revenue budget proposals for 2023/24 for the Executive's final review and agreement was presented.

Councillor Robin Williams, Portfolio Member for Finance, Corporate Business and Customer Experience reported that the Executive is required to agree a number of key matters in respect of the 2023/24 budget. This will then allow the final recommendations to be

presented to the Full Council at its meeting on 9 March, 2023. The matters requiring agreement are the Council's Revenue Budget and resulting Council Tax for 2023/24; the Council's updated Medium Term Financial Strategy and the use of any one-off funds to support the budget.

The Executive proposed a budget for 2023/24 of £172.438m which based on the provisional AEF of £123.555m would require an increase of 5% in Council Tax and the use of £1.758m of the Council's general balances to balance the budget. The approach taken of combining savings with increasing the Council Tax and using balances to achieve a balanced budget was endorsed as part of the public consultation process on the Council Plan and was also supported by the Corporate Scrutiny Committee when it considered the initial budget proposals at its meeting on 19 January, 2023. The budget also includes a proposed increase in the Council Tax Premium for second homes to 75% the income from which will be used to increase the supply of affordable housing. However, on 24 February the Employers announced the initial pay offer to the Union in respect of the non-teaching pay award. The offer is a flat rate increase of £1,925 to all employees with an increase of 3.88% to all employees on spinal column point 43 and above and a 3.5% increase for Chief Officers and the Chief Executive. It is estimated that this will increase costs by approximately 7% compared to the 3.5% that was allowed for in the initial budget proposal and will therefore place an additional £2m as a pressure on the budget. Having considered how to fund this additional cost, and having concluded that finding savings worth £2m at this late stage in the budget setting process is impractical and that increasing Council Tax by 10% to cover the cost is unacceptable in the current economic climate the Executive proposes that the Council's reserves be used to meet this cost in 2023/24 as the only realistic option. The Portfolio Member highlighted that this option is possible because the Council's finances have been prudently managed over recent years thereby building up reserves to a level that allows the Council to meet such costs without further detriment to services or the public. Having a sufficient level of reserves not only enables the Council's immediate needs to be met but places it in a better position to be able to deal with future challenges. He was therefore happy to propose the budget to the Executive.

The Director of Function (Resources)/Section 151 Officer said that he was required to set a budget that reflects what are considered to be the costs of providing the Council's services for the following year and to report the same to the Council. The high rate of inflation has been a significant factor in the 2023/24 budget setting process and although a projected provision for inflation was made in the initial draft budget proposal, the budget has had to be adjusted for the draft final proposal because of the higher than budgeted for non-teaching pay offer. Setting the budget is always a balance between projecting the Council's costs as accurately as possible without making over provision which would lead to a higher than required Council Tax increase. The Section 151 Officer referred to minor changes in the final budget settlement announced on 1 March comprising of additional funding within the settlement which benefited Anglesey by £2,000 and the transfer into the settlement of a grant of £107k to assist the North Wales Fire Authority meet increased pension costs; the Fire Authority has increased its levy by a similar amount resulting in a zero net effect on the Council's budget.

While the Council has sufficient resources in reserve to enable it to use some of those monies to balance the budget for 2023/24, this is not a sustainable strategy in the long-term. The Medium Term Financial Plan updated for 2024/25 and 2025/26 in Table 4 of the report which is based on assumptions regarding inflation, pay and the local government settlement that may change as 2024/25 draws nearer indicates that there will be a need to make significant reductions in the net revenue expenditure budget in 2024/25 (over £6.5m); although this could be partly offset by the further use of reserves it only postpones the need to make budget reductions in 2025/26. The situation does improve in 2025/26 with only a small shortfall in funding projected but this is dependent on the continued strategy of

increasing Council Tax by 5% per annum. Hopefully the economy will recover this year to the extent that it allows the Westminster Government to increase its allocation to Welsh Government and that in turn translates to an improved settlement for councils in Wales; if not then 2024/25 is likely to be a challenging year financially.

Councillor Robert Ll. Jones, Chair of the Corporate Scrutiny Committee reported on the Committee's deliberations at its meeting on 28 February, 2023 with regard to the final draft budget proposals and he thanked the Section 151 Officer and his staff and the Portfolio Member for Finance for the work that had gone into the budget setting process and for their input at the Corporate Scrutiny Committee's budget meetings. He confirmed that the Committee had questioned the Officers and Portfolio Member for Finance on the ability of the budget to respond to service pressures and demand; the impact of the proposals on the citizens of Anglesey or any protected groups and the use of funding released as a result of changes in levies and contributions to joint services after the initial budget proposal was set. The Committee had also considered the acceptability of a 5% increase in Council Tax. Having been provided with assurances and advice by the Officers and Portfolio Member, the Committee had resolved to recommend the proposed budget of £172.548m for 2023/24 including a 5% increase in Council Tax and the use of monies from general balances to fund any gap between the provisional settlement and the final settlement.

The Director of Function (Resources)/Section 151 Officer clarified that since the publication of the final budget report for the 28 February meeting of the Corporate Scrutiny Committee the budget proposal has been adjusted upwards to £174.569m to reflect the non-teaching pay offer which is the budget the Executive is being asked to recommend to the Full Council.

Members of the Executive spoke to say how difficult the process of setting the 2023/24 budget had been and how important it is to have adequate reserves which has meant that the Council is able to balance the budget for 2023/24 without resorting to further cuts in services or a larger increase in Council Tax. Although it was acknowledged that using reserves to balance the budget is a risk the Executive is mindful of the impact of the cost of living crisis on households and recognises that there must be careful planning ahead of the 2024/25 financial year to see what more can be done to protect the residents of Anglesey. To this end it was suggested that there must be an improved settlement for local government to help this and other councils meet their statutory obligations, keep up with pay and inflation and to maintain and/or improve services. It was also noted that having to plan in a context of uncertainty about future funding settlements is difficult and that moving to a more consistent budget setting framework spanning three years instead of one would better help councils face future challenges.

The Portfolio Member for Finance, Corporate Business and Customer Experience thanked the Director of Function (Resources)/Section 151 Officer and the staff of the Finance Service for their work on the budget setting process along with the other budget/finance related reports on this meeting's agenda which sentiments were echoed by the Executive.

It was resolved –

- **To agree the final details of the Council's proposed budget as shown in Section 4 of Appendix 1 and Appendix 2 of the report.**
- **To note the Section 151 Officer's recommendation that the Council should maintain a minimum of £8.6m general balances.**
- **To note the comments made by the Section 151 Officer on the robustness of the estimates made, as set out in Section 5 of Appendix 1.**

- To recommend a net budget for the County Council of £174.569m and resulting increase in the level of Council Tax of 5.00% (£68.40 – Band D) to the Full Council, noting that a formal resolution, including the North Wales Police and Community Council precepts will be presented to the Council on 9 March, 2023.
- That any differences between the provisional settlement and the final settlement will be adjusted for by using the general contingency which is included in the 2023/24 budget, or by making a contribution to/from the Council's general reserves in order to set a balanced budget.
- To authorise the Section 151 Officer to make such changes as may be necessary before the submission of the final proposals to the Council.
- To agree that any unforeseen pressures on demand led budgets during the financial year will be able to draw upon funding from the general contingencies budget.
- To request the Council to authorise the Executive to release up to £250k from general balances if the general contingencies budget is fully committed during the year.
- To delegate to the Section 151 Officer the power to release funding from the general contingency up to £50k for any single item. Any item in excess of £50k not to be approved without prior consent of the Executive.
- To confirm that the level of Council Tax Premium for second homes increases to 75% and for empty homes remains at 100%.

14. CAPITAL STRATEGY

The report of the Director of Function (Resources)/Section 151 Officer incorporating the Capital Strategy 2023/24 including the proposed Capital Programme for 2023/24 was presented for the Executive's consideration.

Councillor Robin Williams, Portfolio Member for Finance, Corporate Business and Customer Experience in presenting the report said that under the revised CIPFA Prudential Code (September 2017) local authorities are required to produce a capital strategy which sets out the long term context in which capital expenditure and investment decisions are made. This requirement is aimed at ensuring that authorities take capital and investment decisions in line with service objectives and properly take into account stewardship, value for money, sustainability and affordability.

The Director of Function (Resources)/Section 151 Officer advised that the Capital Strategy is linked to a number of other key plans and strategies as noted in the report some of which have yet to be approved; this being so the capital strategy being presented is an interim strategy. Further work will be undertaken during 2023/24 to complete and approve those plans and to assess their impact on the capital strategy in the longer term after which a revised and updated capital strategy will be presented to the Executive prior to the commencement of the 2024/25 financial year.

It was resolved to endorse and to recommend the Capital Strategy 2023/24 to the Full Council.

15. CAPITAL BUDGET 2023/24

The report of the Director of Function (Resources)/Section 151 Officer incorporating the proposed capital budget for 2023/24 was presented for the Executive's consideration.

Councillor Robin Williams, Portfolio Member for Finance, Corporate Business and Customer Experience reported that a Capital Budget of £37.962m for 2023/24 is being proposed comprising of schemes carried forward from 2022/23, the refurbishment/replacement of existing assets, new one-off projects, the Schools Modernisation Programme and the Housing Revenue Account to be funded from a combination of the General Capital Grant, supported borrowing and capital receipts as outlined in Table 1 of the report. The final detailed proposed capital programme is shown in Appendix 2 to the report.

The Director of Function (Resources)/Section 151 Officer advised that when the capital outturn report at the end of Quarter 4 2022/23 is presented to the Executive any slippage amounts requested to be carried forward to 2023/24 will be subject to the Executive's approval at that stage. Also additional capital grants may be made available and subsequently incorporated within the capital budget meaning that the budget and programme as presented represent a starting point and will be revised and updated to reflect any additional funding received.

Councillor Robert Ll. Jones, Chair of the Corporate Scrutiny Committee reported from the Committee's 28 February, 2023 meeting to which the capital budget and programme for 2023/24 had been presented, and he confirmed that the Committee had given careful consideration to the proposed capital programme and schemes within the context of the limited capital funding available for the general fund and had sought clarification from the Officers and Portfolio Member of how those proposals enable delivery of the Council's medium term priorities while balancing short-term pressures as well as the extent to which the Council is able to determine its own capital priorities and expenditure. Having received assurances and advice on those matters, and having considered all the information presented the Committee had resolved to recommend the proposed capital budget of £37.962m to the Executive.

In response to comments made by the Leader about dwindling capital resources limiting what the Council is able to deliver in terms of capital investment and barely covering essential maintenance with there being a need therefore to make representations to Welsh Government for increased capital funding, the Chair referred to a meeting with regulators earlier in the week at which this matter had been raised.

The Chief Executive confirmed that the regulators had been asked to escalate the issue of the sufficiency of capital funding to national level saying also that although the focus has been predominantly on revenue spending, investment in the Council's assets and maintenance of the buildings from which the Council's services are delivered are equally important. Much of the Council's buildings stock is dated and in need of upgrading with many buildings not meeting the needs of Anglesey's residents in the way the Council would wish and high inflation has further eroded the value of the Council's capital resources. The regulators were asked to bring this issue to Welsh Government's attention for discussion at national level on the basis that ensuring that the Council's assets are fit for purpose is essential which responsibility is becoming ever more difficult to fulfil with the funding that is available.

It was resolved to recommend to the Full Council the following Capital Programme for 2023/24:

	£'000
2022/23 Schemes Brought Forward	12,373
Refurbishment/Replacement of Assets	5,682

New One Off Capital Projects	386
21st Century Schools	5,964
Housing Revenue Account	13,557
Total Recommended Capital Programme 2023/24	37,962

Funded By:

General Capital Grant	3,410
Supported Borrowing General	2,158
21st Century Schools Supported Borrowing	919
21st Century Schools Unsupported Borrowing	2,797
HRA Reserve & In Year Surplus	9,221
HRA Unsupported Borrowing	0
Capital Receipts	500
External Grants	6,584
2022/23 Funding Brought Forward	12,373
2023/24 Total Capital Funding	37,962

16. COUNCIL PLAN 2023-28

The report of the Head of Profession (HR) and Transformation incorporating the draft Council Plan for 2023-28 was presented for the Executive's consideration. The Plan included the corporate wellbeing aims as well as the strategic objectives and associated work streams.

Councillor Robin Williams, Portfolio Member for Finance, Corporate Business and Customer Experience reported that the Council Plan as presented is the culmination of 12 months of preparation in which time an extensive and comprehensive consultation process was undertaken as described in the report which deployed a variety of means of reaching the public and interested parties in order to generate as much interest and responses as possible. In excess of 2,500 responses were received following the public consultation prior to the development of the Plan and those responses played a central role in setting the strategic objectives therein. The Portfolio Member emphasised that while the Plan reflects the context in which the Council is operating it must be responsive to any changes during the five year period and will be adapted accordingly.

The Programme, Business Planning and Performance Manager reiterated the comments about the inclusivity of the consultation process with the Plan having been created on the basis of the most far-reaching consultation work ever undertaken by the Council. The Plan sets the strategic direction for the Council over the next five year period addressing areas which the public has indicated are priority areas for them in relation to social care and wellbeing; education, housing and the economy, along with climate change and the Welsh Language.

Councillor Robert Ll. Jones, Chair of the Corporate Scrutiny Committee confirmed that the draft Council Plan 2023-28 was received by the Committee at its 28 February, 2023 meeting when Members challenged the Portfolio Member and Officers on the deliverability of the

Plan and whether there were any gaps in the document; the way in which it addresses statutory duties and meets the requirements of the Well-being of Future Generations (Wales) Act; the role of the Council's partners in helping deliver the Plan's objectives and the arrangements for monitoring and reporting progress. Having considered the information presented and assurances received, the Committee resolved to recommend the Council Plan 2023-28 for further consideration by the Executive.

The Chair commented that the Plan outlines the Council's high level strategic aims and objectives and that further, more detailed plans will be developed under each strategic objective. Speaking as Portfolio Member for Education and the Welsh Language he said that in light of the 2021 Census data which showed a continued decline in the Welsh speaking population of Wales, he would like to see the Welsh Language being prioritised in the list of strategic objectives, and he proposed that the Council Plan be recommended to the Full Council with that amendment.

It was resolved to recommend the Draft Council Plan 2023-28 for proposed adoption by the Isle of Anglesey County Council at its meeting on 9 March, 2023, subject to prioritising the Welsh Language in the list of strategic objectives contained therein.

17. JOB SHARING ON THE EXECUTIVE

The report of the Director of Function (Council Business)/Monitoring Officer setting out statutory changes to Executive arrangements as a result of the Local Government and Wales Act 2021 was presented for the Executive's consideration. The report proposed that the Council's Constitution be amended to reflect and provide for the statutory changes included in the 2021 Act.

Councillor Robin Williams, Portfolio Member for Finance, Corporate Business and Customer Experience summarised the legislative background saying that the 2021 Act includes a requirement that local authorities must include in their Executive arrangements a provision enabling two or more councillors to share office on the Executive. Section 58 of the Act also details that this provision must include job-sharing in the office of deputy leader and leader. Whilst the Council's Constitution includes provision for the Leader to share office and for two or more councillors to share office as Executive Members there is no express provision for the Deputy Leader role to be shared. Neither does the Constitution provide for how issues of quorum or voting will be affected where there is an arrangement for an office to be shared nor does it detail how job-sharing arrangements will affect the overall number of members on the Executive. It is proposed that the Constitution be amended to reflect and provide for the statutory changes in the 2021 Act as detailed in section 1.2 of the report and further in Appendix 1 together with any consequential constitutional changes that arise.

The Solicitor (Corporate Governance) confirmed that the changes are statutory and not a matter of local choice and that it is therefore necessary that the Council's Constitution be amended to reflect the provisions of the Act with regard to job sharing on the Executive. The report sets out and seeks the Executive's agreement to recommend to Full Council the constitutional changes that need to be made.

It was resolved to recommend to the Full Council that constitutional changes are made to:

- **Allow for one or more Members to job share as Leader, Deputy Leader and as Portfolio Holders on the Executive.**

- **Allow the maximum number of Members on the Executive to be amended to reflect the statutory maximum numbers where Executive members share roles, and**
- **Detail the arrangements in relation to quorum and voting when Executive members are job-sharing –**
 - a) **In accordance with the wording in Appendix 1 to the report**
 - b) **Any further consequential amendments that are required as a result of this decision.**
- **Should any changes be made by way of job-share arrangements and/or the number of individuals in receipt of a senior salary change due to job-share arrangements, the Council will inform the Independent Remuneration Panel of Wales (IRPW) and promptly publicise the same.**

**Councillor Ieuan Williams
Chair**

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Isle of Anglesey County Council	
Report to:	The Executive
Date:	21 March 2023
Subject:	The Executive's Forward Work Programme
Portfolio Holder(s):	Cllr Llinos Medi
Head of Service / Director:	Lynn Ball, Director of Function – Council Business / Monitoring Officer
Report Author:	Dyfan Sion, Head of Democracy
Local Members:	Not applicable

A – Recommendation/s and reason/s
<p>In accordance with its Constitution, the Council is required to publish a forward work programme and to update it regularly. The Executive's Forward Work Programme is published each month to enable both members of the Council and the public to see what key decisions are likely to be taken over the coming months.</p> <p>The Executive is requested to:</p> <p>confirm the attached updated work programme which covers April – November 2023;</p> <p>identify any matters for specific input and consultation with the Council's Scrutiny Committees;</p> <p>note that the forward work programme is updated monthly and submitted as a standing monthly item to the Executive.</p>

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

C – Why is this a decision for the Executive?
The approval of the Executive is sought before each update is published to strengthen accountability and forward planning arrangements.

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

Yes.

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

Not applicable.

Dd – Assessing the potential impact (if relevant):

1	How does this decision impact on our long term needs as an Island?	Not relevant.
2	Is this a decision which it is envisaged will prevent future costs / dependencies on the Authority? If so, how?	
3	Have we been working collaboratively with other organisations to come to this decision? If so, please advise whom.	
4	Have Anglesey citizens played a part in drafting this way forward, including those directly affected by the decision? Please explain how.	
5	Note any potential impact that this decision would have on the groups protected under the Equality Act 2010.	
6	If this is a strategic decision, note any potential impact that the decision would have on those experiencing socio-economic disadvantage.	
7	Note any potential impact that this decision would have on opportunities for people to use the Welsh language and on treating the Welsh language no less favourably than the English language.	

E – Who did you consult?		What did they say?
1	Chief Executive / Senior Leadership Team (SLT) (mandatory)	The forward work programme is discussed at Heads of Service meetings ('Penaethiaid') on a monthly basis (standing agenda item).
2	Finance / Section 151 (mandatory)	
3	Legal / Monitoring Officer (mandatory)	
4	Human Resources (HR)	
5	Property	
6	Information Communication Technology (ICT)	
7	Procurement	
8	Scrutiny	Under normal circumstances, monthly joint discussions take place on the work programmes of the Executive and the two Scrutiny Committees in order to ensure alignment.
9	Local Members	Not relevant

F - Appendices:

The Executive's Forward Work Programme: April – November 2023.

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

The Executive's Forward Work Programme (FOR INTERNAL USE ONLY)

Period: March – October 2023

Updated 13 March 2023



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

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

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

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

The latest version of the Executive's Forward Work Programme – **which is a live document and subject to change** - is set out on the following pages.

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

* Key:

S = Strategic – key corporate plans or initiatives

O =Operational – service delivery

FI = For information

The Executive's Forward Work Programme (FOR INTERNAL USE ONLY)

Period: March – October 2023

Updated 13 March 2023

Subject & *category and what decision is sought	Decision by which Portfolio Holder or, if a collective decision, why	Lead Service	Responsible Officer/ Lead Member & contact for representation	Pre-decision / Scrutiny (if applicable)	Date to Executive or, if delegated, date of publication	Date to Full Council (if applicable)
April 2023						
1	The Executive's Forward Work Programme (S) Approval of monthly update.	The approval of the full Executive is sought to strengthen forward planning and accountability.	Council Business	Dyfan Sion Head of Democracy Cllr Llinos Medi		The Executive 25 April 2023
2	Anglesey Town Centres Improvement Strategy		Regulation and Economic Development	Christian Branch Head of Regulation and Economic Development Cllr Carwyn Jones	Partnership and Regeneration Scrutiny Committee 19 April 2023	The Executive 25 April 2023
3	Area of Outstanding Natural Beauty Management Plan (AONB) – Draft for Consultation		Regulation and Economic Development	Christian Branch Head of Regulation and Economic Development Cllr Nicola Roberts	Corporate Scrutiny Committee 19 April 2023	The Executive 25 April 2023
4	Destination Management Plan – Draft for Consultation		Regulation and Economic Development	Christian Branch Head of Regulation and Economic Development Cllr Carwyn Jones	Partnership and Regeneration Scrutiny Committee 19 April 2023	The Executive 25 April 2023

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5	Potential Compulsory Purchase on EcoPellets land in Llangefni	Regulation and Economic Development	Christian Branch Head of Regulation and Economic Development Cllr Carwyn Jones		The Executive 25 April 2023	
6	The Council's Corporate Property and Asset Management Strategy	Highways, Waste and Property	Huw Percy Head of Highways, Waste and Property Cllr Dafydd Rhys Thomas	Partnership and Regeneration Scrutiny Committee 19 April 2023	The Executive 25 April 2023	Full Council May 2023
May 2023						
7	The Executive's Forward Work Programme (S) Approval of monthly update.	Council Business	Dyfan Sion Head of Democracy Cllr Llinos Medi		The Executive May 2023	
June 2023						
8	Welsh Language Standards Annual Report 2022/23 Approval of report.	Council Business	Dylan Williams Chief Executive Cyng Ieuan Williams	To be confirmed	Delegated decision June 2023	

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9 The Executive's Forward Work Programme (S) Approval of monthly update.	The approval of the full Executive is sought to strengthen forward planning and accountability.	Council Business	Dyfan Sion Head of Democracy Cllr Llinos Medi		The Executive June 2023	
10 Corporate Scorecard – Quarter 4, 2022/23 (S) Quarterly performance monitoring report.	This is a matter for the full Executive as it provides assurance of current performance across the Council.	Corporate Transformation	Carys Edwards Head of Profession – HR and Transformation Cllr Robin Williams	Corporate Scrutiny Committee – date to be confirmed	The Executive June 2023	
11 Revenue Budget Monitoring Report – Quarter 4, 2022/23 (S) Quarterly financial monitoring report.	This is a matter for the full Executive as it provides assurance of current financial position across the Council.	Resources	Marc Jones Director of Function– Resources / Section 151 Officer Cllr Robin Williams	Finance Scrutiny Panel – date to be confirmed	The Executive June 2023	
12 Capital Budget Monitoring Report – Quarter 4, 2022/23 (S) Quarterly financial monitoring report.	This is a matter for the full Executive as it provides assurance of current financial position across the Council.	Resources	Marc Jones Director of Function– Resources / Section 151 Officer Cllr Robin Williams	Finance Scrutiny Panel – date to be confirmed	The Executive June 2023	

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13	Housing Revenue Account Budget Monitoring Report – Quarter 4, 2022/23 (S) Quarterly financial monitoring report.	Resources	Marc Jones Director of Function– Resources / Section 151 Officer Cllr Robin Williams	Finance Scrutiny Panel – date to be confirmed	The Executive June 2023	
July 2023						
14	The Executive's Forward Work Programme (S) Approval of monthly update.	Council Business	Dyfan Sion Head of Democracy Cllr Llinos Medi		The Executive July 2023	
15	Draft Final Accounts 2022/23 and use of Balances and Reserves	Resources	Marc Jones Director of Function– Resources / Section 151 Officer Cllr Robin Williams		The Executive July 2023	
16	Area of Outstanding Natural Beauty Management Plan (AONB) – Final Draft	Regulation and Economic Development	Christian Branch Head of Regulation and Economic Development Cllr Nicola Roberts		The Executive July 2023	Full Council September 2023

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Period: March – October 2023

Updated 13 March 2023

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17	Destination Management Plan – Final Draft	Regulation and Economic Development	Christian Branch Head of Regulation and Economic Development Cllr Carwyn Jones		The Executive July 2023	
September 2023						
18	The Executive's Forward Work Programme (S) Approval of monthly update.	Council Business	Dyfan Sion Head of Democracy Cllr Llinos Medi		The Executive September 2023	
19	Corporate Scorecard – Quarter 1, 2023/24 (S) Quarterly performance monitoring report.	Corporate Transformation	Carys Edwards Head of Profession – HR and Transformation Cllr Robin Williams	Corporate Scrutiny Committee – date to be confirmed	The Executive September 2023	
20	Revenue Budget Monitoring Report – Quarter 1, 2023/24 (S) Quarterly financial monitoring report.	Resources	Marc Jones Director of Function– Resources / Section 151 Officer Cllr Robin Williams	Finance Scrutiny Panel – date to be confirmed	The Executive September 2023	

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21	Capital Budget Monitoring Report – Quarter 1, 2023/24 (S) Quarterly financial monitoring report.	Resources	Marc Jones Director of Function– Resources / Section 151 Officer Cllr Robin Williams	Finance Scrutiny Panel – date to be confirmed	The Executive September 2023	
22	Housing Revenue Account Budget Monitoring Report – Quarter 1, 2023/24 (S) Quarterly financial monitoring report.	Resources	Marc Jones Director of Function– Resources / Section 151 Officer Cllr Robin Williams	Finance Scrutiny Panel – date to be confirmed	The Executive September 2023	
23	Social Services Improvement Programme Progress Report	Social Services	Fôn Roberts Director of Social Services Cllr Gary Pritchard Cllr Alun Roberts	Social Services Scrutiny Panel / Corporate Scrutiny Cttee	The Executive September 2023	
October 2023						
24	The Executive's Forward Work Programme (S) Approval of monthly update.	Council Business	Dyfan Sion Head of Democracy Cllr Llinos Medi		The Executive October 2023	

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November 2023						
25	The Executive's Forward Work Programme (S) Approval of monthly update.	The approval of the full Executive is sought to strengthen forward planning and accountability.	Council Business	Dyfan Sion Head of Democracy Cllr Llinos Medi		The Executive November 2023
26	Corporate Scorecard – Quarter 2, 2023/24 (S) Quarterly performance monitoring report.	This is a matter for the full Executive as it provides assurance of current performance across the Council.	Corporate Transformation	Carys Edwards Head of Profession – HR and Transformation Cllr Robin Williams	Corporate Scrutiny Committee – date to be confirmed	The Executive November 2023
27	Revenue Budget Monitoring Report – Quarter 2, 2023/24 (S) Quarterly financial monitoring report.	This is a matter for the full Executive as it provides assurance of current financial position across the Council.	Resources	Marc Jones Director of Function– Resources / Section 151 Officer Cllr Robin Williams	Finance Scrutiny Panel – date to be confirmed	The Executive November 2023
28	Capital Budget Monitoring Report – Quarter 2, 2023/24 (S) Quarterly financial monitoring report.	This is a matter for the full Executive as it provides assurance of current financial position across the Council.	Resources	Marc Jones Director of Function– Resources / Section 151 Officer Cllr Robin Williams	Finance Scrutiny Panel – date to be confirmed	The Executive November 2023

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29	Housing Revenue Account Budget Monitoring Report – Quarter 2, 2023/24 (S) Quarterly financial monitoring report.	This is a matter for the full Executive as it provides assurance of current financial position across the Council.	Resources	Marc Jones Director of Function– Resources / Section 151 Officer Cllr Robin Williams	Finance Scrutiny Panel – date to be confirmed	The Executive November 2023	

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Isle of Anglesey County Council	
Report to:	EXECUTIVE COMMITTEE
Date:	21st MARCH 2023
Subject:	SCORECARD MONITORING REPORT - QUARTER 3 (2022/23)
Portfolio Holder(s):	COUNCILLOR ROBIN W WILLIAMS
Head of Service / Director:	CARYS EDWARDS
Report Author:	GETHIN MORGAN
Tel:	01248 752111
E-mail:	GethinMorgan@anglesey.gov.uk
Local Members:	n/a

A –Recommendation/s and reason/s	
1.1	This is the third scorecard report of 2022/23. It portrays the position of the Council against its wellbeing objectives.
1.2	The report highlights some of the positive stories with respect to the quarter 3 performance. Some of these highlights include: <ul style="list-style-type: none"> 1.2.1 The percentage of households (with children) prevented from becoming homeless 1.2.2 The Adult Services indicators all being above target for the quarter 1.2.3 The planning applications determined within timescale 1.2.4 The percentage of NERS clients whose health have improved as a result of the scheme
1.3	This is a positive story at the end of Q3 and is the best performing third quarter against the performance management section targets since the existence of the scorecard report.
1.4	The Committee is requested to scrutinise the scorecard and note the areas of improvement together with the areas which the Leadership Team are managing to secure further improvements into the future.

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

C – Why is this a decision for the Executive?
This matter is delegated to the Executive

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

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

Yes

Dd – Assessing the potential impact (if relevant):

1	How does this decision impact on our long term needs as an Island?	<p>The Corporate Scorecard Report gives a snapshot of the KPI performance against the Council Plan's 3 objectives at the end of each quarter.</p> <p>All 3 objectives, below, consider the long term needs of the Island</p> <ol style="list-style-type: none"> 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 <p>The measurement of the KPIs against each objective demonstrates how decisions are making an impact on our current performance.</p>
2	Is this a decision which it is envisaged will prevent future costs / dependencies on the Authority? If so, how?	Performance of some KPIs could potentially have an impact on future costs however mitigation measures proposed looks to alleviate these pressures.
3	Have we been working collaboratively with other organisations to come to this decision? If so, please advise whom.	Elements of the work monitored within the Scorecard is undertaken in a collaborative manner with other organisations such as Betsi Cadwaladr University Health Board, Welsh Government, Keep Wales Tidy, Careers Wales, Sports Wales, GWE, amongst others.
4	Have Anglesey citizens played a part in drafting this way forward, including those directly affected by the decision? Please explain how.	N/A
5	Note any potential impact that this decision would have on the groups protected under the Equality Act 2010.	N/A
6	If this is a strategic decision, note any potential impact that the decision would have on those experiencing socio-economic disadvantage.	N/A
7	Note any potential impact that this decision would have on opportunities	N/A

Dd – Assessing the potential impact (if relevant):	
	for people to use the Welsh language and on treating the Welsh language no less favourably than the English language.

E – Who did you consult?		What did they say?
1	Chief Executive / Senior Leadership Team (SLT) (mandatory)	This was considered by the Leadership Team and their comments are reflected in the report
2	Finance / Section 151 (mandatory)	Comments reflected in the report
3	Legal / Monitoring Officer (mandatory)	Comments reflected in the report
4	Human Resources (HR)	
5	Property	
6	Information Communication Technology (ICT)	
7	Procurement	
8	Scrutiny	Was considered by Corporate Scrutiny on the 14/3. The Committee Chairman will feedback in this meeting.
9	Local Members	

F - Appendices:
Appendix A - Scorecard Quarter 3

Ff - Background papers (please contact the author of the Report for any further information):
<ul style="list-style-type: none"> • 2022/23 Scorecard Monitoring Report - Quarter 2 (as presented to, and accepted by, the Executive Committee in November 2022). • Transitional Plan 2022-23 • Council Plan 2017-2022

SCORECARD MONITORING REPORT – QUARTER 3 (2022/23)

1. INTRODUCTION

- 1.1 The Isle of Anglesey County Council have arrangements in place which allow us to effectively understand local needs and priorities, and to make the best use of our resources and capacity to meet them and evaluate the impact of our actions.
- 1.2 Our Transitional Plan for 2022/23 identifies the local needs and wellbeing priorities and sets out our aims for the period until the new Council Plan 2023-2028 is operational from April 2023.
- 1.3 This scorecard monitoring report is used to monitor the performance of our identified Key Performance Indicators (KPIs). It consists of a combination of locally and nationally set indicators. It highlights how we are delivering the Councils' day to day activities. It provides the intelligence which enables a proactive approach to be adopted regarding performance management and as such, the report identifies any mitigating actions agreed by the Leadership Team to drive and secure improvements into the future.
- 1.4 The scorecard (appendix 1) portrays the current end of Q3 position and will (together with this report) be considered further by the Corporate Scrutiny Committee and the Executive during March 2023.

2. CONTEXT

- 2.1 The performance monitoring KPIs are aligned to the Councils' current three wellbeing objectives. They have been consulted upon with residents, partners and local businesses and following agreement with the Isle of Anglesey County Council on the 9th March, they will remain in place for the next 5 years aligned to the new Council Plan 2023-28. The wellbeing objectives are:
 - Objective 1 - Ensure that the people of Anglesey can thrive and realise their long-term potential
 - Objective 2 - Support vulnerable adults and families to keep them safe, healthy and as independent as possible
 - Objective 3 - Work in partnership with our communities to ensure that they can cope effectively with change and developments whilst protecting our natural environment
- 2.2 It is not possible to publish information for all KPIs on the Scorecard on a quarterly basis due to the nature of data collection methods. When this is the case, a note will indicate how often the KPI is monitored and when the data will be available for collection, e.g. (annual) (Q4), (termly).
- 2.3 Any targets within the report are reviewed annually and are agreed upon with each service, including differing quarterly targets where required based on historical performance and trends.

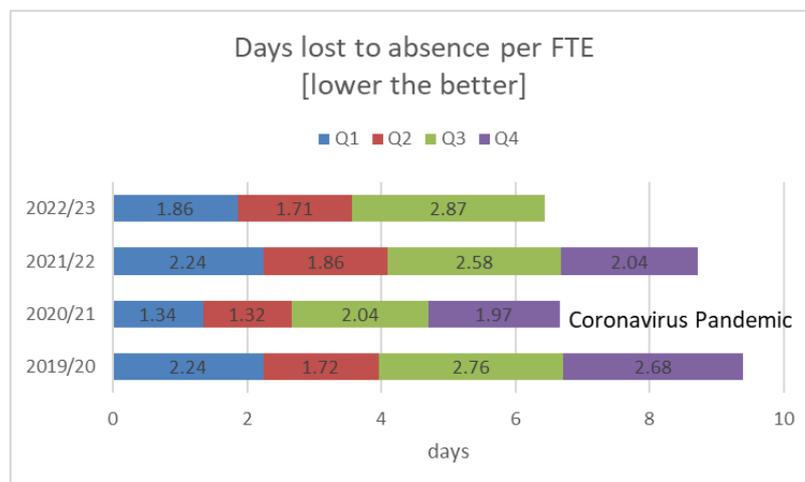
- 2.4 The results within the scorecard are all cumulative and as such the trends column will inform the performance trends from quarter to quarter throughout the year.
- 2.5 The RAG status for each section of the scorecard, with the exception of financial management which is done from a professional opinion perspective, can be found below:
 - Red - more than 10% below target and/or needing significant intervention
 - Amber - between 5% & 10% below target and/or requiring some intervention
 - Yellow - within 5% of target
 - Green - on or above target

3. CORPORATE HEALTH PERFORMANCE

- 3.1 The majority (75%) of the indicators with targets monitored in this section are performing well against targets (Green or Yellow RAG). Some of the highlights are noted below.
- 3.2 At the end of Q3 the Council’s attendance KPI is now Amber against its target. 6.51 days have been lost to absence per FTE in the period against a target of 6.19 days lost to absence per FTE.

The performance during the period of October to December is a decline on the performance of the last three years for the same period (as indicated in green on the graph below). However, coronavirus related absences have been included in the Q3 absence data for the first time as it is no longer viewed as an exception. Excluding the coronavirus data would have resulted in a performance of 6.31 days absence per FTE and being yellow against target.

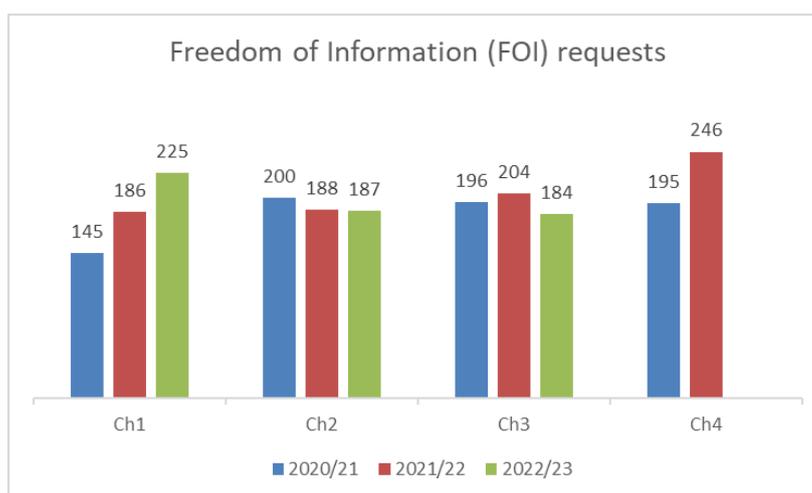
Despite its inclusion, it remains a better performance overall at this stage of the reporting year compared to 2021/22, which excluded coronavirus related absence, and also the pre coronavirus performance from 2019/20. This is encouraging and demonstrates the will of the staff to be present in order to delivery for our residents.



3.2.1 The indicators currently monitored within the Customer Service section do not highlight any cause for concern with the indicators continuing to perform well against targets. The exceptions are indicators 04b and indicator 09.

3.2.1.1 Indicator 04b which is known and recognised to be challenging due to the complicated nature of the complaints and the multi-agency response often required. The total % of written responses to complaints within 15 days (Social Services) is Red with a performance of 68% against a target of 80%. 16 of the 22 complaints received were discussed with the complainant within 5 working days, and 5 of the 6 late written responses were agreed with the complainant in advance of being identified late as noted in the complaint protocol.

3.2.1.2 It is acknowledged that further work is needed with regards to indicator 09 – the % of FOI requests responded to within timescale – which demonstrates that 71% of the responses were within timescale against a target of 80%. This performance is similar to the performance demonstrated in the Q2 scorecard report.



3.3 The financial management section currently projects an underspend of £1.970m for the year ending 31 March 2023.

3.4 The main financial areas of concern relate to:-

3.4.1 There are significant underlying overspends which are of concern and difficult to manage as they are demand led statutory services. Adult Services is expected to overspend by £613k but this masks significant underlying overspends which are currently funded by grant and the social care pressures reserve for 2022/23. Without these sources of funding the service would be overspent by more than £3m. Children's services is expected to overspend by £996k mainly due to out-of-County placements and other services for Looked after Children. Both social care services have had significant budget increases in more recent years but the demand continues to increase. The Cartrefi Clyd (Small Group Homes)

models that the Children and Families Service are implementing will help alleviate some of these pressures.

- 3.4.2 The cost of living crisis will ultimately result in an increase in the demand for Council services (Homelessness, Debt Advice, Mental Health Support, Children and Families Service) and may lead to a reduction in income in services such as leisure, culture, planning, parking fees, as people reduce their spending on non-essential items. These potential changes in demand for services may have a negative impact on the Council's financial position.
- 3.5 Although the overall position for services is a forecasted small overspend, the underlying position is masked by the use of reserves and the receipt of one off grants and by temporary factors such as vacant posts and income exceeding targets and these factors may not appear in 2023/24. Without these items it is likely that service budgets would be significantly overspent in 2022/23.
- 3.6 The forecast underspend on the Capital Programme 2022/23 is £15.223m, with this being potential slippage into the 2023/24 Capital Programme. The funding for this slippage will also slip into 2023/24 and this has been factored into the Treasury Management Strategy Statement, Capital Strategy and Capital Programme for 2023/24.
- 3.7 Further information on financial management can be seen in the 'Revenue Budget Monitoring Report for Q3', the 'Capital Budget Monitoring for Q3' and the 'Housing Revenue Account Budget Monitoring for Q3' reports which were discussed in The Executive meeting on the 2nd March.
- 3.8 This demonstrates reasonable assurance can be provided through the use of the scorecards analysis that the Council's day to day activities in managing its
- people
 - finances and
 - serving its customers

are delivering against their expectation to a standard which is appropriate.

It also provides the basis and the evidence of a good performance management ethos which is reflected in the fact that the indicators from that perspective are also demonstrating satisfactory performance.

4. PERFORMANCE MANAGEMENT

- 4.1 At the end of Q3 it is encouraging to note that the majority (91%) of the performance indicators are performing above target or within 5% tolerance of their targets. Three indicators have underperformed against their targets during Q3 and are highlighted on the scorecard as being Red or Amber.

- 4.2 Indicators related to our wellbeing **Objective 1** where we are working to ensure that the people of Anglesey can thrive and realise their long-term potential, are performing well with all indicators being either green or yellow against their targets.
- 4.3 Some examples of the good performance within this objective seen during the quarter include:
- 4.3.1 100% of pupils have been assessed in Welsh at the end of the Foundation Phase (indicator 4). This is encouraging and meets the expectations from the council's Welsh in Education Strategic Plan.
 - 4.3.2 61 properties have been brought back into use against a target of 25 (indicator 11). Once again the use of the Council Tax Premium has proved fruitful here and it's positive that there are 61 less empty properties within our communities.
 - 4.3.3 80% of clients attending the NERS programme believed that the programme has made a positive impact on their health (indicator 10).
- 4.4 Indicators for wellbeing **Objective 2** where we are supporting vulnerable adults and families to keep them safe, healthy and as independent as possible are also performing well against their targets with two indicators being Amber.
- 4.5 Examples of good performance in those indicators performing well include:
- 4.5.1 The Adult Services indicators (Indicators 16 to 19) are all Green against targets once again for the third quarter in a row.
 - 4.5.2 The Homelessness indicators (Indicators 26 + 27) for the Housing Service have also demonstrated good performance with both Green against targets for the third quarter in a row.
- 4.6 Indicator 23 - The average length of time for all children who were on the CPR during the year, and who were de-registered during the year – is AMBER with a performance of 287 days against a target of 270 days.
- The performance is an improvement on the 312 seen at the end of Q2 and is now only 17 days away from target. This is encouraging and demonstrates that the mitigation measures identified previously are having an impact and performance is improving.
- 4.7 Indicator 28 – The average number of calendar days taken to deliver a Disabled Facilities Grant – is Amber with a performance of 182 days against a target of 170 days.
- This performance is a decline on the 173 days seen at the end of Q2, however it is an improvement on the 188 days reported at the end of Q3 2021/22.
- The reasons for the decline in performance for this indicator include:
- Difficulties in gaining access to some properties due to client's concerns and anxieties following the coronavirus pandemic.

- Difficulties finding contractors to undertake the work. Currently there are only 6 contractors on the Island that install the adaptations.

It's likely that the target days will need to be increased in 2023/24 as a result of these difficulties. The DFG Policy will be reviewed during Q1 2023/24 which will include drawing up a service level agreement and agreeing key performance indicators for the delivery of DFG adaptations.

4.8 The performance of indicators to monitor our wellbeing **Objective 3** where we work in partnership with our communities to ensure that they can cope effectively with change and developments whilst protecting our natural environment has also been good at 80% above targets.

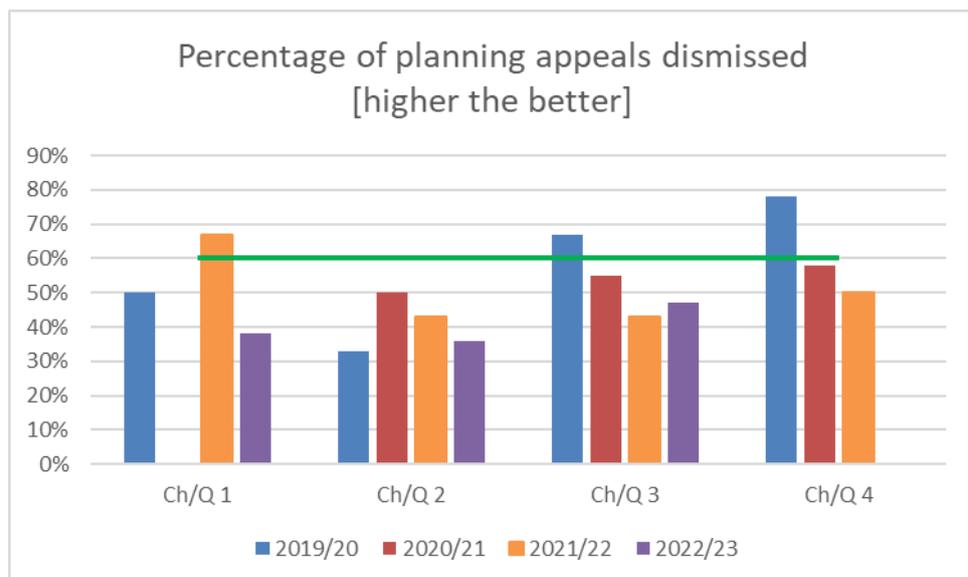
4.9 The indicators that have performed well in the quarter include:

4.9.1 A number of waste management indicators (Indicator 31, 33 and 34) are Green against targets during the year. 96% of our streets surveyed in the quarter were clean of any waste.

4.9.2 Planning applications determined within timescale improved during the quarter and is now green against target for the first time since Q3 2019/20. This is encouraging and due to the hard work and the improvements implemented by the Regulation and Economic Development service staff.

4.10 The only indicator which is underperforming during this quarter is:

4.10.1 Indicator 36 – the percentage of planning appeals dismissed – with a performance of 47% against a target of 65%. This is an improvement on the 32% during Q2 and a slight improvement on the same period during 2021/22 where 43% were dismissed.



This indicator relates to a small number of planning appeals, the number of which can fluctuate greatly from one quarter to the next. Two of the three appeals during the quarter were dismissed resulting in a total of six out of the thirteen appeals being dismissed for the year to date.

The Council continues to ensure that planning decisions are 'robust' and well-founded, however the Council has no influence over an appeal decision. We will continue to monitor appeal decisions on similar applications to identify if a pattern is developing that would require a different interpretation of our policies.

4.10.2 In conclusion, from a performance management perspective, the scorecard demonstrates continued improvement with 91% of the performance indicators performing above target or within 5% tolerance of their targets.

4.10.3 Whilst this is to be celebrated it is also important to note that of those indicators 35% are seeing a declining trend quarter upon quarter. This trend should be acknowledged by all related services and every effort made to ensure the declining trend doesn't continue into Q4.

5. RECOMMENDATIONS

5.1 The report highlights some of the positive stories with respect to the quarter 3 performance. Some of these highlights include:

- The percentage of households (with children) prevented from becoming homeless
- The Adult Services indicators all being above target for the quarter
- The planning applications determined within timescale
- The percentage of NERS clients whose health have improved as a result of the scheme

5.2 **This is a positive story at the end of Q3 and is the best performing third quarter against the performance management section targets since the existence of the scorecard report.**

5.3 The Committee is requested to scrutinise the scorecard and note the areas of improvement together with the areas which the Leadership Team are managing to secure further improvements into the future.

6. GLOSSARY

6.1 Below is a list of acronyms used within the report and Scorecard

6.1.1 KPI – Key Performance Indicator

6.1.2 Q1 – Quarter 1

6.1.3 Q2 – Quarter 2

- 6.1.4 Q3 – Quarter 3
- 6.1.5 Q4 – Quarter 4
- 6.1.6 RAG Status - Red - more than 10% below target and/or needing significant intervention
 - Amber - between 5% & 10% below target and/or requiring some intervention
 - Yellow - within 5% of target
 - Green - on or above target
- 6.1.7 Trend - Trend arrows represent quarter on quarter performance
- 6.1.8 FTE – Full Time Equivalent
- 6.1.9 FOI – Freedom of information
- 6.1.10 HRA – Housing Revenue Account
- 6.1.11 NEET – Not in Education, Employment or Training
- 6.1.12 DTL – Difficult to Let
- 6.1.13 NERS – National Exercise Referral Scheme
- 6.1.14 CPR – Child Protection Register
- 6.1.15 IOACC – Isle of Anglesey County Council

Appendix A - Cerdyn Sgorio Corfforaethol - Corporate Scorecard Ch-Q3 2021/22

Rheoli Perfformiad / Performance Management	CAG / RAG	Tuedd / Trend	Canlyniad / Actual	Targed / Target	Targed BI / Yr Target	Canlyniad 21/22 Result	Canlyniad 20/21 Result
Objective 1 - Ensure that the people of Anglesey can thrive and realise their long-term potential							
1) Percentage of pupil attendance in primary schools (tymhorol) (Q3)			91%			-	-
2) Percentage of pupil attendance in secondary schools (termly) (Q3)			86%			-	-
3) Percentage of Year 11 leavers not in Education, Training or Employment [NEET] (annual) (Q4)						2.60%	4.2%
4) Percentage of pupils assessed in Welsh at the end of the Foundation Phase (annual) (Q3)	Gwyrdd / Green	↑	100%	100%	100%	-	-
5) Percentage of year 11 pupils studying Welsh [first language] (annual) (Q3)	Gwyrdd / Green	→	68%	67.5%	67.5%	68%	65%
6) Percentage of Quality Indicators (with targets) achieved by the library service (annual) (Q4)						-	-
7) Number of visits to leisure centres	Melyn / Yellow	↓	392k	400k	546k	388k	189k
8) Percentage of food establishments that meet food hygiene standards	Gwyrdd / Green	→	98%	95%	95%	98%	98%
9) Percentage of NERS clients who completed the exercise programme	Gwyrdd / Green	↑	71%	50%	50%	47.5%	-
10) Percentage of NERS clients whose health had improved on completion of the exercise programme	Gwyrdd / Green	↓	80%	80%	80%	84%	-
11) Number of empty private properties brought back into use	Gwyrdd / Green	↑	61	25	50	91	94
12) Number of new homes created as a result of bringing empty properties back into use	Gwyrdd / Green	→	1	1	3	1	9
13) Landlord Services: Average number of days to complete repairs	Gwyrdd / Green	↓	13.46	18	18	13.89	8.1
14) Percentage of tenants satisfied with responsive repairs (annual) (Q4)						-	-
Amcan 2 - Cefnogi oedolion a theluoedd bregus er mwyn eu cadw'n ddiogel, yn iach ac mor annibynnol â phosibl							
15) Rate of people kept in hospital while waiting for social care per 1,000 population aged 75+ (Q4)						-	-
16) The percentage of adult protection enquiries completed within statutory timescales	Gwyrdd / Green	↑	91.34%	90%	90%	94.78%	92.31%
17) The percentage of adults who completed a period of reablement and have no package of care and support 6 months later	Gwyrdd / Green	↑	64.41%	62%	62%	64.85%	60.36%
18) The rate of older people (aged 65 or over) whom the authority supports in care homes per 1,000 population aged 65 or over at 31 March [Local Indicator]	Gwyrdd / Green	↓	17.11	19	19	14.33	15.36
19) The percentage of carers of adults who requested an assessment or review that had an assessment or review in their own right during the year	Gwyrdd / Green	↑	98.60%	93%	93%	96.10%	98.20%
20) Percentage of child assessments completed in time	Melyn / Yellow	↓	88%	90%	90%	87.15%	86.87%
21) Percentage of children in care who had to move 3 or more times	Gwyrdd / Green	↑	6.72%	7.50%	10%	9.79%	12.34%
22) The percentage of referrals of children that are re-referrals within 12 months [Local Indicator]	Gwyrdd / Green	↑	15%	15%	15%	5.74%	32.00%
23) The average length of time for all children who were on the CPR during the year, and who were de-registered during the year (days)	Ambr / Amber	↑	287	270	270	318	258
24) The percentage of referrals during the year on which a decision was made within 1 working day	Gwyrdd / Green	↓	98.35%	95%	95%	99.10%	99.56%
25) The percentage of statutory visits to looked after children due in the year that took place in accordance with regulations	Gwyrdd / Green	↑	91.71%	90%	90%	85.99%	87.74%
26) Percentage of households successfully prevented from becoming homeless	Gwyrdd / Green	↓	88.24%	80%	80%	80.95%	74.74%
27) Percentage of households (with children) successfully prevented from becoming homeless	Gwyrdd / Green	↑	97%	85%	85%	92.00%	75.47%
28) Average number of calendar days taken to deliver a Disabled Facilities Grant	Ambr / Amber	↓	182	170	170	172.3	169
29) The average number of calendar days to let lettable units of accommodation (excluding DTLs)	Gwyrdd / Green	↓	34.8	40	40	28.7	45.6
30) Landlord Services: Percentage of rent lost due to properties being empty	Melyn / Yellow	↓	1.85%	1.70%	1.70%	1.66%	1.98%
Amcan 3 - Gweithio gyda'n cymunedau er mwyn sicrhau eu bod yn gallu ymdopi'n effeithiol â newid a datblygiadau tra'n gwarchod ein hamgylchedd naturiol							
31) Percentage of streets that are clean	Gwyrdd / Green	↑	96%	95%	95%	95.50%	92.00%
32) Percentage of waste reused, recycled or composted	Melyn / Yellow	↓	63.9%	64%	64%	62.39%	62.96%
33) Average number of working days taken to clear fly-tipping incidents	Gwyrdd / Green	→	1	1	1	0.25	0.95
34) Kilograms of residual waste generated per person	Gwyrdd / Green	↑	155kg	165kg	220kg	223kg	214kg
35) Percentage of all planning applications determined in time	Gwyrdd / Green	↑	90%	90%	90%	79%	79%
36) Percentage of planning appeals dismissed	Coch / Red	↑	47%	65%	65%	50%	58%
37) Percentage of planning enforcement cases investigated within 84 days	Gwyrdd / Green	↓	87%	80%	80%	84%	74%
38) Percentage of A roads in poor condition (annual)	Gwyrdd / Green	↑	2.6%	3%	3%	3%	4.60%
39) Percentage of B roads in poor condition (annual)	Gwyrdd / Green	↑	2.6%	4%	4%	2.80%	3.80%
40) Percentage of C roads in poor condition (annual)	Gwyrdd / Green	↑	7.6%	9%	9%	8.20%	8.50%
41) Council fleet approx. consumption of fossil fuels (tCO2e)			381.15			486.85	385
42) The number of miles travelled by the Council fleet (miles)			1,278,994			1,524,961	1,254,419
43) The number of miles travelled by the Council Gray/Employee fleet (miles)			676,360			786,247	-
44) Net change in Greenhouse Gas Emissions (tCO2e) - Council fleet (Annual) (%)						+ 26%	-

Red - more than 10% below target and/or needing significant intervention Amber - between 5% & 10% below target and/or requiring some intervention
 Yellow - within 5% of target Green - on or above target Trend arrows represent quarter on quarter performance

Appendix A - Cerdyn Sgorio Corfforaethol - Corporate Scorecard Ch-Q3 2022/23

Gofal Cwsmer / Customer Service	CAG / RAG	Tuedd / Trend	Canlyniad / Actual	Targed / Target	Canlyniad 21/22 Result	Canlyniad 20/21 Result
Siarter Gofal Cwsmer / Customer Service Charter						
01) No of Complaints received (excluding Social Services)	Gwyrdd / Green	↑	30	55	55	43
02) No of Stage 2 Complaints received for Social Services			3	-	9	6
03) Total number of complaints upheld / partially upheld			10	-	20	8
04) Total % of written responses to complaints within 20 days (Corporate)	Gwyrdd / Green	↓	86%	80%	80%	88%
05) Total % of written responses to complaints within 15 days (Social Services)	Coch / Red	↓	68%	80%	66%	75%
06) Number of Stage 1 Complaints for Social Services		↓	22	-	41	24
07) Number of concerns (excluding Social Services)		↑	249	-	189	104
08) Number of Compliments		↑	396	-	658	662
09) % of FOI requests responded to within timescale	Coch / Red	↓	71%	80%	79%	79.4%
Newid Cyfrwng Digidol / Digital Service Shift						
10) No of Registered Users on AppMôn / Website		↑	57.5k	-	51k	33.5k
11) No of reports received by AppMôn / Website		↓	30k	-	66k	58k
12) No of web payments		↓	15k	-	21k	18.5k
13) No of telephone payments		↓	6k	-	11k	7k
14) No of 'followers' of IOACC Social Media		↑	99k	-	92k	42k
15) No of visitors to the Council Website		↓	224k	-	634k	1.03M

Rheoli Pobl / People Management	CAG / RAG	Tuedd / Trend	Canlyniad / Actual	Targed / Target	Canlyniad 21/22 Result	Canlyniad 20/21 Result
01) Number of staff authority wide, including teachers and school based staff (FTE)			2267	-	2202	2180
02) Sickness absence - average working days/shifts lost	Ambr / Amber	↓	6.54	6.19	8.73	6.68
03) Short Term sickness - average working days/shifts lost per FTE			3.2	-	3.70	1.94
04) Long Term sickness - average working days/shifts lost per FTE			3.31	-	5.03	4.74
05) Local Authority employees leaving (%) (Turnover) (Annual) (Q4)			-	-	10%	6%

Rheolaeth Ariannol / Financial Management	CAG / RAG	Tuedd / Trend	Cyllideb / Budget	Canlyniad / Actual	Amrywiad / Variance (%)	Rhagolygon o'r Gwariant / Forcasted Actual	Amrywiad a Ragwelir / Forcasted Variance (%)
01) Budget v Actuals	Gwyrdd / Green	↓	£109,024,000	£107,510,000	-1.39%		
02) Forecasted end of year outturn (Revenue)	Gwyrdd / Green	↑	£158,367,000			£156,786,000	-1.00%
03) Forecasted end of year outturn (Capital)		↓	£39,256,000			£28,924,000	-26.32%
04) Income v Targets (excluding grants)	Gwyrdd / Green	↓	-£9,638,068	-£10,906,375	13.16%		
05) Amount borrowed		↑	£12,052,000			£5,570,000	-53.78%
06) Cost of borrowing		↑	£4,152,796			£4,028,065	-3.00%
07) % of Council Tax collected (for last 3 years)	Melyn / Yellow	↓		97.8%			
08) % of Business Rates collected (for last 3 years)	Gwyrdd / Green	↑		99.2%			
09) % Housing Rent collected (for the last 3 years)	Melyn / Yellow	⇒		100.1%			
10) % Housing Rent collected excl benefit payments (for the last 3 years)	Melyn / Yellow	⇒		100.4%			

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Isle of Anglesey County Council	
Report to:	Executive Committee
Date:	21st March 2023
Subject:	Progress report: Social Service Improvement
Portfolio Holder(s):	Councillor Gary Pritchard- Children & Families Services, and Councillor Alun Roberts – Adult Services
Head of Service / Director:	Fôn Roberts, Director of Social Services & Head of Children and Families Services Arwel Owen, Head of Adult Services
Report Author:	Emma Edwards
Tel:	01248 751887
E-mail:	Emmaedwards@ynysmon.gov.uk
Local Members:	

A –Recommendation/s and reason/s

To provide an overview of the recent progress within the Social Services Department.

Purpose of report:

1. To highlight the developments within Children and Families Services.
2. To highlight the developments within Adults Services.

Recommendation

1. That the Committee are offered reassurance that the continued progress made by Social Services Department are reasonable and timely.
2. This report is produced twice a year which covers the Improvements made in Social Services, the requirement for this report originated following the damning CIW report in 2016 in relation to the Children and Families Services. Following a more positive report following the recent Performance and Evaluation Inspection from CIW it is suggested that there is no longer a need for this report, as the Director will continue to prepare his Annual Director of Social Services Report, which is a statutory requirement, and report on the progress of the Services to the Social Services Scrutiny Panel will continue to come from that panel. Therefore we respectfully request that the Panel consider this to be the last improvement report.

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

C – Why is this a decision for the Executive?

To offer reassurance, clarity and transparency that Social Services continue on their improvement journey.

It is also requested that agreement is given to changing the title of this work programme to Social Services Development as considerable improvements have been made to date and the service is in a period of development now rather than improvement.

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

NA

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

NA.

Dd – Assessing the potential impact (if relevant):

1	How does this decision impact on our long term needs as an Island?	Yes, in the Services that Social Services provide.
2	Is this a decision which it is envisaged will prevent future costs / dependencies on the Authority? If so, how?	Ongoing review of financial situation.
3	Have we been working collaboratively with other organisations to come to this decision? If so, please advise whom.	Yes, some examples are included in the update.
4	Have Anglesey citizens played a part in drafting this way forward, including those directly affected by the decision? Please explain how.	Yes – Compliment and Complaint process, consultations etc.
5	Note any potential impact that this decision would have on the groups protected under the Equality Act 2010.	Yes.
6	If this is a strategic decision, note any potential impact that the	N/A

Dd – Assessing the potential impact (if relevant):		
	decision would have on those experiencing socio-economic disadvantage.	
7	Note any potential impact that this decision would have on opportunities for people to use the Welsh language and on treating the Welsh language no less favourably than the English language.	N/A.

E – Who did you consult?		What did they say?
1	Chief Executive / Senior Leadership Team (SLT) (mandatory)	27 th February 2023
2	Finance / Section 151 (mandatory)	As above
3	Legal / Monitoring Officer (mandatory)	As above
4	Human Resources (HR)	N/A
5	Property	N/A
6	Information Communication Technology (ICT)	N/A
7	Procurement	N/A
8	Scrutiny	Scheduled for Corporate Scrutiny Committee 14 th March 2023
9	Local Members	

F - Appendices:
<p>Social Services Highlights:</p> <p>1. Care Inspectorate Wales Performance Evaluation Report</p> <p>We were pleased to receive a positive report in December 2022 from Care Inspectorate Wales, which summarises findings from their inspection of Anglesey Adults and Children and Families services which took place in October 2022.</p> <p>The inspection was conducted to review the local authority's performance in exercising its social services duties and functions in line with legislation, on behalf of Welsh Ministers. This inspection focused on the effectiveness of local authority services and arrangements to help and protect people. The report reflected positively in respect of safeguarding vulnerable children & young people, partnership working, leadership, workforce strategy as well as a commitment to providing a Welsh language service.</p> <p>The report outlined our strengths and areas for improvement across both services, and as a result we have established an internal working group consisting of the Director, Head of Adult Services, Senior Managers, who are meeting bi-weekly to address the areas for improvement identified. This will be shared in future updates.</p> <p>Links to the full report can be found below:</p>

<https://www.careinspectorate.wales/sites/default/files/2022-12/221214-Isle-of-Anglesey-County-Council-Performance-Evaluation-Rev>

<https://www.arolygiaethgofal.cymru/adroddiad-arolygiad-gwerthuso-perfformiad-gwasanaethau-oedolion-phlant-cyngor-sir-ynys-mon>

2. Capacity and Staffing

The recruitment of staff continues to be challenging within our residential care home staff, , Catrefi Clyd staff and domiciliary care workers. The pattern faced is reflected across Wales, and not unique to Anglesey. We continue to bring these difficulties to the attention of Welsh Government Officials and other stakeholders, but we are well aware of the challenges facing employers currently.

We continue to work closely with Coleg Menai to try and attract younger persons into the Service, and with our HR colleagues to try innovative recruitment ideas and marketing. We are also looking at different marketing methods with our Human Resources colleagues and plan to launch our new Workforce Development Plan in April 2023.

3. Service Development Plans

Following the Care Inspectorate Wales Inspection both Children and Families Services and Adults Services are now producing new Service Development Plans Those plans will be endorsed by the Social Services Scrutiny Panel and they together with the Executive and Corporate Scrutiny will seek assurances on the progress of both plans.

Children & Families Services

1. Catref Clyd Rhosybol

The Authority is currently in the process of registering it's fourth Cartref Clyd. This service will provide a warm and nurturing environment and will be registered for up to three children which will enable children and young people who are from Anglesey to continue to receive care on the Island and to continue to attend mainstream schooling. This service will reduce the need for children / young people to be placed out of county.

2. “Looked After Children and Care Leaver Strategy”

The Authority's Corporate Parenting Panel continues to make positive progress following the internal audit report of 2020. Terms of reference was developed and implemented in 2021. Furthermore a “Looked After Children and Care Leavers strategy” has been developed and is anticipated to be presented to the Corporate Parenting Panel for endorsement later in March 2023.

3. Youth Service

We are currently in the process of reviewing our Youth Services team, this has involved talking to staff, stakeholder and more importantly the young people who access the service and those who do not access the services. This has been a very busy period and an update on progress of this work will be completed by January 2024 (will be completed in two stages).

4. Glanllyn – Connection & Learning in the Outdoors's...



A Therapeutic Residential weekend was arranged in January 2023 for 13 of our young people aged between 13-16 across Ynys Môn who are either Looked After or with a Care and Support plan to visit Glanllyn Isaf, Bala. We worked with Yr Urdd to develop a bespoke learning package, the element of outdoor activities facilitated by the Outdoor Team with the support and supervision by a range of staff within Children & Family Services.

The overall aim of the residential was to support our young people and their Social Worker/Support Staff working with and alongside to:

- Build resilience and inspire learning
- Improving behaviour
- Self-esteem and confidence
- Relationships & Connection
- getting young people outdoors
- learning new skills
- have fun

All young people participated and developed their confidence, self-esteem and voice whilst taking part in a number of challenging activities. We are currently organising a showcase event for February 15th for the young people and their families in order to reflect on the weekend so we can develop a programme of offer with clear guidance to make this a sustained and ongoing offer of support and provision within the service. We have received Initial feedback by young people and staff include:

Young People:

- *"Best time ever"*
- *"Fun"*
- *"I managed ok, I am really proud of myself"*
- *"It was good that we didn't know each other – we had to make new friends."*

Staff

- *"This has given me a better insight into their behaviours at home and what I need to focus on ..."*
- *"They are not just a child on my case load – I can now tell you what they like, what makes them laugh and their ideas for the future."*
- *"WAW, an emotional roller coaster to see them develop from arriving on the Friday to going home on the Sunday afternoon."*

Adults Services

1. Supported Housing Provision for Adults with a Learning Disability

Review of supported housing schemes have been undertaken internally to identify future needs and to consider suitable housing for the future. One new scheme is set to be delivered in May 2023 and further developments are expected in 2024. It is our intention to have a pipeline of developments which will help modernise the shape of the service and help support individuals in the community.

2. Community Resource Teams (CRTs) Developments

We have progressed with the WCCIS integration work during the year, and Betsi Cadwaladr University Health Board have rolled out the use of WCCIS within their Community Resource Teams. The aim will be to extend access to other health professionals and to ensure that we have clean information to improve the flow of information across services and to manage demand which will benefit service users experience

3. Service Manager – Older People and Mental Health

We are pleased to report that we have recruited to this position recently. Olwena Davey, who was covering the position on an interim basis has been successful in the recruitment process, and is therefore already taken up the new role which has additional responsibility for Adult Mental Health.

4. Holyhead 50+ Open Day – Press Release

The third in a series of 50+ Open Days event within Mon Actif Anglesey's Leisure Centres, following two successful Open Days in Amlwch and Beaumaris last year. The Open Day offered the chance to have a go at a variety of leisure activities for free including Pickleball, Walking Netball, Group Exercise and an Arts and Craft Activity. There was also the opportunity to visit fourteen information stalls from organisations including Medrwn Môn, Reengage, Carers Outreach Service, Tai Mon, the Library Service and many more.

NHS Wales were also present, giving participants the chance to receive their flu jabs.

Information stalls were arranged following feedback from Age Friendly Anglesey engagement work which identified a need by individuals and organisations/charities for more opportunities to share and receive information and advice face to face and in the community.

Over 55 people attended the event, with the majority remaining for the full day. The event had a very positive response, with many appreciating the information stalls and expressing an interest in registering for ongoing classes. Feedback received: *“Carry on with more events like these”; “we enjoyed very much.”*

The next 50+ Open Day will be held within the next few months at Plas Arthur Leisure Centre, Llangefni with plans to make the series one that repeats annually.

Pictures from the event:



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

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Isle of Anglesey County Council	
Report to:	The Executive
Date:	21 March 2023
Subject:	Modernising Schools on Anglesey - Moving the statutory notice implementation date for Ysgol y Graig and Ysgol Talwrn
Portfolio Holder(s):	Councillor Ieuan Williams
Head of Service / Director:	Marc B. Hughes Director of Education, Skills and Young People
Report Author: Tel: E-mail:	Emrys Bebb 2919 emrysbebb@ynysmon.llyw.cymru
Local Members:	Councillor Non Dafydd Councillor Dylan Rees Councillor Paul Ellis

A –Recommendation/s and reason/s

Reasons

In order to comply with the School Standards and Organization (Wales) Act 2013 and the School Organisation Code, the Authority published a Statutory Notices of its intention to:

discontinue Ysgol Talwrn, Talwrn, Ynys Môn LL77 7TG which is currently maintained by the Isle of Anglesey County Council and to increase the capacity of Ysgol y Graig which is a Welsh medium community school and is maintained by the Isle of Anglesey County Council at a site near Ysgol y Graig, Llangefni, LL77 7LP for boys and girls aged 3-11.

The **Statutory Notice** was published on 18 January 2021 and a period of 28 days to oppose the proposals followed and the objection period ended on 15 February, 2021. Objections were received to the above proposal. A report on the objections was prepared and the Executive resolved at its meeting on 15 March 2021 to approve the original proposal.

However, the implementation date of the proposals was 1 September 2023. Several factors have pushed the start date of the proposal for the following reasons:

- a. The land purchase process has taken longer than expected
- b. The process of obtaining planning permission also took longer than expected and planning permission was not received until 6 July 2022.
- c. The Isle of Anglesey County Council Election on 5 May 2022 added 6 weeks to the process because of the pre-election period.
- ch. After the prospective project went out to tender in February 2022, bids were withdrawn because the costs of goods were increasing due to the war in Ukraine and the Council had to go out to tender again after the end of the election period for the Isle of Anglesey County Council Election.
- d. A condition of the planning permission obtained from the Planning and Orders Committee in its meeting on 6 July 2022 was that archaeological work had to be carried out at the site before the build. This was added to the timeline. The start date of the archaeological work was then pushed back almost two weeks due to the Queen's death.

A –Recommendation/s and reason/s

Section 6 of the School Organisation Code 2018 states: " Under Section 55 of the 2013 Act if a proposer is satisfied, after consultation with any affected governing body, that a proposal would be unreasonably difficult to implement on the original implementation date, or that circumstances have so altered since the proposal was approved that its implementation on the original date was inappropriate, it may modify the proposal so that its implementation is delayed by up to three years.

Where proposals have received approval by the local authority under section 53 of the 2013 Act, the local authority itself can decide to delay, bring forward or abandon a proposal.

Notification of any determination to delay, bring forward or abandon a proposal must be given to relevant parties including the Welsh Ministers, Estyn, the maintaining local authority, and the governing bodies, parents, pupils and staff of any affected school, as appropriate, within seven days of it being made. The notification must set out, briefly, the reasons for that determination."

The Executive agreed that the original implementation date of the statutory notice was 1 September 2023 but due to the reasons listed above, the Executive is requested to extend the period for 12 months to 1 September 2024. Accordingly, there is a need for the Isle of Anglesey County Council's Executive, as the proposer of the intention in the statutory notice, to defer the implementation date of the proposal to 1 September 2024.

It is recommended that the Executive:

Approves the delay of the implementation date of the proposal namely to "increase the capacity of Ysgol y Graig to take pupils from Ysgol Talwrn, close Ysgol Talwrn and review the catchment areas of Ysgol y Graig and Ysgol Talwrn" to 1 September 2024.

Subject to the above, officers will notify the "relevant parties" of the decision to defer the implementation date of the proposal for Ysgol y Graig."

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

No other option is being considered because adhering to the original timetable laid down by the Executive is not possible due to the reasons outlined in part A above.

C – Why is this a decision for the Executive?

The Executive agreed to the original timetable and so it is outside officers' delegated powers to change the timeline.

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

Yes. The Executive is responsible for school modernisation matters. It is in keeping and consistent with the Anglesey School Modernisation strategy 2018 (adopted by the Executive in October 2018) and Annual Delivery Document 2019/20 (adopted by Full Council).

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

The proposed project was approved after it was amended to reflect the new tendered cost of the project. This was approved by the Executive on 19 July 2022.

Dd – Assessing the potential impact (if relevant):

1	How does this decision impact on our long-term needs as an Island?	<p>The proposal ensures the long-term sustainability of education in this part of the Llangefni area and ensures that there are sufficient school places to meet the needs now and into the future.</p> <p>It will also ensure that the new building for Ysgol y Graig is fit for purpose and meets 21st Century Schools and BREEAM standards and will be a Net Zero Carbon building.</p>
2	Is this a decision which it is envisaged will prevent future costs / dependencies on the Authority? If so, how?	<p>Yes– The Llangefni area was prioritised as part of the school modernisation programme, due to insufficient school capacity. Any proposal to create additional capacity is likely to lead to additional costs, however the new building for Ysgol y Graig will enable children in the catchment area to attend a local school for the foreseeable future.</p> <p>The preferred option i.e. building a new Foundation Phase block will develop a new school building which will contribute to the school becoming a “Learning Organisation” (Education in Wales: Our National Mission 2017-2021).</p> <p>Pupils in turn should benefit from experiences at school that will support them in becoming young adults that are:</p> <ul style="list-style-type: none"> • ambitious, capable learners, ready to learn throughout their lives • enterprising, creative contributors, ready to play a full part in life and work • healthy, confident individuals, ready to lead fulfilling lives as valued members of society. <p>The proposal will be financed 35/65 by the Council and Welsh Government through the 21st Century Schools Programme.</p> <p>The Council’s investment will be via a 60 year loan, part financed through the capital receipts.</p>

Dd – Assessing the potential impact (if relevant):		
		The preferred option will eliminate the current and projected future maintenance spend at Ysgol y Graig and Ysgol Talwrn and contribute to revenue savings.
3	Have we been working collaboratively with other organisations to come to this decision? If so, please advise whom.	<p>Yes-The following contributed during the statutory consultation process:</p> <ul style="list-style-type: none"> • Local Elected Members • Local Member of Parliament • Local Senedd Member • Regional Senedd Members • GwE • Estyn • Police and Crime Commissioner • The Welsh Government • Welsh Language Commissioner • Neighbouring Local Authority • Local Town and Community Councils • Teaching and staff trade unions representing Ysgol y Graig and Ysgol Talwrn • Cylch Meithrin Talwrn • Headteacher Ysgol Gyfun Llangefni • Isle of Anglesey County Council - Senior Officers • Isle of Anglesey County Council-Principal Youth Officer • Other interested parties
4	Have Anglesey citizens played a part in drafting this way forward, including those directly affected by the decision? Please explain how.	<p>Yes – stakeholders were consulted on the proposal during the statutory consultation held from 6 February 2020 - 20 March 2020. Stakeholder responses to the statutory consultation were included in the consultation report.</p> <p>The citizens of Anglesey have been given the opportunity to present other reasonable alternatives as part of the process during the consultation period noted above.</p>
5	Note any potential impact that this decision would have on the groups protected under the Equality Act 2010.	See the Equality Impact Assessment on the proposal
6	If this is a strategic decision, note any potential impact that the decision would have on those experiencing socio-economic disadvantage.	See the Equality Impact Assessment on the proposal
7	Note any potential impact that this decision would have on opportunities for people to use the Welsh language and on treating the Welsh language no less favourably than the English language.	See the Equality Impact Assessment on the proposal

E – Who did you consult?		What did they say?
1	Chief Executive / Senior Leadership Team (SLT) (mandatory)	Incorporated in this report.
2	Finance / Section 151 (mandatory)	Incorporated in this report.
3	Legal / Monitoring Officer (mandatory)	Incorporated in this report.
4	Human Resources (HR)	No comments were received.
5	Property	Incorporated in this report.
6	Information Communication Technology (ICT)	No comments were received.
7	Scrutiny	N/A
8	Local Members	Local members are aware of the delay.
9	Any external bodies / other	The governing bodies of Ysgol y Graig and Ysgol Talwrn are aware of the delay.

F - Appendices:

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

1. Minutes of the meeting of the Executive for 15 March 2021.
2. Statutory Consultation Documents
3. The proposed project was approved after it was amended to reflect the new tendered cost of the project. This was approved by the Executive on 19 July 2022.
4. School Organisation Code 2018.
5. Report to the Executive 10 December 2020 on the statutory consultation.
6. Equality Impact Assessment for the proposal

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Isle of Anglesey County Council	
Report to:	The Executive
Date:	21 March 2023
Subject:	Modernising Learning Communities and Developing the Welsh Language Strategy
Portfolio Holder(s):	Councillor Ieuan Williams
Head of Service / Director:	Marc Berw Hughes
Report Author:	Marc Berw Hughes
Tel:	
E-mail:	MarcHughes@ynysmon.llyw.cymru
Local Members:	Relevant to all Elected Members

A –Recommendation/s and reason/s

Recommendations

Approving and supporting the draft plan for a public consultation.

Background

The Isle of Anglesey County Council has the ambition of ensuring that all our children and young people, despite their background and circumstances, achieve their full potential, enabling all learners to develop towards the four purposes of the curriculum, the aspiration for each child and young person in Anglesey.

Since publishing the original strategy in 2013, the Authority has worked with headteachers and elected members to modernise the school stock on the island. Three projects have been completed thus far, and another two projects are currently underway. By the time of completing these two projects, the Council will have opened five 21st century buildings in four areas (including the Isle of Anglesey County Council’s first net zero carbon building), updated and expanded a further two schools, and closed 11 small schools.

By the time of completion for both projects currently underway, it is estimated that approximately 25% of primary learners in Anglesey will be receiving their education in 21st century buildings. The projects we have undertaken thus far have had a positive impact on surplus places in the primary sector, in addition to leading to revenue savings and removing current and projected maintenance costs for the future.

Estyn’s report (June 2022) acknowledges that the Council is making good progress in terms of the modernisation of school organisation:

“The authority has invested in a range of capital projects during the first stages of the Welsh Government’s 21st Century Schools programme. They are making good progress in ensuring suitable schools of the appropriate type in the appropriate locations to meet learners’ needs.”

Whilst Welsh Government has contributed towards 50% of Band A projects, and 65% of Band B projects, it is required for the Council to contribute towards the

A –Recommendation/s and reason/s

remainder of the cost. The cost of building new schools is expensive, especially at this moment in time as a result of global events.

It is important that the Council takes advantage of the opportunity to attract external funds (grant) to improve the condition of our educational building estate. However, considering the financial challenge the Council is likely to face over the coming years, the Council will need to prioritise the related work.

Whilst good progress has been made in the primary sector as outlined above, there are over 20% surplus places in the secondary sector, and the condition of secondary school buildings has declined. As a result, the strategy anticipates the need to remodel secondary provision over the coming years, whilst also implementing other difficult decisions.

This Modernising Learning Communities and Developing the Welsh Language Strategy has been constructed to:

- Establish school organisation that is suitable for the next thirty years to ensure the best opportunities for our children and young people to thrive and to utilise the opportunities on the horizon in the world of work;
- Continue to take action to ensure that standards and provision at our schools are amongst the best;
- Ensure that the Council's resources are used effectively and efficiently by developing more equal organisation in terms of cost per head across schools and establishing a suitable pattern for post-16 education;
- Ensure that all schools set robust foundations to ensure that each learner reaches a level of proficiency in both languages that is relevant to their ability;
- Create the circumstances for leaders to succeed by ensuring sufficient time and support for them to lead and manage;
- Establish a system that ensures appropriate succession of school leaders;
- Ensure that the strategy contributes to the aims of the Wellbeing of Future Generations Act and contributes to 'Place Shaping'.

The Council is eager to hold a consultation on the strategy before it is adopted, in order to be able to take comments from stakeholders and other partners into account before making further decisions on how to move forward with the programme.

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

Not applicable – No specific proposal is being made at this stage.

C – Why is this a decision for the Executive?

The Executive is responsible for school modernisation matters.

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

It matches the direction and strategic objectives of the new Council Plan 2023-2028 (adopted by the Council in its meeting on the 9th of March 2023).

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

There is no financial commitment as this stage.

Dd – Assessing the potential impact (if relevant):

1	How does this decision impact on our long term needs as an Island?	<p>The strategy has been constructed to ensure effective schools with a suitable teaching environment.</p> <p>It will also ensure that new school buildings are fit for purpose and meet the Sustainable Communities for Learning, BREEAM and Net Zero Carbon standards.</p>
2	Is this a decision which it is envisaged will prevent future costs / dependencies on the Authority? If so, how?	<p>No specific proposals are being made at this stage, however, generally there is potential for plans to lead to reduction in current and projected maintenance costs by investing in school buildings.</p>
3	Have we been working collaboratively with other organisations to come to this decision? If so, please advise whom.	<p>The recommendation of this report is to approve officers to consult on the strategy.</p> <p>Subject to the consent of the Executive, we will consult with the following stakeholders:</p>

Dd – Assessing the potential impact (if relevant):		
		<ul style="list-style-type: none"> • Primary Headteacher Forum • Secondary Headteacher Forum • Headteacher of Canolfan Addysg y Bont • Pupils who attend Anglesey schools • Parents / guardians • Governing bodies • Town and community councils • Local Elected Members • Local Member of Parliament • Local Member of Welsh Parliament • Regional Members of Parliament • GwE • Estyn • The Police and Crime Commissioner • Welsh Government • Welsh Language Commissioner • Neighbouring local authority • Local town and community councils • Trade unions representing teachers • Cylchoedd Meithrin • Isle of Anglesey County Council Senior Officers • Isle of Anglesey County Council's Principal Youth Officer • Scrutiny Committee • Other parties of interest
4	Have Anglesey citizens played a part in drafting this way forward, including those directly affected by the decision? Please explain how.	The recommendation of this report is to approve officers to consult on the strategy before the final strategy is adopted. The comments of Anglesey citizens and others will be taken into account.
5	Note any potential impact that this decision would have on the groups protected under the Equality Act 2010.	No specific proposal is being made at this stage. When the final strategy has been adopted, and as it is realised, specific proposals will be made. Individual impact assessments will be made for each proposal as they are developed. The impact assessment will assess, for the specific proposal concerned, any possible impact this

Dd – Assessing the potential impact (if relevant):		
		decision would have on protected groups under the Equality Act 2010.
6	If this is a strategic decision, note any potential impact that the decision would have on those experiencing socio-economic disadvantage.	No specific proposal is being made at this stage. When the final strategy has been adopted, and as it is realised, specific proposals will be made. Individual impact assessments will be made for each proposal as they are developed. The impact assessment will assess, for the specific proposal concerned, any possible impact this decision would have on those experiencing socio-economic disadvantage.
7	Note any potential impact that this decision would have on opportunities for people to use the Welsh language and on treating the Welsh language no less favourably than the English language.	When the final strategy has been adopted, and as it is realised, specific proposals will be made. Individual impact assessments will be made for each proposal as they are developed. The impact assessment will assess, for the specific proposal concerned, any possible impact this decision would have on opportunities for people to use the Welsh language and to not treat the Welsh language any less favourable than English.

E – Who did you consult?		What did they say?
1	Chief Executive / Senior Leadership Team (SLT) (mandatory)	Incorporated into this report.
2	Finance / Section 151 (mandatory)	Incorporated into this report.
3	Legal / Monitoring Officer (mandatory)	Incorporated into this report.
4	Human Resources (HR)	Any Human Resources matter that arises from the recommendations should be dealt with in line with recognized consultation processes and other HR processes.
5	Property	Incorporated into this report.
6	Information Communication Technology (ICT)	
7	Procurement	
8	Scrutiny	Not applicable

E – Who did you consult?	What did they say?
9 Local Members	

F - Appendices:

Appendix 1 – Modernising Learning Communities and Developing the Welsh Language Strategy

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

School Organisation Code (11/2018)

Anglesey's School Modernisation Strategy (revised) – October 2018

Council Plan 2023-2028



CYNGOR SIR
YNYS MÔN
ISLE OF ANGLESEY
COUNTY COUNCIL

MODERNISING LEARNING COMMUNITIES AND DEVELOPING THE WELSH LANGUAGE STRATEGY

March 2023

Status – OFFICIAL

Prepared by:

Marc Berw Hughes, Director of Education, Skills and
Young People

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DRAFT

Introduction

In March 2022, Jeremy Miles, Minister for Education for Wales said:

“Tackling the impact of poverty on attainment is essential if we are to achieve high standards and aspirations for all. We know that the life chances of children and young people are hugely influenced by their home and community and that teachers need more support in addressing the issues some children and young people face. By investing in Community Focused schools, we are ensuring that learners have the support they need to reach their full potential.

Community Focused schools develop partnerships with a range of organisations, and make services accessible locally to families and the wider community. They use their facilities and resources to benefit the communities they serve, improve the lives of the children, strengthen families and build stronger communities.

Above all else, our national mission is to tackle the impact of poverty on educational attainment and to set high standards for all. I want all young people to have high aspirations for their education and future careers and that means using every lever we have to support them.”

In order to respond to this and to ensure that learners across Anglesey receive the education they deserve, the Isle of Anglesey County Council has reviewed its Modernising Learning Communities and Developing the Welsh Language strategy. Positive attention was given to this in Estyn’s inspection report of the Isle of Anglesey County Council in 2022:

“There is a clear vision on the reorganisation and modernisation of schools, based on ensuring that schools are suitable for the 21st century and making the best use of modern technology. Prominent attention is given to developing provision for Welsh-medium and bilingual education within the modernisation strategy. Some elements of the vision are in place and having a positive effect, for example the expansion of provision of language centres and reducing surplus places in schools. Some aspects of the vision, for example the modernisation of post-16 education on the island, are in their early days.”

Council Plan – The Strategic Circle



The strategic circle identifies the plans the Council has in place to ensure we can achieve our priorities and objectives and they identify what needs to be achieved, how we will achieve it, and why. The Council Plan and the strategic plans declare the Council's vision, alongside the general principles and key priority areas. This strategy is one of the Council's strategic plans and it will be an integral plan to support the vision and key objectives within the Council Plan.

What has been Accomplished

Since publishing the original strategy in 2013, the Authority has worked with headteachers and elected members to modernise the school stock on the island by combining 10 smaller primary schools and building 21st century schools in three areas. Two other projects are currently underway, where decisions have been made to extend one school, relocate one school to a new building, and to close one school. By the time of completing these two projects, the Council will have closed 11 small schools, updated and extended two schools, and opened five 21st century buildings in four areas, including the Isle of Anglesey County Council's first net zero carbon building.

The projects completed thus far have:

- Had a positive impact on surplus primary school places on the island, with the current situation showing that 13% of surplus places belong to the primary sector in September 2022 (compared to 28% in 2011).
- Led to revenue savings via the school funding formula of close to £350k, and led to a reduction in current and projected maintenance costs of over £1.6m.

Both projects currently underway will lead to a further saving in current and projected maintenance costs of approximately an additional £1m.

By the time of completion for both projects underway (2024), it is estimated that around 25% of primary learners in Anglesey will be receiving their education in 21st century buildings.

The Estyn Report (June 2022) recognises that the Council is making good progress in modernising the organisation of schools:

“The authority has invested in a range of capital projects during the first stages of the Welsh Government's 21st Century Schools programme. They are making good progress in ensuring suitable schools of the appropriate type in the appropriate locations to meet learners' needs.”

The Current Situation – Why Continuous Change is Required?

A High Percentage of Small Schools

Welsh Government, through the *Education (Schools) (Wales) Order 2014* defines small schools as schools with less than 91 pupils. Although the number of schools meeting the definition has decreased substantially over the past decade in Anglesey (based on September 22 numbers), there are still 17 (43%) schools on Anglesey considered to be small schools according to Welsh Government's definition.

The challenges that face small schools are:

- Teaching mixed age classes, including more than 2 or 3 age groups;
- A limited number of peers and sufficient challenge;
- Limited opportunities for social interaction;
- Challenges with recruiting and retaining staff;
- Excessive workload for staff with higher expertise who are required to support pupils with additional learning needs.

Whilst these challenges face schools, it is important to note that it is getting more difficult to balance the corporate budget each year.

Change in Demographic

It is clear from census data that the population of Anglesey has and continues to age. According to the 1981 census, 23% of the island's population was within the under 15 age group, with only 15% of the population aged 65 or older. By the 2021 census, the percentage of the population aged 15 and under had decreased to 16%, and the percentage of the population aged 65+ had increased to 26%. It is estimated by 2031 that the percentage of children under the age of 15 will have decreased to 13% with the percentage of people over the age of 65 increasing to 28%.

In January 2021, 5,177 pupils (Reception – Yr 6) attended Anglesey's primary schools, whilst 3,908 pupils (Yr 7 – Yr 12) attended Anglesey's secondary schools.

Based on the change in demographic noted above, it is estimated that these numbers will decrease to 4,264 primary pupils, and 3,219 secondary pupils by 2031. This amounts to a decrease of 913 primary pupils, and 689 secondary pupils. This corresponds to the need for approximately 7 less primary schools (based on the average of 130 pupils in each school), and one less secondary school (not considering the current surplus places).

The data also shows that less school-aged children between the ages of 3 and 15 in Anglesey speak Welsh compared to a decade ago. There was a decrease of 3.5% between 2011 and 2021. Usually, the ability to speak Welsh in this age group is higher than for every other age group.

Pupil Numbers

Whilst the percentage of surplus places at the primary schools has decreased substantially, the forecasts received from school headteachers estimate that primary numbers could decrease by a further 419 pupils by 2027. It will therefore be important that the number of surplus places continue to be assessed. Welsh Government defines 'a substantial number of surplus places' as 25% or more of the school's capacity. There are still 13 primary schools on Anglesey that meet this definition.

In the secondary, the percentage of surplus places (21%) is a concern ("relatively high" as noted in the Estyn Report). As a result of this, consideration will need to be given to reducing the number of secondary schools or changing the nature of the schools if to ensure the future of secondary schools in some parts of the county.

Financial Pressure

Global matters, including the war in Ukraine, an increase in energy costs and problems pertaining to supply chains have and continue to have a substantial impact on inflation. As a result, it is foreseen that the Council's budget would need to be increased of around £18m by 2023/24 for the same level of service to be offered. The Learning Service's budget accounts for circa 36% of the Council's net budget.

There is a substantial difference in schools' cost per pupil, with a range of £3,313 to £11,846 in the primary, and £5,148 to £6,440 in the secondary.

It could be argued that the fact that smaller primary schools receive what corresponds to additional funds to maintain the minimum staffing levels means that the largest schools that often serve the most disadvantaged areas receive less funds. This isn't sustainable for the future, especially if costs continue to rise. With the presumption calculated above regarding the change in demographic, pupil numbers will decrease again by 2031. The result of this is that it will be likely that more small schools will be protected, and as a result, there will be less funds to share between the remainder of the schools. This means that the variety in cost per pupil will increase.

Moving forward with the programme, it will need to be ensured that resources are used in a fair and efficient manner, and that the opportunity is utilised to ensure that the school funding formula is suitable considering the changes that arise through modernisation, as noted by Estyn.

Condition of Buildings

Welsh Government categorises the condition of school buildings on an A-D scale.

See below a definition of the different categories.

A – As new

B – Functionally safe and shows only minor deterioration

C – Operational but major repair or replacement needed in the short to medium term

D – A severe risk of failure

Whilst all of Anglesey's primary school stock has been assessed as condition grade 'A' or 'B' in exception to one school, 4/5 of Anglesey's secondary schools have been assessed as condition grade 'C'. This highlights the need for attention to the condition of our secondary school buildings.

Current and projected maintenance costs of schools are rising from one year to another. Costs of £22.3m were foreseen when the last assessment was completed in December 2021, with £9.3m in relation to the 40 primary schools and £13m in relation to the 5 secondary schools. The Council doesn't have the budget to undertake this work. This highlights the need to rationalise our stock of buildings, so that there are means to invest more in the remaining buildings.

Decarbonisation

In response to the climate change emergency, the Council is committed to being a net zero carbon establishment by 2030. In order to reach this target, the Council (and the whole public sector) faces multiple challenges and decisions to reduce carbon emissions and to respond to climate change.

At least 12/40 (30%) of Anglesey's primary schools are performing worse than normal in terms of energy efficiency, with three schools in the worst possible category.

Energy efficiency will need to be substantially improved in our stock of schools if to reach the target of being a net zero carbon establishment.

In light of the above, please note that this Modernising Learning Communities and Developing the Welsh Language Strategy has been constructed to:

- Establish school organisation that is suitable for the next thirty years to ensure the best opportunities for our children and young people to thrive and to utilise the world of work opportunities that are on the horizon;
- Continue to act to ensure that standards and provision at our schools are amongst the best;
- Ensure that the Council's resources are used effectively and efficiently by developing more equal organisation in terms of cost per pupil across schools and establishing a suitable pattern for post-16 education;

- Ensure that all schools set robust foundations to ensure that each learner reaches a level of proficiency in both languages that is relevant to their ability;
- Create the circumstances for leaders to succeed by ensuring sufficient time and support for them to lead and manage;
- Establish a system that ensures appropriate succession of school leaders;
- Ensure that the strategy contributes to the aims of the Wellbeing of Future Generations Act and contributes to 'Place Shaping'.

The Vision and Leading Principles

'A Learning Island with Learning Communities, a Learning Service and Schools as Learning Organisations'.

The Isle of Anglesey County Council has the ambition of ensuring that all our children and young people, despite their background and circumstances, achieve their full potential, enabling all learners to develop towards the four purposes of the curriculum, the aspiration for each child and young person in Anglesey.

The Learning Service's main principles are:

- Ensuring that all children in Anglesey achieve their full potential and have the best possible experiences.
- Ensuring that each child and young person is completely bilingual and can use Welsh and English equally at the end of their period at school.
- Community-focused schools, with stakeholders and partnerships contributing to this role. Preparing young people for future workforce needs by developing skills and digital experiences.
- Attracting the best staff to our schools to give the best experiences to our children.
- Operating in the most cost-effective, efficient, supportive and eco-friendly manner.
- Ensuring that the wellbeing and inclusion of learners is a priority and is core to any educational matter.
- Ensuring that decisions made today effectively contribute towards environmental and climate change matters.
- Ensuring a quality offer for post-16 pupils that is suitable for the future needs of Anglesey.

This will mean that all our children, young people and learners are:

- **Ambitious, capable learners**
- **Venturous, creative contributors**

- **Principled, knowledgeable citizens**
- **Healthy, confident individuals.**

The Sustainable Communities for Learning programme will be key to realising the ambitious vision above by ensuring effective schools of the right size, in the right locations, with a suitable teaching environment and led by inspirational leaders. To achieve this aim, the current situation will need to be reviewed and the best way forward considered, based on the requirements and nature of the needs.

DRAFT

Drivers for Change / Strategic Objectives

Standards – Providing the best education for young people in the financial climate we are in so that education can thrive following Covid-19 and respond to the future needs of Anglesey’s citizens.

The Authority wants to ensure the best possible outcomes for learners by ensuring that the system is suitable for this generation and future generations.

This strategy will address this, looking at creating the conditions so that headteachers, teachers and pupils succeed. The Authority’s experiences with smaller schools have confirmed that higher support than expected is required for some smaller schools, and this is clearer where there are concerns regarding the quality of leadership and/or quality of teaching in individual classes.

In smaller-sized secondary schools, it is a challenge to maintain the quality and breadth of the curriculum. In addition to this, the ability to retain specialist staff, especially in the core subjects and on a managerial level, is challenging.

As the new curriculum is embedding, golden opportunities are arising to establish cross-sector schools [3-16 or 3-18] that make the most of staff expertise and the opportunities to teach and learn across subjects. Cross-sector schools also provide opportunities to avoid the ‘decline in performance’ seen amongst learners as they transfer from primary to secondary.

Leadership and Management – Increasing capacity to develop effective leadership at our schools and to plan succession.

Effective schools are led well. Our successful schools have strong leadership on all levels, including governors.

The challenges attached to leading and managing a school have increased substantially, and the expectations continue to rise. Currently, many primary headteachers have a substantial specific teaching commitment, especially in the small schools. The headteachers of smaller schools also fulfil a variety of administrative tasks. Recruiting headteachers under these conditions is challenging.

Primary schools need to be of suitable size to have a headteacher who doesn’t teach for a substantial percentage of the time. This would give the necessary time to the headteacher to undertake key leadership functions within the school or federation, offering leadership experiences to members of staff and contributing towards succession planning.

Pupil Numbers / Surplus Places – Providing education that corresponds to the requirements of the island’s population. A reduction in surplus places to make efficient use of resources.

The island’s population is ageing. A fall was seen in the percentage of school-aged children (0-15) in the most recent census. If this continues to fall, a further decrease of 3% is forecasted in the percentage of the population ‘under the age of 15’ by 2031. As a result of this change in demographic, and the proven fall in the number of school-aged children living on the island, in addition to the further fall seen in headteacher forecasts for the next 5 years, it is important that the Council continues to monitor the number of surplus places, to ensure efficient use of resources.

In September 2022, nearly half of all of Anglesey’s primary schools met the Welsh Government’s definition of a small school (less than 91 pupils), whilst 33% of our primary schools met the definition of having a substantial number of surplus places (25% or higher of the school’s capacity). There was also one secondary school that met the definition of having a substantial number of surplus places, with 44% (427) surplus places.

The Sustainable Communities for Learning programme will address this by reviewing the future of each school based on area.

Wellbeing, Care and Health – Improving access to ensure wellbeing, care and health at our schools.

The Authority effectively engages with stakeholders including teachers, governors and parents to gather their views. As a result, wellbeing, care and health in our schools receives high and continuous priority.

Effective schools have safe environments for learners and staff, which also promote respect and diversity.

A well-designed school environment can improve the physical and mental health of children, in addition to improving the wellbeing of staff and making them feel that they are appreciated. There are currently 4 primary schools and one special school in an ‘A’ grade condition. It is anticipated that one further primary school will reach this category in 2023.

Well-designed and thoughtfully developed school grounds enrich opportunities to learn and play. Connection and contact with nature create more positive emotions and feelings of vitality, and less negative emotions; it also offers a release from mental fatigue, and the ability to concentrate for longer.

The Authority is committed to investing in a Community Focused Schools learning environment, by co-locating key services, and ensuring a stronger engagement with parents and carers outside traditional hours. The Council’s Community Focused Schools programme will address child poverty and mitigate its effects, including educational inequalities children experience as a result of living in poverty.

By investing in school buildings, we hope to create better facilities that learners and the wider community can use. This includes access to continuous adult learning, childcare and sport and leisure activities.

Post-16 Provision – Strengthening learner entitlement and experience for post-16 learners.

The Council operates the Post-16 Learning Partnership with Gwynedd and Grŵp Llandrillo Menai, and the Learning Partnership is responsible for commissioning post-16 provision to meet locally agreed curriculum requirements for education and training.

Although the Post-16 Learning Partnership has succeeded to rationalise provision, the current system isn't sustainable in terms of travel costs and small class sizes. Many classes currently have small pupil numbers. In the current financial climate, this isn't viable, cost-effective or sustainable. Additionally, as schools have already rationalised the number of non-viable courses, pupils spend regular intervals traveling from one school to another. The county's secondary school headteachers acknowledge the need to review the current situation.

As a result, consideration will need to be given to the future of post-16 provision in the county.

Buildings and Resources – Ensuring high quality and fit for purpose buildings and learning environments.

An inspection of school buildings denotes that severe deficiencies continue in many sites and buildings, especially in the secondary sector, which raises immediate questions regarding the long-term viability of some buildings. It isn't sustainable or possible to maintain a large number of ageing school buildings.

The number of school buildings will need to be rationalised in some areas where it is possible to combine two or more neighbouring primary schools because the space is available already at one of those schools. This would lead to financial savings, despite the need to transport the learners to another school. This will ensure that shrinking resources are used to improve the learning experiences of children rather than to maintain a building.

Anglesey is committed to ensuring that all school buildings meet the expectations of the 21st century, are fit for purpose, are in the right location, meet the needs of learners and are a resource for the community.

Curriculum for Wales – Ensuring that schools have the resources and the capacity to drive Curriculum for Wales forward successfully.

As the new curriculum continues to be developed and introduced from September 2022, it will be all important that schools have the resources to drive the new curriculum forward successfully, to meet the four main purposes of developing:

1. Ambitious, capable learners
2. Enterprising, creative contributors
3. Ethical, informed citizens
4. Healthy, confident individuals

The new curriculum is designed by teachers, responds to the needs of all young people, and constructed for a fast-changing world. It focuses on progress-based learning (rather than age-based), has a clear purpose of what needs to be achieved. Pupils learn about things that will help them every day and moves them forward in their learning when they are ready to do so, not because of their age.

This is more relevant than ever due to the different effects the Covid-19 pandemic has had on the learning of young people. There will be close collaboration between teachers and pupils to gain a good understanding of the progress levels of individual pupils.

Community Use – Expanding use of school buildings and facilities by parents, the community and older inhabitants.

The Council is eager to optimise use of resources and infrastructure to provide services to our communities. This means having flexible assets so that there are means for the community (including children, adults, and older people) to use the asset and the resources. This will support the resilience of communities and help avoid poverty. This is currently very important in the context of the cost-of-living crisis.

It is foreseen that a key aspect of the Sustainable Communities for Learning programme will be ensuring care provision for pre-school children on new school sites or on sites being adapted (to be managed with a partner in the local childcare sector) to provide care between 8:00am and 6:00pm for families, alongside nursery education, wraparound care and after school/holiday care clubs.

Decarbonisation – Ensuring that our schools are sustainable and contribute to the Council’s Net Zero agenda.

The Council is committed to being a net zero carbon service by 2030.

A key part of the journey to achieve net zero carbon will be to review the use and performance of all Council assets, ensuring the smallest possible carbon footprint whilst continuing to provide services to our communities.

Primary schools are the largest producers of carbon of all Council buildings, with secondary schools the second highest. Primary school carbon emissions in 2021/22 were equivalent to 30% of the emissions of all assets managed by the Council, whilst secondary schools were equivalent to 23% of the assets managed by the Council in the same period.

There is a substantial range in carbon emissions per pupil, with the highest being 2,079kgCo2e per pupil, and the lowest being 65kgCo2e per pupil. In this context, the smallest schools tend to be at top of the cohort.

The Council has already made a substantial saving in terms of carbon emissions via the plans of the Sustainable Communities for Learning programme, e.g., by combining four schools into one in the Rhosyr area. In 2018/19, altogether the carbon emissions of Bodorgan, Dwyran, Niwbwrch and Llangaffo schools were 100tCo2e. In 2021/22, Ysgol Santes Dwynwen’s carbon emissions were 26tCo2e.

Anglesey’s first net zero carbon building, via the Sustainable Communities for Learning Programme, will open in 2024, when the new Foundation Phase Unit of Ysgol y Graig is complete.

Any new building via the Sustainable Communities for Learning programme will be a net zero carbon building, and carbon emission implications will be an important consideration in assessing different options through the Sustainable Communities for Learning programme.

Financial – Ensuring that schools can operate effectively within the available budget. Aiming towards reducing the range in expenditure per pupil, ensuring more equal opportunity across schools.

A substantial range is acknowledged in funds per pupil the schools receive via the Delegated Schools Funding Formula. Some primary schools receive over double the average Anglesey primary school budget per pupil, and over three times more than some of the largest schools. This doesn’t make fair or efficient use of the funds available, and fairness and efficiency will need to be ensured in proceeding with the programme.

Inflation is likely to have a substantial impact on the Council’s finances for the coming years, and a raise in energy costs is also likely to substantially increase costs. This places substantial pressure on the finances available to provide services, and therefore it is more important than ever that funds are used efficiently and fairly.

As building maintenance and running costs increase, options will need to be considered to rationalise or close some buildings, so that a higher share of the funds is spent on learning, rather than on running and maintaining buildings.

The Welsh Language – Offering Welsh-medium and bilingual provision to all our learners.

The Authority operates a bilingual policy throughout all the county's schools. The aim is to develop pupils' abilities as bilingual learners by the end of formal education. Each of the county's educational establishments is expected to follow the Welsh language policy for schools that has adopted the principle that the Welsh language should be treated no less favourably than English, and that the island's inhabitants should be able to live their lives through the medium of Welsh if they wish to do so.

In light of this, any new scheme presented, such as projects deriving from the Sustainable Communities for Learning, are subject to the requirements of the language policy.

Our Welsh in Education Strategic Plan refers to the aim of increasing the proportion of pupils who receive their education in Welsh as a First Language up to the end of their time at secondary school. It is also intended to use childcare models to increase Welsh-medium childcare capacity on Anglesey. The childcare partnership model has the potential to be a key contributor towards Welsh Government's ambition of a million Welsh speakers by 2050. It will also be important on a local level to meet the objectives of our Welsh Language Promotion Strategy 2021-26.

Designing the Workforce

The education workforce must evolve to keep pace with the rapidly changing world and embrace the new opportunities these changes bring. The future is one in which learners will experience a wide range of interactions with adults, peers and with technology to support their individual learning needs.

International research demonstrates that leadership is second only to classroom teaching as an influence on learning and outcomes. All practitioners are leaders whether they lead learners, other practitioners or schools. We are committed to building leadership capacity by encouraging and supporting all practitioners to develop their own leadership potential and the leadership potential of others.

A progressive, practice-based, career-long development of leadership for all can be seen in the leadership development pathway. The pathway reflects national principles and strategies for leadership development and is consistent with the Professional Learning Model.



Quality teachers are the most important determinant of learner progress in schools. Teachers need to be supported in their own professional learning and have opportunities to collaborate with each other, have strong leadership support and have access to a range of experts to enable them to grow and provide the very best for all the learners in their care.

Modernisation of the workforce includes diversifying the workforce: teaching, learning, welfare, health and inclusion professionals, with different skill sets and experience levels, working together in teams to provide differentiated teaching and welfare support tailored to each child's individual needs. This, along with excellent school leaders and teachers, drawing from other sectors and the community, would provide learners with a greater connection to the world outside to ensure that there is alignment between the skills that children are learning and their relevance in the real world.

The role of the teaching assistant is key in schools. They are responsible for supporting children, ensuring that they get the most out of their school life and personal development in the classroom. They work one-to-one with pupils, as well as in groups, whilst also supporting the teacher in delivering lessons and activities. Through the Teaching Assistants' Learning Pathway, teaching assistants can develop their skills through a series of progressive, practice-based programmes, underpinned by the professional standards for teaching assistants.



Strong school leadership supports high impact approaches such as teacher collaborative learning. There should be a shift away from leaders focusing on administrative tasks. School leaders support a concept where the collective capacity of a group of people is the way forward as opposed to focusing on developing the skills of individuals to do their work better. By working collaboratively in learning teams, school professionals are encouraged to provide effective teaching through targeting of specialist expertise, on the job learning and support, increased instructional time, workforce motivation and support for inclusion.

School leaders are becoming more externally facing as teacher capacity grows to lead peer professional development. They increasingly look outward to draw in resources and expertise from wider sectors and networks, including other schools, community and external organisations. Successful school leaders are system leaders, providing peer school evaluation, acting as a critical friend, and coaching peers in their school improvement journey.

A learning community thrives in a diversified workforce - including networks of schools, education professionals and cross-sectoral partnerships. School staff directly involved in innovating and applying evidence of what works, and the resulting knowledge, data and evidence shared, create a system that cultivates learning, is able to learn itself, and adapts to change. A school with a community focus, and a workforce made up of a wide range of expertise, provides learners with a connection to the external world outside school, including work and the community, drawing support from increasingly professionalised specialists and vibrant school networks to improve teaching and learning. School professionals working together in a wide variety of teams providing greater opportunities for differentiated teaching around the individual needs of the learner.

Recruitment and retention of teaching and non-teaching staff is a challenge, especially in certain subjects, areas of expertise and those who are bilingual. We are committed to supporting the development of school staff and those interested in working in our schools. This includes working closely with universities and Initial Teacher Education partnerships to ensure that we are being proactive in responding to these challenges and are thus able to answer the needs of our children and young people.

Related Challenges

The need for capital investment

The cost of building new schools is expensive. Three new schools have been completed thus far through the Sustainable Communities for Learning programme, with the cost ranging between £5.6m and £10.352m. Additionally, building costs have increased substantially over recent months as a result of global events.

Whilst Welsh Government has contributed towards 50% of Band A projects, and 65% of Band B projects, it is required for the Council to contribute towards the remainder of the cost.

It is important that the Council takes advantage of the opportunity to attract external funds (grant) to improve the condition of our educational building estate. However, considering the financial challenge the Council is likely to face over the coming years, the Council will need to prioritise the related work.

In regards to prioritisation, it is foreseen that secondary provision will need to be remodelled over the coming years, whilst also operating other difficult decisions.

Difficult Decisions

Whilst implementing the strategy, it is likely that the Council will need to make difficult, often unpopular, decisions when considering the future of school organisation.

Where the Council proposes to make a regulated alteration, a consultation and an objection period will follow, which allows stakeholders to give their views on the proposal, and to make a new proposal. The Council will consider this feedback carefully before deciding on whether to change or to proceed with the original proposal. In addition to this, an Impact Assessment will be held, which will specifically consider how any proposal would have an impact on communities, equality, and the Welsh language.

Implementation Timetable

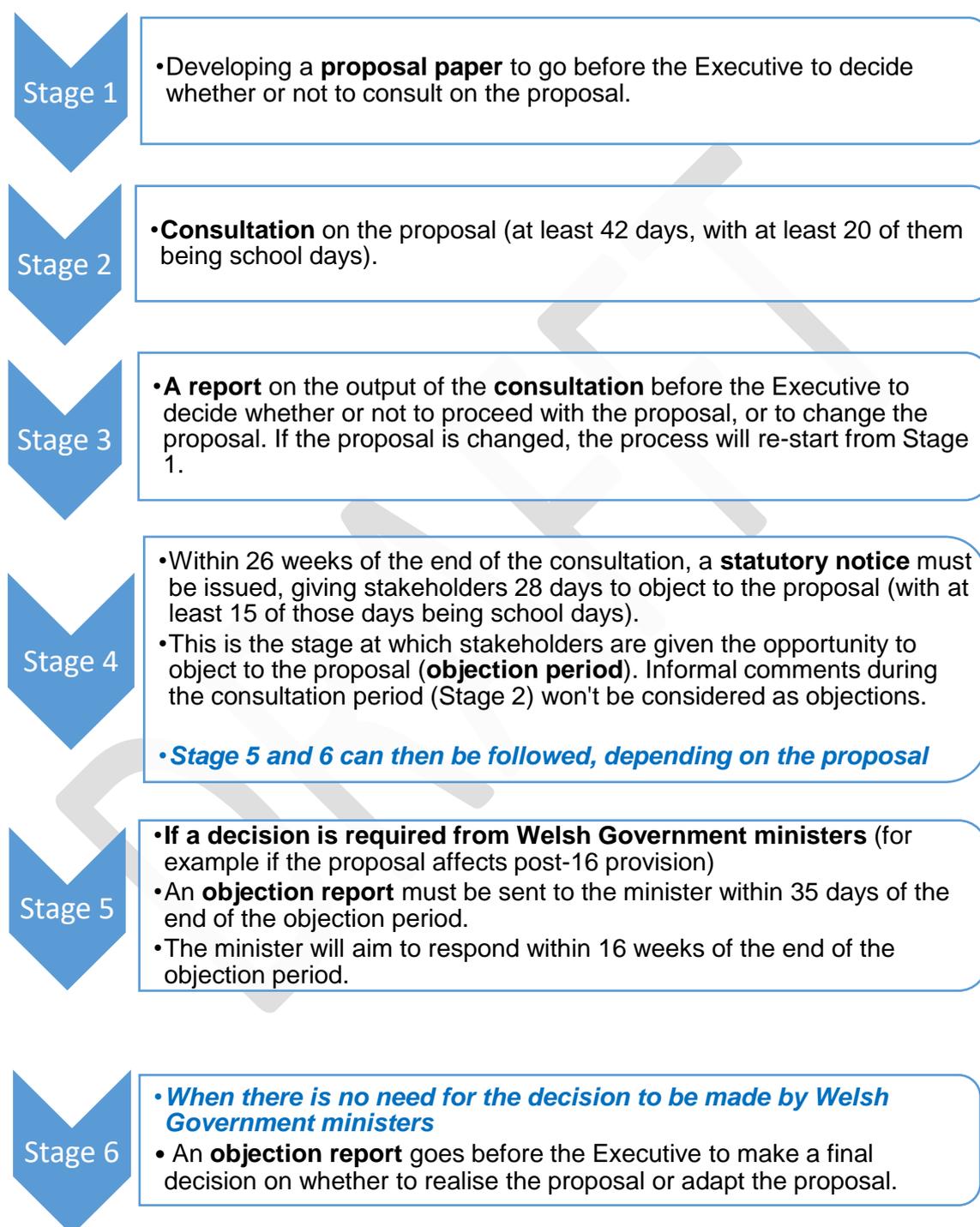
Implementation Period		
Stage 1 – 2023 onwards	Stage 2 – 2024 onwards	Stage 3 – 2025 onwards
<p>Continue to address the condition of our school buildings through the Sustainable Communities for Learning programme, considering different types of education provision, e.g. 3-16 or 3-18 schools.</p> <p>Look at improving the effectiveness of schools and ensure fair funding. Prioritising schools in areas with the highest number of surplus places and the highest cost per pupil.</p> <p>Research the possibilities to improve the effectiveness and efficiency of post-16 provision.</p>	<p>Continue to address the condition of our school buildings through the Sustainable Communities for Learning programme, considering different types of education provision, e.g. 3-16 or 3-18 schools.</p> <p>Continue to look at improving the effectiveness of schools, reducing the variation in cost per pupil, and reducing the number of surplus places (primary and secondary), whilst also considering options for federalisation of schools.</p> <p>Improve the effectiveness and efficiency of post-16 provision.</p>	<p>Sustainable Communities for Learning programme plans are realised.</p> <p>Plans are realised to respond to the challenge regarding the variation in cost per pupil and reducing the number of surplus places.</p> <p>Post-16 provision in its new form is operational.</p>

How will the Modernising Learning Communities and Developing the Welsh Language Strategy affect the experience of users?

- More community focus – more facilities (multi-purpose that can be used by the community in addition to the school), extended hours for use, more use by the community, community hub.
- Leadership – easier to appoint school leaders, more effective training, and more efficient meetings due to less participants.
- Staff collaboration – more opportunities due to being on the same site, e.g. co-planning, co-training, learning from each other, resource pooling opportunities, extra-curricular opportunities, catchment area working opportunities.
- Collaboration between children and young people – as part of teaching and learning, wider opportunities through a variety of teachers.
- Effective transition – strengthening familiarity with the children transferring, 3-16/18 opportunities, easy to swap primary and secondary teachers.
- Opportunities to develop and strengthen the Welsh-medium and bilingual provision in the classroom and in informal contexts.
- Opportunities to be more financially efficient – the Learning Service and individual schools.
- Governors are easier to appoint as there are less of them, and training and collaboration is more effective.
- Opportunities for more effective school administration and to develop catchment area business managers.
- More opportunities to develop technological systems and use of Hwb funds.
- Opportunities to develop buildings, including more effective maintenance.
- Environmental opportunities and less energy waste – net zero opportunities.

Legislative Process

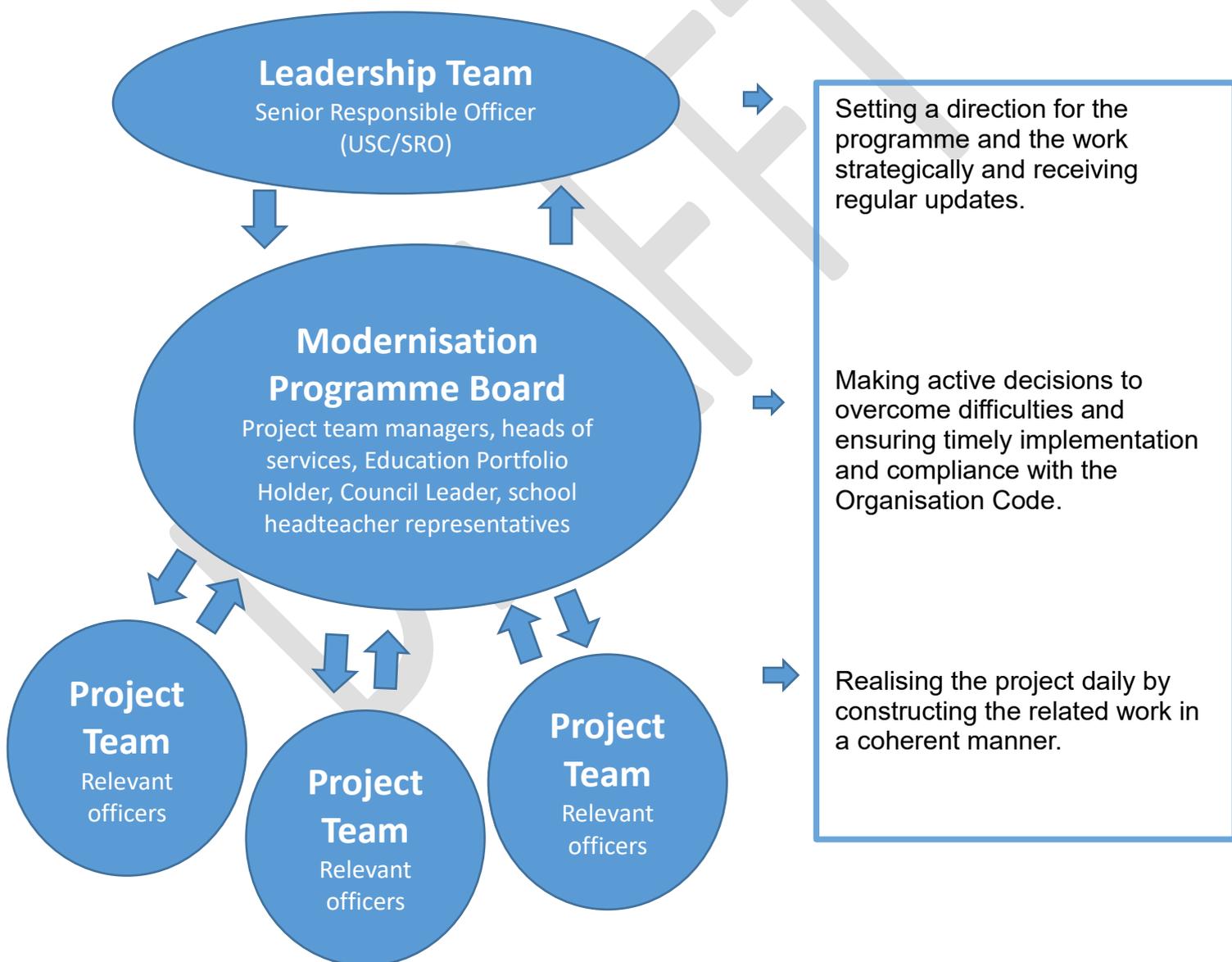
In line with the *School Organisation Code 2018*, the Council will follow the process below before implementing any plan considered to be a controlled change in line with the code's definition. There will be a simpler process to follow for any proposal that doesn't meet this definition.



Monitoring, Management and Governance

The principles of openness, integrity and accountability are relevant on all levels of governance. In the context of Learning Community modernisation and developing the Welsh language, this will include:

- Setting a clear purpose when funding the modernisation programme;
- Noting a suitable financial procedure;
- Monitoring the financial performance and the service of the modernisation board;
- Carefully considering the representation on the modernisation board;
- Maintaining audit access to support accountability.



The Principles of the Modernising Learning Communities and Developing the Welsh Language Strategy

The programme will:

- Clearly express its vision and purpose, ensuring clear alignment between the programme's vision and the general strategic objective and direction of the organisation
- Adopt and use professional programme management methodology
- Have a clear overview and appropriate governance arrangements in place
- Have clear criteria for how councillors and officers are involved in the programme
- Work closely with the community and other stakeholders in the process
- Ensure that benefits are clearly linked to better outcomes for the community
- Thoroughly consider and evaluate alternative options
- Develop robust business cases, with clear reasons for its decisions and will not base them only on financial advantage which could be subject to change
- Be clear regarding the risks concerned, with scrutiny proportionate to the risk
- Clearly show how the programme ensures value for money.

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ISLE OF ANGLESEY COUNTY COUNCIL	
Report to:	The Executive
Date:	21st of March 2023
Subject:	Housing Revenue Account Business Plan 2023-2053
Portfolio Holder(s):	Councillor Gary Pritchard
Head of Service:	Ned Michael
Report Author: Phone Number: E-mail:	Ned Michael 01248 752200
Local Member:	All Members

A – Recommendation/Recommendations and Reason/Reasons
<p>As per the requirement from Welsh Government we are required to submit our application for our Major Repairs Allowance (MRA) together with our 30 year Housing Revenue Account (HRA) Business Plan by the 31st of March in order to secure our annual MRA of £2.688m for 2023-24.</p> <p>Attached is the draft 30 year HRA Business Plan which once approved will undergo Corporate formatting to include photographs of some of our achievements over the last 12 months.</p> <p>I therefore recommend that the Executive approve:-</p> <p>R1. The Housing Revenue Account (HRA) Business Plan 2023-2053 to be submitted to Welsh Government.</p> <p>1.0 Background</p> <p>1.1 This Report and Business Plan has been prepared in conjunction with Officers from Housing and Finance Services, the Business Plan forms the primary tool for financial planning of the delivery and management of the Council’s housing stock.</p> <p>In particular, the Business Plan demonstrates:-</p> <ul style="list-style-type: none"> - how the Council brings all its stock to Welsh Housing Quality Standards – whilst there will remain to be some properties that are classified as ‘acceptable fails’; - how the Council intends to maintain and work towards the new WHQS and - the investment needed to finance our new council house development programme. <p>1.2 The Council, through its HRA, owns and manages 3,938 properties and 675 garages, across the Island. Throughout the period of this Business Plan we will see an increase in excess of 25% in our housing stock to over 5000 properties in order to meet the increasing local housing</p>

need. Currently we have over 900 people on the Social Housing waiting list which includes an unprecedented 85 households in temporary accommodation on the Island.

1.3 The HRA Business Plan (Appendix 1) contributes to all the fundamental themes within the Council's Corporate Plan. The main contribution is to the themes of Transforming Older Adult Social Care, Increasing our Housing Options and Reducing Poverty and Regenerating our Communities and Developing the Economy.

1.4 The HRA continues to be ring-fenced for the Council's Landlord functions which relate to the Council's housing stock. The ring-fencing of the account means that the Council may not subsidise council housing from the general fund.

2.0 Welsh Housing Quality Standard (WHQS)

2.1 The Council has achieved WHQS since 2012, we were the second Authority in Wales to achieve this standard.

The Welsh Housing Quality Standard states that all households should have the opportunity to live in good quality homes that are:

- In a good state of repair.
- Safe and secure.
- Adequately heated, fuel efficient and well insulated.
- Contain up-to-date kitchens and bathrooms.
- Well managed.
- Located in attractive and safe environments.
- As far as possible suit the specific requirements of the household, (e.g. specific disabilities).

2.2 We will be fully committed to meeting the new WHQS shortly to be agreed by Welsh Government and during 2022/23 carried out a stock condition survey on all of our housing stock, gaining access to 88% of the properties in order to ascertain our current baseline in preparation towards meeting the new standards.

3.0 Capital Programme 2023-2024

3.1 Capital programme has been estimated at £9.7 million has been included within the Business Plan. This includes provision for external works, fire risk works, asbestos, disabled adaptations and energy efficiency works. The budget also allows for achieving full WHQS compliance by targeting acceptable fails, environmentals.

3.2 Energy and Decarbonisation Work

We continue to engage with the District Network Operator (DNO) for permission to install multiple Solar PV systems on a number of our properties. We intend to continue with this programme during 2023/24 and £1.0m has been earmarked in the budget to target a further 250 installations which would contribute positively towards both energy efficiency and carbon

reduction targets. Following acceptance of the survey we will conduct an evaluation and investment planning exercise to evaluate energy performance, carbon reduction targets and Energy Pathway compliance in anticipation of WHQS 2023 expectations.

3.3 A provision of £6.963 million has been included within the revenue budget for repairs and maintenance works (responsive repairs)

3.4 In addition £8.749 million has been budgeted for in 2023-24 for the development programme of new Council housing and acquisition of former council housing on the Island. The Business Plan assumes a development programme of 45 units in 2023-2024 and throughout the period of the Business Plan.

4.0 Financial Model and Assumptions

4.1 The HRA Business Plan must be supported by a 30 year financial model which is submitted to Welsh Government.

The Business Plan is accompanied by a sensitivity analysis, which demonstrates the robustness of the plan. These are based on key assumptions and parameters set by Welsh Government, and predict the resources available and required to maintain WHQS, the capacity for the new build programme, and aims to provide assurances on the long term sustainability and financial viability of the HRA.

4.2 On the 17th November 2022 the Welsh Government confirmed that as the CPI for September 2022 was 10.1% which falls outside the range of 0% to 3% and therefore means current annual rent uplift of CPI + 1% did not apply, the Minister with responsibility for Climate Change would determine the appropriate change for Social Housing Rents for 2023/24.

The Minister determined that the maximum annual rent uplift across the whole of the stock would be up to 6.5%.

Whilst 6.5% would be the maximum increase allowable, it was expected that the Authority's decision on rent increase must equally consider the needs of landlords and affordability of rents for tenants.

4.3 The business plan has been stress tested to take account of the risks both individually and together and that the business plan remains viable over the 30 years period of the plan.

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

N/A

--

C – Why is this a decision for the Executive?
--

The Executive have delegated authority to approve the HRA Business Plan.
--

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

Yes

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

Yes

Dd – Assessing the potential impact (if relevant):

1	How does this decision impact on our long term needs as an Island?	
2	Is this a decision which it is envisaged will prevent future costs / dependencies on the Authority? If so, how?	
3	Have we been working collaboratively with other organisations to come to this decision? If so, please advise whom.	
4	Have Anglesey citizens played a part in drafting this way forward, including those directly affected by the decision? Please explain how.	
5	Note any potential impact that this decision would have on the groups protected under the Equality Act 2010.	
6	If this is a strategic decision, note any potential impact that the decision would have on those experiencing socio-economic disadvantage.	
7	Note any potential impact that this decision would have on opportunities for people to use the Welsh language and on treating the	

Dd – Assessing the potential impact (if relevant):	
	Welsh language no less favourably than the English language.

E – Who did you consult?		What did they say?
1	Chief Executive / Leadership Team (SLT) (mandatory)	Supportive of the plan.
2	Finance / Section 151 (mandatory)	Supportive of the plan.
3	Legal / Monitoring Officer (mandatory)	Supportive of the plan.
4	Human Resources (HR)	N/A
5	Property	N/A
6	Information Communication Technology (ICT)	N/A
7	Scrutiny	
8	Local Members	
9	Any external bodies / other/s	

F - Appendices:
HRA Business Plan 2023-2053

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



Foreword

It is appreciated that Anglesey is a safe place and that the majority of residents feel safe and are very satisfied with their home. There is a strong community ethos in rural areas, villages and towns, with the rate of loneliness being amongst the lowest in Wales.

The Council remains fully committed to work with Welsh Government and partners to react to the local housing challenges.

Introduction

The aim of the Housing Revenue Account Business Plan, which will be referred to in the document as the HRA, is to plan ahead to ensure that a financially viable plan is in place for the Council Housing stock.

The HRA finances all of the Council's operations in its role as registered social landlord which includes maximising rental income collection in order to finance the day to day maintenance, planned improvement works, estate management whilst maximising Tenant Participation to influence our priorities.

The HRA has a Council Housing Development Team which is responsible for increasing our housing stock in order to contribute towards meeting the need for affordable housing with varying tenures across the Island.

The Council will continue to maintain a statutory, ring fenced HRA and account for income and expenditure on council housing separately from Council Fund income and expenditure.

This Business Plan confirms the Council's commitment to

- maintaining Welsh Housing Quality Standards,
- delivering our development programme for new build Council homes,
- tackling areas where performance and service outcomes need to be improved, driving further service improvement for our tenants,

- delivering services for our tenants which offer value for money, during a period of unprecedented financial hardship, ensuring that there is adequate provision to best mitigate the effects of the cost of living crisis on local communities, by giving them the tools to help themselves rather than creating a dependency culture, and
- increasing accountability through increased engagement with staff, the Senior Leadership Team, Elected Members and key stakeholders.

Through reading this plan you will gain assurance that the HRA is being managed efficiently and effectively.

Our Vision is:

“Ensuring that everyone has the right to call somewhere home”

Quality, Affordable and Accessible Homes

which is based on our service values that underpin our work and drive the delivery of our services, as follows:-

- being customer focused and accountable
- providing value for money
- working in partnership
- being innovative in our approach

Our Priorities will be:

- Continue to invest in our current homes in order to meet WHQS phase II
- Build new energy efficient homes with ‘A’ energy performance ratings to meet the recognised housing need
- Reduce the requirement for emergency accommodation units by providing permanent homes for individuals who currently reside in such accommodation

The Plan aims to provide confidence to funders, tenants and Elected Members that HRA resources and services are managed efficiently and effectively.

Further information on all aspects of this plan is available from the Head of Housing Services, Isle of Anglesey County Council, Council Offices, Llangefnï, Anglesey, LL77 7TW. E-mail Housing@anglesey.gov.uk

Our areas of responsibilities are:

- Council Housing – including maintenance, allocations, building new properties , Anti-social behavior
- Council’s Housing Revenue Account, rent collection
- Welfare Rights and Financial Inclusion
- Planned Maintenance Works for continuous improvement of our properties

- Homelessness
- Housing Support Grant
- Social Housing Register
- Affordable Housing – including new developments with Housing Associations, Help to Buy Scheme
- Empty Homes in the private sector
- Disabled Facilities Grant
- Tackling Poverty
- Gypsy & Travellers
- Plan to re-locate vulnerable refugees – Ukranian, Syrian and Afghan families

National and local context

The Council Corporate Plan provides a framework for all services to work and has housing as a prominent enabler of achieving this. This document also provides a framework for services to work together to achieve a common goal.

Below this document are many Strategies which feed into and facilitate achieving the above Plan.

Joint Local Development Plan Gwynedd and Mon 2011-26

The Joint Local Development Plan for Gwynedd and Mon was adopted in July 2017. This is a development strategy for a period of 15 years for the land use which focuses on sustainable development. This document steers the development of new housing on the Island, as well as other uses. This Plan is currently under review.

Ynys Mon's Welsh Language Promotion Strategy

The vision for the [Welsh Language Promotion Strategy](#) is that:

- Residents able to afford to live and set up homes in their local communities
- A shared sense of involvement and pride amongst residents in our vibrant, truly bilingual community
- The Welsh language prioritised in local economic development, housing and planning schemes

Well Being of Future Generation Act

The Future Generations Commissioner describes housing as the corner stone of the wellbeing of individuals, families and communities.

The Well-being of Future Generations Act gives us the ambition, permission and legal obligation to improve our social, cultural, environmental and economic well-being and requires public bodies in Wales to think about the long-term impact of their decisions, to work better with people, communities and each other, and to prevent persistent problems such as poverty, health inequalities and climate change.

The Well-Being of Future Generations (Wales) Act 2015, places a duty on public bodies to seek to achieve the well-being goals and objectives in everything they do.

Decarbonisation

The Environment (Wales) act 2016 places a duty on Governments to reduce carbon emissions, in Wales this is set to be at least 80% by 2050. The report commissioned in 2019 Better Homes, Better Wales, Better World July, 2019 gives 7 recommendations for WG to lead on which states that

‘Wales has some of the oldest and least thermally efficient housing stock in the UK and Europe. 32% of the Welsh housing stock was built before 1919, when there were no construction standards in terms of thermal performance. Just 10% of Welsh homes were built in the last 18 years, during which time energy performance requirements have changed dramatically.’

Welsh Government’s recent Plan “Prosperity for All: A Low Carbon Wales has a whole chapter on buildings based on all tenures and that residential buildings is the highest emissions sources as a Welsh total.

The Council have previously declared a climate emergency and our work within this area will form part of the decarbonisation agenda.

Re-imagining social building in Wales Modern Methods of Construction Strategy for Social Housing, February 2020

A Strategy which set outs the expectations relating to the production of homes built using Modern Methods of Construction which encourages complimenting traditional construction methods with new technologies and approaches.

Renting Homes (Wales) Act 2016

This Act aims to make it simpler to rent a home and protect tenants’ rights. In general, the Act replaces all current tenancies and licences with just two types of occupation contract; secure or standard. At present it is anticipated that all new and existing tenancy agreements will need to be re-issued. The Act also creates new rights for victims of domestic abuse, for people in shared houses and for tenants needing repairs to be carried out.

Welsh Government Race Equality Action Plan

Welsh Government has acknowledged that urgent action is needed in promoting a vision for Wales where everyone is treated as an equal citizen and as a Council we have contributed to the consultation document which will lead to the implementation of a Race Equality Action Plan. Our Housing Strategy will promote the overall aim of ‘ensuring that all members of our Society are able to live in decent and affordable homes which meet the diversity of people’s needs’.

North Wales Population Assessment

The North Wales Population Assessment is a review of the care and support needs of the population in North Wales, including the support needs of carers. It was produced by the six North Wales Councils and Betsi Cadwaladr University Health Board (BCUHB) supported by

Public Health Wales, to meet the requirements of the Social Services and Wellbeing Act (Wales) 2014 (the act).

Housing Need and how this will be addressed through new development

Information provided in this section sets out the housing need data for the Island, and is correct as of March 2022.

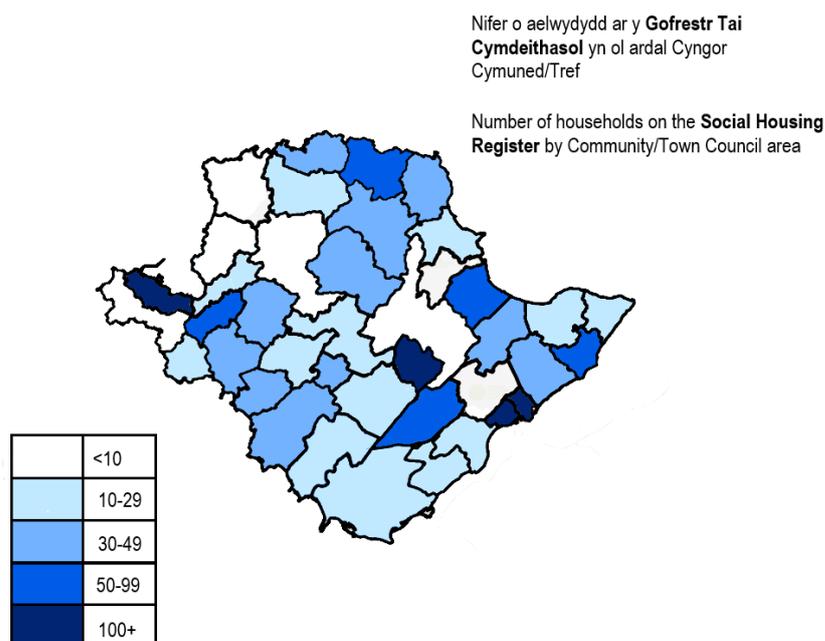
Social Housing Register Information:

There are currently 908 applicants on the Social Housing Register with the majority requiring 1 and 2 bedroomed general needs and older person’s properties.

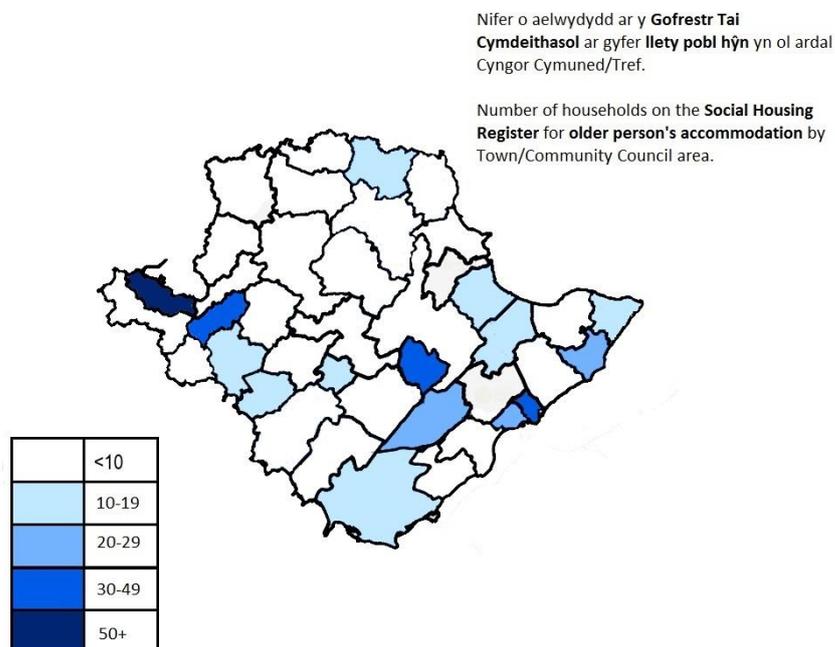
Table 1: Social Housing Register Waiting List by type and number of bedrooms required

	1 bed	2 bed	3 bed	4+ bed	Total
General Needs	381	210	100	59	750
Older Person’s Accommodation	124	30	4	0	158
TOTAL	505	240	104	59	908
%	56%	26%	11%	7%	

The demand for social housing can be seen in the map below, with demand being highest in Caergybi, Llangefni, Menai Bridge, Llanfairpwll, Amlwch, Valley, Llanfair ME, Llanfihangel Ysgeifiog and Beaumaris. Please note that some applicants are on the waiting lists of more than one area.



The demand for older person's social rented accommodation can be seen in the map below. It appears that the demand for older person's accommodation such as bungalows and age designated flats is also highest in Caergybi, Llangefni, Menai Bridge and Valley.



Existing Social Housing Stock Information:

The table below shows the current social housing stock information for the Island, including general needs, extra care, older person's accommodation and supported accommodation.

Table 2; Current Social Housing Stock by Registered Social Landlord:

	1 bed	2 bed	3 bed	4 bed	5 bed	6 bed	7 bed	8 bed	TOTAL
Isle of Anglesey County Council	751	1414	1678	80	12	3	0	0	3938
Grwp Cynefin	131	217	224	19	3	1	0	1	596
Clwyd Alyn	108	140	82	12	0	0	0	0	342
North Wales Housing	23	75	60	6	1	0	0	0	165
TOTAL	1000	1809	2046	108	16	4	0	1	4984
%	20.1%	36.3%	41.1%	2.2%	0.3%	0.1%	0.0%	0.0%	

The Social Housing Grant (SHG) programme is the main capital grant provided by Welsh Government for the provision of affordable housing. It is used to fund housing schemes that meet local housing need and priorities as identified by the Local Authority (LA).

Isle of Anglesey has the following indicative Social Housing Grant budget, which is shared between the Council as a Stock Retaining Authority and its RSL Partners (Clwyd Alyn, North Wales Housing and Grŵp Cynefin).

Table 3 below outlines the SHG provision provided for Anglesey Community Housing landlords

2022/23	2023/24	2024/25	TOTAL
£8,013,632	£8,814,995	£8,414,313	£25,242,940

The Social Housing Grant Budget has been fully allocated over the **next three years**, and it is anticipated that it will fund a total of **380 additional new affordable homes** on the Island (52 LA and 328 RSL homes). In addition the Local Authority is planning to build an Extra Care Older Person facility for up to **40** residents.

There are an additional **99** dwellings being built / planning stage, by the local authority which is being funded by the HRA rather than the Social Housing Grant.

TACKLING POVERTY AND SUPPORTING TENANTS WITH THE COST OF LIVING CRISIS

Housing Services are leading on tackling poverty and cost of living efforts for Anglesey residents, regardless of tenure. Tackling poverty delivery is undertaken by our internal Welfare Rights Team and Financial Inclusion Team alongside our commissioned service to CAB Ynys Mon.

Covid-19 recovery planning was underway when we were informed by Welsh and National Government that we were to face a cost of living crisis.

As a stock retaining local authority landlord in Wales, we have pledged to ensure no evictions from social housing should tenants in financial difficulty engage with our housing officers.

Financial Inclusion

The Financial Inclusion team consists of a Senior Financial Inclusion Officer, 2 x Financial Inclusion Officers working within Housing by providing financial support, budgeting advice and affordability advice to Council and private tenants to develop their financial capability. Their aim is to increase the ability of the tenants to successfully manage their money, minimise financial risk and provide access to affordable financial services to help them sustain their tenancy. Whilst working within the communities, the officers take the opportunity to raise awareness on the effects of Universal Credit, fuel and food poverty.

Canolfan J.E. O’Toole Centre

The Welfare Rights Service is based at the J.E. O’Toole with a small long serving team consisting of 3 full time Advisers, one Admin Officer and the Team Leader.

The Centre supports; unemployed people, the sick and disabled, lone parents, pensioners, carers and those on low wages by providing advice and help to claim the right benefits. This includes tax credits and discretionary payments, maximising incomes, explaining how benefits are affected when circumstances occur, applying for grants, discretionary payments and reductions, helping clients to appeal incorrect benefit decisions and dealing with other benefit related problems. This includes support for fuel poverty.

During 2023-24, our Corporate tackling poverty strategy will be reviewed. This review will ensure our tackling poverty efforts continue to address Covid-19 recovery and the ongoing cost of living crisis.

Some of our other current and future poverty-related activities includes;

- Continuing with our warm spaces plans. This has been highly effective on some of our most off-grid housing estates
- Continuing with our vision to develop more community growing spaces.
- Utilising our communal spaces to continue delivering on events and sessions which are attributed to supporting tenant wellbeing and tackling cost of living challenges.



Our O'Toole and Financial Inclusion Team at a recent Holyhead Cost of Living event

Rental Income

The Housing Services relies on its rental income to ensure business continuity by preserving the revenue streams. In order to do this it is important to maximise the rental income to provide the best possible services to tenants and Anglesey residents.

The Housing Services Department currently manages 3938 dwellings which amounts to an estimated rental income of £20.9m and 675 garages for a total estimated to £323k of income.

Annual Rent Increase

On the 17th November 2022 the Welsh Government confirmed that as the CPI for September 2022 was 10.1% which falls outside the range of 0% to 3% and therefore means current annual rent uplift of CPI + 1% does not apply, the Minister with responsibility for Climate Change would determine the appropriate change for Social Housing Rents for 2023/24.

The Minister determined that the total maximum annual rent uplift across the whole of the stock would be up to 6.5%.

Whilst 6.5% would be the maximum increase allowable, it was expected that the Authority's decision on rent increase must consider the needs of landlords and affordability of rents for tenants equally.

As the Welsh Government decided to suspend the Target Rent Bands again for the financial year 2023/24, the decision was taken to provide an increase to all tenants up to the annual threshold amount of 5% to apportion the increase fairly and limit the individual increase per tenant. By applying this increase, we will generate approximately £998k of additional annual rental income.

Currently 2714 of the Council's tenants (70%) will face no additional hardship as a consequence of the proposed rent increase and service charges, as they are in receipt of full or part Housing Benefit or in receipt of Universal Credit. Tenants who are not in receipt of housing benefit will have to meet the rent and service charges, unless of course they become eligible for benefit, following the increase.

In addition, the Council has decided to set aside a 'Rent Support Scheme' fund for the provision of supporting tenants paying rent in full and who may be in financial difficulty as a result of the increase.

Households considered to be in need of assistance with their rent will be able to apply or be referred to the scheme.

Using the 51 week collection, the proposed rent increase for 2023/24 will be an average weekly increase of £4.97. This will increase the average weekly rent from £99.58 to £104.55.

Table 4 below provides an overview on our housing stock profile

Types of Dwellings	Total	Percentage of Stock	Average Rent 2023/24
Bedsits	8	0.20%	£76.48
1 Bed	743	18.87%	£91.03
2 Bed	1410	35.81%	£101.70
3 Bed	1675	42.53%	£112.16
4/5 Bed	95	2.41%	£121.15
Intermediate Rents	7	0.18%	£110.96
Total	3938	100%	

Rent and Service Charges Consultation

During the 3rd quarter of 2023/24 financial year, we will carry out a full consultation with our tenants and staff to have their views on rent and service charges setting.

By being transparent and involving tenants, leaseholders, staff and elected members from the start of the process will ensure that an understanding on how we set rents and how the income derived will be/is to be invested.

The consultation will be done via different methods of communication through face to face, letters, website and social media. This will provide reassurance to our tenants as well as build trust whereby decisions are made fairly.

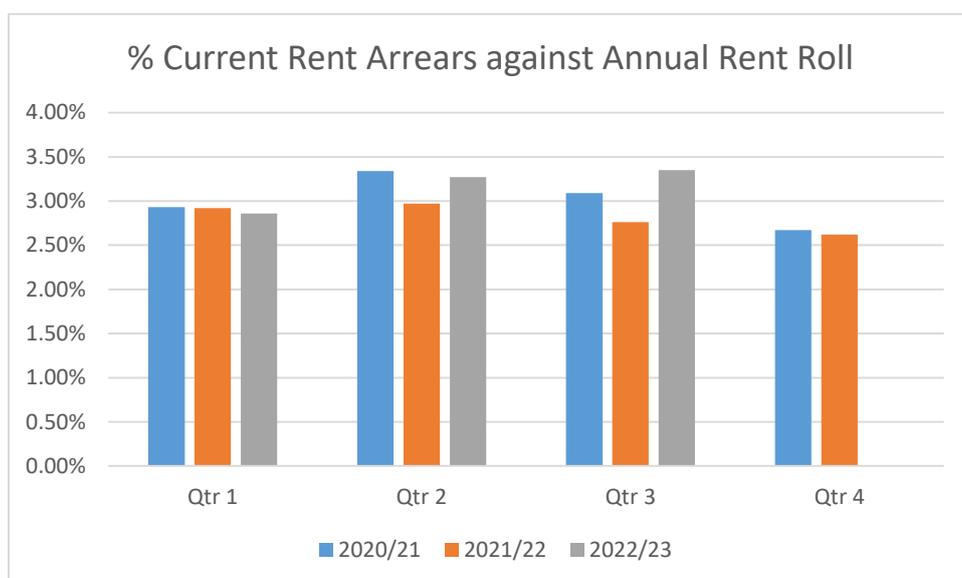
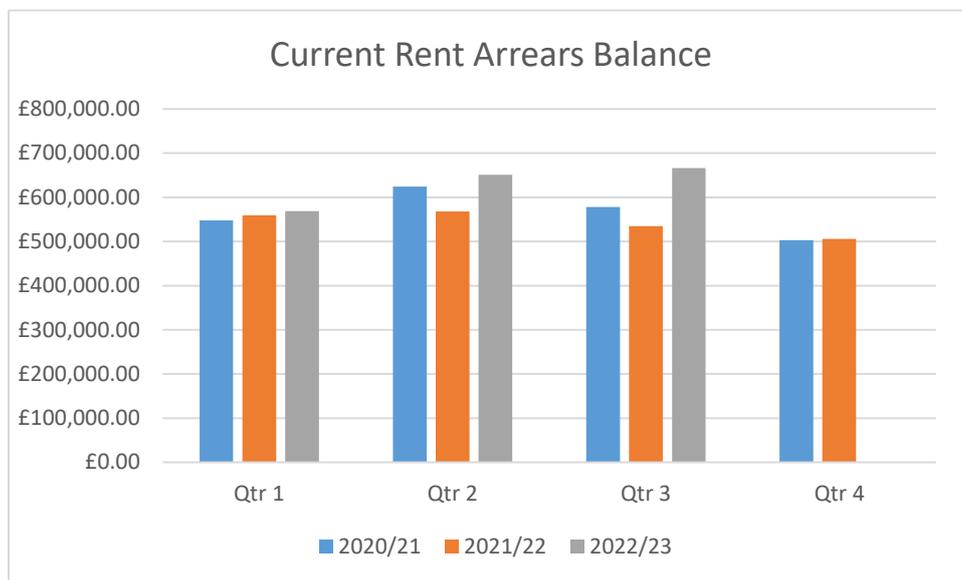
Rent Arrears

As at 29th January 2023 the total rent collected as a percentage of the total collectible is 99.47% and the total current tenant arrears is £651K (3.26%) with the former tenant arrears amounting to £275k (1.38%).

The rental void loss percentage as at 29th January 2023 stood at 1.84% (£300k).

The arrears have been increasing over this financial year, several factors are taken into consideration, the rise in cost of living and impact on tenants, gradual increase in Universal Credit claims and staffing shortages, the income recovery team have been down two officers from June 2022 with other staff allocated additional duties in implementing the changes to Renting Homes Wales Act 2016.

Since December 2022 there is a full team of 6 officers and one senior officer. The officer patches have also been updated to allow better efficiency



In comparison with other Local Authorities, Isle of Anglesey County Council's Arrears are recorded as the lowest at the end of Qtr1 and Qtr2 (2022/23).

Arrears Profile

The profile of the number of arrears cases in each band has changed in recent months with the number of cases over £1000 increasing significantly. The limitations on taking possession proceedings earlier on in the pandemic and more recently due to changes in legislation in Renting Homes Wales has meant that the number of cases rising into the £2k and £3k band has also increased.

Table 5 below provides an overview on the number of households that are in a particular level of arrears.

	2022 -2023			
	Qtr1	Qtr2	Qtr3	Qtr4
<= £0	2064	1818	2089	
>0 - £499.99	1406	1611	926	
£500 - £999.99	209	230	224	
£1000 - £1999.99	115	135	159	
£2000 - £2999.99	33	27	29*	
£3000 - £3999.99	5	10	11	
£4000- £4999.99	0	0	0	
£5000+	1	1	2*	
Total in Arrears	1769	2014	1351	

Payment Profile

The number of Universal Credit claims have increased with tenants being furloughed, seeing a reduction in hours or losing work. The total number of UC claimants has doubled since the start of the pandemic, resulting in an increase in arrears due to the five week delay in receiving the first payment. The number of UC claims continue to gradually increase and will continue to do so until UC migration is fully implemented by 2024.

	2022 -2023			
	Qtr 1	Qtr 2	Qtr 3	Qtr 4
Number of HB Cases	1640	1601	1552	

Number of UC Cases	1190	1241	1258	
Number of APA's	440	511	551	
No. of UC Cases with Arrears	841	958	781	
No. of HB Cases with Arrears	344	368	251	

Legal Proceedings & Evictions

Possession proceedings had changed following the introduction of the Coronavirus Act 2020, extending Notice periods for up to 6 months. Although the Act came to an end on 25th March 2022, the impact on an increased number of cases with higher debt has remained. In addition, proceedings have been on hold since Dec'22 due to implementing the Renting Homes Wales Act.

Welsh Government requested that Local Authority's sign up to a pledge of 'No evictions into homelessness'. Evictions have always been a last resort so the impact of this is likely to be minimal. There have been no evictions in the last two financial years.

Looking Ahead

- The arrears team will continue to provide support around Universal Credit to reduce the impact on tenants.
- We will continue to make full use of the Mobyssoft software in tackling rent arrears and its reporting tool to identify trends. This will enable officers to intervene with cases at a much earlier stages to avoid higher cases of arrears.
- Regular meetings with Senior Management to discuss high end and complex cases to find further solutions.
- The Senior Arrears Officer will continue to meet monthly with other North Wales RSL's and LA's income teams to share performance, discuss and share working practices.
- Maximise tenants income by taking advantage of all the support funds available, such as DHP, DAF, poverty funds, etc and improving household financial resilience.
- We are attending & contributing to the bi-monthly meetings with other Local Authorities throughout Wales on rent arrears. These meetings are being chaired by Welsh Government where performance indicators are provided by each LA to compare and discuss good practices or any concerns.
- Although it may be difficult for officers to take a 'balanced' approach in tackling rent arrears, the emphasis by Welsh Government to adopt the principle of not evicting into homelessness for Social Tenants will make it easier for officers to ensure that the right support is given to the tenant rather than taking the approach to evict.

Financial Inclusion

Tackling the effects of welfare reform and more recently, the Cost of Living crisis, remains to be a high priority for the Head of Housing and on a Corporate level and is shown in how we have prepared and invested in key areas to mitigate the impact.

We have a Senior Financial Inclusion Officer and two Financial Inclusion Officers working within Housing by providing financial support, budgeting advice and affordability advice to Council and private tenants to develop their financial capability. Their aim is to increase the ability of the tenants to successfully manage their money, minimise financial risk and provide access to affordable financial services to help them sustain their tenancy.

The introduction of further government initiatives and support packages, along with pre-existing support and provision in areas of food banks, fuel poverty, DHP's and DAF funds provides more tools for the officers to deal with any future referrals.

TENANTS PARTICIPATION AND ENGAGEMENT

Digital Tenants Portal (DTS) - Work on the Digital Tenants Portal is ongoing. By January 2023, we should be in a position to be testing the portal with a small group of tenants throughout the month. Any learning or issues identified will be resolved prior to the full roll out.

Online housing application - Our online housing application development is underway and in partnership with Corporate IT. The ambition is that the housing application will be embedded onto our new Corporate CRM to which will interface with Orchard, thus allowing housing applicants to apply online. This, in turn, will also reduce phone call traffic and reduce the use of paper.

Re-commencing face to face tenants participation

We have successfully completed 10 clean-up days this year. Clean-up days will recommence from April 2023;

Completed areas:

- Llanfaes
- Ffordd Beibio a Nimrod Walk, Holyhead
- Ffordd Lligwy & Tyn Coed, Moelfre
- Maes Geraint, Betws Geraint & Bron Ffinnan, Pentraeth
- Pencraig & Bro Tudur, Llangefni
- Bryngwynt, Well Street & Brickpool, Amlwch
- Waterside, Holyhead
- Maes Llewelyn & Min y Mor, Aberffraw
- Tre Ifan & Cae Ifan, Caergeiliog
- Maes Meurig, Gwalchmai

These events are a great way of engaging with tenants as it gives us the opportunity to discuss and raise awareness of Tenant Participation opportunities. Share information about Renting Homes Wales Act and any other engagement or consultation that's currently underway.

Who attends these events?

TP Officer, Waste Management Officer for the area, Rent Officer, Estate Management Officer, PCSO, Elected Members, Maintenance Operatives with a box van to transport and support tenants with large items and the Energy Wardens to support tenants with anything financial.

Our aim for 2023-24 is to;

- consult and complete our Local Tenants Participation Strategy
- Continue with our efforts to support tenants that are struggling due to the Cost of Living crisis
- Develop more community growing spaces within our estates
- Achieve our annual tenants participation action plan

STAR survey

The survey was carried out between November and December 2021. Paper self-completion questionnaires were distributed to every household, followed by a reminder approximately three weeks later for all those that had not yet replied. In addition, email invitations and reminders were sent to every valid email address on the Councils records, plus a text invitation and reminder to all mobiles. The survey was incentivised with a free prize draw. At the time of writing the 2022 Housing Revenue Account Business plan, the following detailed information was not available.

In total 1,511 tenants took part in the survey, which represented a 40% response rate (error margin +/- 2.0%). Almost a third of the total number of responses was collected online (467). Please note that the survey results were weighted by age and stock type to ensure that they were representative of the tenant population on the main demographic and geographic characteristics.

Overall tenant satisfaction with Isle of Anglesey County Council's services had fallen by a statistically significant margin from 88% in 2019 to 85% in 2021, including a 6% fall in the proportion that were 'very' satisfied.

This pattern is not unusual, however, with many landlords experiencing similar falls when compared to before the COVID pandemic. Indeed, the benchmark median across all landlords in North Wales was 82%, and on average only 77% for Welsh local authorities.

The biggest changes in satisfaction were in the ratings for the home, repairs and maintenance and neighbourhood, being those aspects most liable to pandemic disruption.

It was positive to find a significant improvement in trust amongst tenants compared to 2019 (83%, up from 77%), with the proportion that actively disagreed remaining very small (7%).

The most influential demographic trait in virtually all tenant surveys is age, so it is no surprise that the most satisfied tenants overall were those of retirement age (87% satisfied), whilst the lowest rating was 75% amongst 35 - 49 year olds. This meant that tenants in sheltered accommodation were the most satisfied (94%), following by OAP designated housing (88%) and general needs (82%).

The majority of tenants were satisfied with the quality of their home (82%), although satisfaction had fallen by a statistically significant 4% since 2019.

However, other post-pandemic surveys conducted by ARP Research in recent months have demonstrated similar reductions in this score, so despite the four-point fall the Council's result continues to compare favourably to other local authorities (benchmark 75%), and on par with North Wales as a whole.

A greater proportion of respondents were satisfied with the safety and security of their home (90%) and was nine points above the median of 81% amongst other Welsh local authorities.

Both the quality and safety/security of the home were key drivers of overall satisfaction.

Most respondents were satisfied that the Council was easy to deal with (81%), a core STAR survey question that is known as a 'customer effort' score, for which the benchmark median amongst ARP Research clients in Wales is 82%. This was another key driver of overall satisfaction.

Tenants were equally positive about both having a say in how services are managed and their opportunities to take part in decision making (65% v 64%), with only 13% - 12% respectively being actively dissatisfied. These scores were considerably higher than the average achieved by other Welsh local authorities, both being in the top quartile.

The Council's satisfaction scores are high compared to both regionally, and against other local authorities across Wales. The pandemic appears to have reset many of the baselines for tenant satisfaction, with few landlords returning to pre-pandemic levels.

[Survey of tenants and residents \(STAR\) \(gov.wales\)](https://gov.wales/star)

For our 2023 STAR survey, we aim to commission a provider to deliver on this and are at the stage of attracting quotes. Our aim is to deliver during the Summer of 2023.

Capital Investment Programme

Planned Maintenance Programme for 2023-24

The Planned Maintenance Programme for 2023/24 shown in the Table 1 below which is valued at £9.7 million (excluding new developments) earmarks the capital resources which have been incorporated in the Business Plan. The programme is underpinned by independently collected stock condition data and will contribute towards our Housing Management Strategy and the Corporate Asset Management Strategy.

Table 6 - This Public Sector Investment Programme forms part of the Corporate Capital Plan for 2023/24.

Public Sector Investment Programme	2023/24 (£ '000)
Internal WHQS Works and Asbestos	1,700
Commitments on current contracts & Traditional Planned Maintenance Programme	4,450
Fire Risk Management	400
Central Heating Works	1,250
Environmental Works	500
Energy/Decarbonisation Works	1,000
Public Sector Adaptations	400
	9,700
Financing	2023/24 (£ '000)
Major Repairs Allowance	2,688
Revenue Contribution	5,990
WG Optimised Retrofit Programme	872
WG Grant Fire Risk	150
	9,700

Internal Investment Plan

The budget allocates the sum of £1.7m in order to tackle WHQS refusals, capital elements upgraded at change of tenancy and for the continued replacement of kitchens, bathrooms and re-wiring systems as they reach the end of their life cycles.

This above budget allocates £500k towards a contract awarded for the replacement of 80 kitchens which did not form part of the original core WHQS programme.

Traditional Programme External Planned Maintenance

The total budget allocated for traditional Planned Maintenance work is £4.45m which includes carried forward commitment on schemes currently on site or awarded during 2022/23.

During 2023/24 we will continue to target improving the energy efficiency of our homes in the following locations:

- Maes Cynfor, Cemaes Bay Phase 1: Completion of works commenced during 2022/23
- Maes Cynfor, Cemaes Bay Phase 2
- 55-62 Tyddyn To, Menai Bridge, Erw Hywel, Llandegfan and Joint Houses, Brynteg
- Morrison Crescent, Holyhead

The general scope of the work to be undertaken or currently on site typically involves re-roofing to include the installation of Solar PV, the application of an insulated render system, replacement windows and doors where appropriate, external works to include paths, fencing and boundary walls.

Home improvements in all the schemes mentioned above will significantly improve the comfort and appearance of the homes and, where applicable, make them more affordable to heat. Our Traditional Planned Maintenance contracts focus on improving the external fabric of dwellings and will continue to form the basis of our capital investment plans moving forward.

Fire Risk Management

To ensure continued compliance with the Regulatory Fire Reform Order 2005 we have allocated the sum of £400k towards upgrading and/or renewal of fire-fighting equipment and fire detection systems to comply with fire risk assessments.

Investment plans for 2023/24 allows for completing the retrospective installation of fire suppression systems in 2 of our medium rise blocks, namely Glan Cefni, Llangefni and Maes y Coed, Menai Bridge. Successful completion of this proposal will ensure that our 4 medium rise tower blocks benefit from sprinkler fire protection systems.

In addition, we will work towards establishing and commencing a 3 year programme of replacement 1 hour fire doors during 2023/24.

Central Heating Works

During 2023/24 we have allocated a budget of £1.25m to replace approximately 500 natural gas boilers which are at least 15 years old in accordance with Business Plan expected life cycles.

Energy and Decarbonisation Work

We continue to engage with the District Network Operator (DNO) for permission to install multiple Solar PV systems on a number of estates. Regretfully, due to network capacity issues, obtaining DNO permission to install systems is not straightforward

We intend to continue with this programme during 2023/24 and £1.0m has been earmarked in the budget to target a further 250 installations which would contribute positively towards both energy efficiency and carbon reduction targets.

Environmental Works

The WHQS Environmental Standard requires homes to be located in “attractive and safe environments to which residents can relate and in which they can be proud to live.”

A total of £500k is allocated towards environmental improvements in 2023/24. A significant proportion of this budget will be utilised to continue with the programmed demolition of

garages which are no longer viable to maintain. This programme will deliver environmental improvements in connection with parking, improving safety and generally improving the visual appearance of specific areas. In addition, the budget will be utilised for targeted estate improvements and upgrading treatment plants owned and operated by Housing Services.

Adaptation Work in the Public Sector

The budget includes a sum of £400k for major adaptation works for the disabled. Typical examples of work include installing stair lifts, level access showers, ramps and extensions

WHQS Compliance and WHQS 2023 / Decarbonisation

We are satisfied that all properties, wherever practically possible, meet WHQS standards apart from those that are refused or those who meet the acceptable fail criteria. Improvement work on properties previously the subject of tenant refusals are done automatically at change of tenancy. We can only consider noting an acceptable fail if the cost of the work to rectify is impractical from an economic perspective.

During 2022/23 Housing Services appointed Savills to undertake a full Stock Condition Survey in order to fully inform decision making as part of annual HRA Business Planning. The survey includes for:

- Collecting stock condition data
- Assessment of properties against WHQS including draft WHQS 2 expectations
- Energy rating survey
- Housing Health and Safety Rating System
- Financial forecasting in connection with repairs, improvements and programmed renewals

The survey will provide independent verification whether or not we continue to meet original WHQS's.

From a carbon reduction and energy efficiency perspective the Energy Rating Survey to collect current RdSAP 10 data will provide a strong foundation for investment planning and future compliance with proposed WHQS 2023 targets. After a period of careful review we expect to adopt full survey findings, conclusions and financial implications during Q4 2022/23.

Following acceptance of the survey we will use Savills' comprehensive survey, improvement option evaluation and investment planning methodology to evaluate energy efficiency, carbon reduction targets and Energy Pathway compliance. This is a PAS 2035 compliant process that identifies, prioritises and evaluates improvement measures.

On completion of the above we will establish longer term expenditure programmes to address WHQS 2023 targets in connection with energy efficiency and decarbonisation.

Financing Capital Work planned for 2023/24

Our Capital Investment Programme is partly funded by Welsh Government and we receive an annual **Major Repairs Allowance (MRA)** which contributes towards reaching and maintaining WHQS. During 2022/23 we received MRA in the sum of £2.67 million towards financing our capital investment programme.

During 2022/23 Housing Services were awarded £393k Welsh Government funding from the Medium and High Rise Residential Building Remediation Capital Grant Fund. The work

involving Compartmentation and Fire Suppression Systems at all 4 of our medium rise tower blocks continues on site and we expect that funding in the sum of £150k will be carried forward to 2023/24.

The budget also includes Optimised Retrofit Programme 3 funding in the sum of £872k which represents half of our provisional award for 2023/24 and 2024/25.

The remainder of the £9.7m budget will be funded by revenue income.

Procurement and Community Benefits

Major contracts procured by Housing include Targeted Recruitment & Training, Wider Community Benefits and Supply Chain Opportunities.

Key elements include:

- Training and recruitment
- Local supply chain opportunities
- Wider community benefits linked with the local area
- Completion of Value Wales Community Benefit Measurement Tool on contract completion

All capital tender opportunities are advertised via the sell2wales procurement portal. The Housing Services vision is to ensure that local contractors and supply chains are given every opportunity to compete for annual and framework capital contracts. Awarding local will contribute towards reducing the carbon footprint of our investment plans whilst promoting job creation and retention.

Other Investment Opportunities – Increasing Housing Supply

Modern method of construction in social housing

The majority of the houses will be built using Modern Methods of Construction (MMC) as defined by the Welsh Government (WG) in its social house building strategy 'Re-imagining social house building in Wales'. This means that most of the new stock will be built using timber or other sustainable materials with a view to reducing the use of more traditional 'brick and block' methods which contain a high level of embodied carbon. MMC systems can include the following:

- Timber frame construction
- Passivhaus standard construction (highly insulated timber frame structures)
- Modular construction

IoACC have made full advantage of WGs recent Innovative Housing Grant Programme to construct new houses using the Passivhaus standard. This ensures a continuous shell of insulation throughout the building and ensures that there are no thermal bridges that contribute to heat loss. Heat is also re-circulated through the property using a mechanical ventilation heat recovery (MVHR) system which reduces heat-loss and optimises the use of naturally occurring heat in the property. The following diagram shows some of the basic principles used in the construction method.

The IoACC are currently building 30 Passivhaus standard new homes in Holyhead.

The images below show the Llaingoch estate in Holyhead being built, the first picture shows the panelised timber frame elements that were constructed off-site being lifted into place

before being fixed together. The second picture shows the same block of 4 flats in an advanced state.



STAFFING (INFOGRAPHIC)

Female	91
Male	77
<25	17
26-34	44
35-44	39
45-54	34
55-64	32
65+	2

Our workforce development plan is in place and focuses on continuing to improve skills and knowledge within the department. An analysis to be undertaken on succession planning for staff who will retire within the next 5-10 Years. The plan also focuses on staff who are keen to aspire into Management roles.

We have identified that circa. 36 officers are 60 Years of age or will be 60 within the next 5 Years. Whilst the National retirement age is 67 Years, as a department, it is important we agree on succession planning.

We have one Community Housing Apprentice approaching the end of Year one and an advertisement for a new apprentice is underway.

Hybrid working is fully embedded. Most officers work from our offices 3 days per week. A small % work full time from the office.

Chartered Institute of Housing – two staff members have successfully completed the Chartered Institute of Housing qualifications and two other staff members have commenced the qualification in October 2022.

Corporate Responsibilities

We have Corporate responsibilities which include Safeguarding, Data Governance, Performance Management, Welsh Language, Business Continuity, Managing Staff Absences, Emergency Planning and Health & Safety. All of these aspects are frequently reviewed.

Staffing challenges within Community Housing

Persistent staff challenges throughout the last 3 Years have now been resolved. We have successfully recruited for our Assistant Welfare Rights Officer role (this has taken 3 Years) and we are almost up to full staffing compliment.

Our Housing Support team have faced some recruitment challenges due to contracts being short term.

During this Year, x 4 customer services officers have moved onto pastures new. Given this, our emphasis has been on recruiting and training new officers.

Staffing challenges within Technical Services

Since restructuring the Technical Services and the Housing Maintenance Unit in 2016 we have faced increasing difficulties in recruiting and retaining electrical and heating engineers. At one stage during 2022/23 we had 6 vacancies for these certified posts. It was apparent and evidenced that salary rates were more competitive in the private sector and in Housing Associations operating in North Wales. During 2022, in order to ensure that we are able to deliver and maintain essential and statutory services, existing salary bands were reviewed in consultation with HR and Finance.

As a result of the above, following review of job descriptions, subsequent evaluation and consultation with staff, electrical and heating engineers together with trade supervisors have been re-evaluated resulting in a higher salary. We are confident that this step will enable us to address obstacles with these filling empty posts.

In addition, our commitment to giving apprenticeship opportunities has proved very valuable and during 2023 we hope that 3 apprentices engaged during the launch of the scheme will successfully complete their courses and move into full time employment with the HMU.

Moving forward, Housing Services recognise that the staffing structure for delivery of capital investment will require review during 2023 in order to address WHQS 2 together with zero carbon targets and expectations.

FINANCIAL POSITION

Five Year Capital Programme

	2023.24	2024.25	2025.26	2026.27	2027.28
	£000	£000	£000	£000	£000
CAPITAL EXPENDITURE					
Welsh Housing Quality Standard Improvements	9,700	10,185	10,490	10,805	11,129
Development Schemes & Acquisitions	8,749	19,450	16,234	10,026	10,326
Other	0	510	0	0	0
Total Expenditure	18,449	30,145	26,724	20,830	21,455
FINANCING					
External Borrowing	0	17,250	18,000	13,000	14,500
Major Repairs Allowance	2,688	2,688	2,688	2,688	2,688
Revenue Contributions	14,761	8,207	6,036	5,142	4,267
Other Capital Grants	1,000	2,000	0	0	0
Total Financing	18,449	30,145	26,724	20,830	21,455

Five Year Revenue Budget

	2023.24	2024.25	2025.26	2026.27	2027.28
	£000	£000	£000	£000	£000
INCOME AND EXPENDITURE ACCOUNT					
Income					
Dwelling Rents	21,051	21,806	23,345	24,031	25,022
Voids	-358	-371	-397	-409	-425
Net Rents	20,693	21,435	22,948	23,623	24,597
Non Dwelling Rents	247	254	262	270	278
Charges for services and facilities (net of voids)	196	200	204	208	212
Contribution towards expenditure	116	116	116	116	116
Other Income	214	218	223	227	232
Expenditure					
Repairs and maintenance	-6,963	-7,212	-7,573	-7,948	-8,276
Supervision and management	-4,174	-4,257	-4,343	-4,429	-4,518
(Increase)/decrease in provision for bad debts	-316	-305	-327	-312	-325
Debt management costs	-19	-24	-34	-43	-51
Net cost of services	9,994	10,425	11,476	11,711	12,265
Interest payable, including amortisation of premiums and discounts	-4,412	-5,743	-7,283	-8,808	-10,295
HRA investment income	-23	-47	-46	-46	-46
Surplus / (deficit) for the year	5,559	4,634	4,146	2,857	1,924
STATEMENT OF MOVEMENT ON THE HOUSING REVENUE ACCOUNT BALANCE					
Surplus / (deficit) for the year on the HRA Income and Expenditure Account	5,559	4,634	4,146	2,857	1,924
Capital Expenditure funded by the HRA	-14,761	-5,057	-3,536	-3,142	-1,767
Increase / (decrease) in the HRA balance for the year	-9,201	-422	610	-286	157
Housing Revenue Account balance Brought Forward	10,146	945	522	1,133	847
Housing Revenue Account balance Carried Forward	945	522	1,133	847	1,004

Underlying Financial Assumptions

Financial assumptions for the Business Plan are based on the following information

- Inflation is calculated using the Government's target rate of 2% per annum.
- It is assumed that expenditure on maintenance and new construction will increase by 1% above the inflation target each year.
- It is anticipated that rents will increase 1% above inflation per annum
- The provision for bad debts is forecast to be 1.5% in 2023/24 to take into account increases in utility costs and the roll out of Universal Credit, reducing by 0.1% every 2 years until the level returns to the 0.6% level attained prior to the introduction of Universal Credit.
- Losses due to voids are expected to be 1.7% per annum.
- The capital plan is based on the latest Stock Condition Survey, with component replacements being carried out as per schedule of component life cycles. A new stock condition survey is currently being produced.
- It is assumed that a development programme of new build and acquisitions of former council houses will continue. From 2024/25 45 units are expected to be delivered (30 new build and 15 acquisitions) each year. There will be an additional 50 unit extra care housing scheme (plus 14 residential units) being developed at a cost of £17m completing 2025/26.
- The plan allows for maximum borrowing of 6.5 times income.
- Other than the capital grants awarded during 2023/24 and the receipt of a grant from ICF towards the extra care facility in 2025/26 is assumed that the HRA will fully fund the development programme for the duration of plan.
- The interest rate on credit balances is assumed to be 0.5% per annum. New borrowing is assumed to be over 50 years at an interest rate of 4.2%.
- It is assumed that debts will not be re-paid early
- Other income includes feed in tariff income (National Grid), commission from selling insurance, sewerage charges and recoverable repairs.

Treasury Management Policy

The Council has adopted a one-pool approach for loans which means that the costs of borrowing are averaged between the general fund and HRA in proportion to their respective capital financing requirement

Photographs below – these will be combined into the main report once it has been approved and sent to the graphic designer



A Housing run warm space in Bro'r Ysgol, Bodedern





New estate opening day – Erw'r Lon yr Ysgol, Llanfachraeth



Llaingoch housing development, new estate completed July 2022- Holyhead

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PRAWF BUDD Y CYHOEDD

PUBLIC INTEREST TEST

**Cais Cymhleth am Grant Cyfleusterau i'r Anabl /Complex Disabled Facilities Grant
Application**

Paragraff(au) 12, 13,
Paragraph(s) 12, 13,

Atodlen 12A Deddf Llywodraeth Leol 1972
Schedule 12A Local Government Act 1972

Y PRAWF – THE TEST

Mae yna fudd y cyhoedd wrth ddatgelu oherwydd /

Mae budd y cyhoedd mewn datgelu gan fod disgwyliad o dryloywder mewn perthynas â materion sy'n ymwneud â phrosesau gwneud penderfyniadau'r Cyngor Sir, yn enwedig lle mae'r penderfyniadau hynny'n effeithio ar all daliadau cronfeydd cyhoeddus.

There is a public interest in disclosure as there is an expectation of transparency in respect of matters relating to the decision making processes of the County Council, particularly where those decisions impact on the disbursement of public funds.

Y budd y cyhoedd with beidio datgelu yw /

Mae'r adroddiad hwn yn cynnwys gwybodaeth am gyflyrau iechyd unigolion, oedrannau, amgylchiadau teuluol a bro'r eiddo y mae'r unigolion yn byw ynddo; Mae'r wybodaeth hon, ar y cyd, yn debygol o adnabod yr unigolion.

Gwasanaethir budd y cyhoedd mewn peidio â datgelu drwy osgoi'r tebygolrwydd y byddai datgelu yn arwain at adnabod unigolion neu'n arwain at ddatgelu unigolion mewn ffordd a fyddai'n torri darpariaethau di-ddatgelu Deddf Diogelu Data'r DU 2018.

This report contains information about individuals' health conditions, ages, family circumstances and the locality of the property in which the individuals live; this information, collectively, is likely to identify the individuals.

The public interest in not disclosing is served by averting the likelihood that disclosure would result in the identification of individuals or result in the disclosure about individuals in a way that would breach the non-disclosure provisions of the UK Data Protection Act 2018.

Argymhellad - Mae budd y cyhoedd wrth gadw'r eithriad o bwys mwy na budd y cyhoedd wrth ddatgelu'r wybodaeth. Page 2

Recommendation - The public interest in maintaining the exemption outweighs the public interest in disclosing the information. Page 124

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Document is Restricted

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