



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

GŴYS A RHAGLEN

SUMMONS AND AGENDA

ar gyfer

for an

**CYFARFOD CYFFREDINOL
O GYNGOR SIR
YNYS MÔN**

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

ar

on

**DYDD MAWRTH
23 MAY 2023**

**TUESDAY
23 MAY 2023**

→ am 10:30 o'r gloch ←

→ at 10:30 am ←

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. MINUTES

To submit for confirmation, the draft minutes of the meeting of the County Council held on the 9 March 2023.

2. DECLARATION OF INTEREST

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

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

4. NOTICE OF MOTION PURSUANT TO RULE 4.1.13.1 OF THE CONSTITUTION

- **To submit the following Notice of Motion by Councillor Llinos Medi: -**

"We as Anglesey County Council wish, in principle, to invite the URDD National Eisteddfod to Anglesey in 2026. The Eisteddfod is one of the main youth events throughout Europe and there is no better place than Anglesey to stage a Welsh event for the young people of Wales."

- **To submit the following Notice of Motion by Councillor Dafydd Rhys Thomas: -**

"We are calling on Welsh Government to re-visit the decision to bring the BES3 financial assistance to an end on 24/07/23 for public buses. This funding is of essential importance to safeguard bus services on the Island."

5. PRESENTATION OF PETITIONS

To receive any petition in accordance with Paragraph 4.1.11 of the Constitution.

6. THE LEADER OF THE COUNCIL'S ANNUAL REPORT FOR 2022/23

To consider the Council Leader's Annual Report in accordance with Paragraph 4.1.11 of the Constitution.

7. GWYNEDD AND ANGLESEY PUBLIC SERVICES BOARD WELL-BEING PLAN 2023-28

To submit a report by the Chief Executive.

8. CORPORATE SELF-ASSESSMENT 2023

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

ISLE OF ANGLESEY COUNTY COUNCIL

Minutes of the meeting hybrid meeting held on 9 March 2023

- PRESENT:** Councillor Dafydd Roberts (Chair)
Councillor Margaret Murley Roberts (Vice-Chair)
- Councillors Geraint Bebb, Non Dafydd, Paul Ellis, Jeff M Evans, Neville Evans, Douglas Massie Fowlie, Glyn Haynes, T LI Hughes MBE, John Ifan Jones, A M Jones, G O Jones, Dyfed Wyn Jones, Llinos Medi, Euryrn Morris, Llio Angharad Owen, Derek Owen, Gary Pritchard, Dylan Rees, Alun Roberts, Keith Roberts, Nicola Roberts, Ken Taylor, Dafydd Rhys Thomas, Ieuan Williams, Robin Williams, Liz Wood and Arfon Wyn
- IN ATTENDANCE:** Chief Executive,
Deputy Chief Executive,
Director of Function (Council Business)/Monitoring Officer,
Director of Function (Resources)/Section 151 Officer,
Director of Education, Skills and Young People,
Head of Profession (Human Resources) and Transformation,
Head of Regulation and Economic Development,
Head of Housing Services,
Head of Adults' Services,
Human Resources Manager (CW) (for item 13 only),
Legal Services Manager (RJ) (for item 13 only),
Solicitor – Corporate Governance and Contracts (MY) (for item 14 only),
Committee Officer (MEH).
- ALSO PRESENT:** Mr John R Jones (Chair of the Standards Committee) observer.
- APOLOGIES:** Councillors Carwyn Jones, R LI Jones, Jackie Lewis, Pip O'Neill and Alwen Pennant Watkin.

1. MINUTES

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

- 6 December, 2022
- 26 January, 2023 (Extraordinary).

2. DECLARATION OF INTEREST

The Chief Officers declared a personal and prejudicial interest in Item 13 – Pay Policy Statement 2023 and left the meeting during discussion and voting thereon.

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

The Chief Executive read out a joint statement by the 2 Sisters Company and Unite Union, which was received before the meeting, which noted that to date there have been no viable

alternatives but to close the factory at Llangefni. The statement notes that in the best interest of all the workforce that a winding down period be as short as operationally possible, and the intention is for the last date of production to be the 31st March.

The Chair made the following announcements:-

- Congratulations extended to Mr Wil Stewart who is a Warden at the Breakwater Park in Holyhead on being recognised for his work by the Future Generations Commissioner recently.
- Congratulations extended to Mr Owain Evans from Llangefni, a former pupil of Ysgol Llangefni who was a member of the Wales Under 20's rugby squad in the six nations recently.
- Congratulations extended to Casi Evans from Penysarn, a pupil at Ysgol Syr Thomas Jones, Amlwch who represented Wales' Football team Under 17's in a competition in Portugal in February. She played against Serbia, the Czech Republic and Portugal.
- Congratulations to Bodedern Young Farmers Club who competed in a national entertainment evening at Pontio last weekend.
- Congratulations to Anglesey Youth Choir for winning at the North Wales Choir Festival – Young Voices recently.
- Congratulations to everyone who took part in the Anglesey Half Marathon recently.
- The Chair wished to thank the children of Anglesey who walked through the towns and villages to celebrate St Davids Day on March the 1st. He thanked Menter Iaith Môn for arranging the processions and to MônActif staff for their support.
- Best wishes to Mr William Young from Holyhead who is performing the role of 'Lennie' in the production of 'Of Mice and Men' at Birmingham Theatre. William is a former pupil of Ysgol Bodedern and has been member of the Hijinx Theatre North Academy since 2014.

* * * *

Condolences were extended to the family of Mr Llyr Bryn Roberts who worked in the Social Services Department.

Condolences were extended to any Member of the Council or Staff who had suffered a bereavement.

Members and Officers stood as silent tribute.

4. PRESENTATION OF PETITIONS

No petitions received.

5. NOTICE OF MOTION PURSUANT TO RULE 4.1.13.1 OF THE CONSTITUTION

Submitted – the following Notice of Motion by Councillor Llinos Medi:-

'Anglesey County Council call on the Welsh Government to hold an urgent review into the resilience of the link between Anglesey and the mainland. The situation in Anglesey is unique to any other area in Wales as there are only two links, not only to arrive at the busiest port in the UK, but so that residents of the island can live their lives from day to day. There is a need to ensure that the residents of the island can gain access to work, education and emergency services. Also, there is a need to ensure an economic connection to the island from a tourist perspective as well as the Freeport application. The economic future and the welfare of Anglesey residents is dependent of this link.'

Councillor Dafydd R Thomas seconded the Motion.

Councillor Aled M Jones said that he supported that urgent view is needed into the resilience of the link between Anglesey and the mainland and the effects sustained by local residents and the residents of Anglesey when the Menai Suspension Bridge was closed at short notice. Councillor Jones recommended that an amendment be made to Motion that pressure be put on Welsh Government to compensate the businesses in Menai Bridge together with free parking for a year be in the car parks that the Authority is responsible for so as to encourage people to the shops that have been affected.

Councillor Derek Owen seconded the amendment.

The Leader of the Council responded that negotiations are still on-going as to the support for the businesses in Menai Bridge as the required works on the Menai Suspension Bridge has yet to be finished. She considered that the review into the resilience of the link between Anglesey and the mainland is different issue.

The Chief Executive said that a case has been forwarded to the Minister for Economy at Welsh Government for support for businesses in Menai Bridge following work undertaken to collate information and a review with businesses in the Town. However, the case for compensation has been refused as Welsh Government policy is not compensate businesses that have been affected due to road closures.

The Chair said that following legal advice, he considered that the Motion put forward by the Leader and the amendment by the Opposition Group are different issues and under two separate Ministers within Welsh Government. As Chair he rejected the amendment to the Motion.

The Leader said that support has been received by all the emergency services as to the review of the resilience of the link between the Island and the mainland. She further said that there is a need to ensure that the residents of the island can gain access to work and also for the future generations to be able to access links with the mainland.

Following a unanimous vote:-

The Motion was carried.

6. RELEASE OF COUNCIL BALANCES TO FUND ADDITIONAL PAY COSTS IN SCHOOLS

Submitted – the report of the Director of Function (Resources)/Section 151 Officer in relation to the above.

The Portfolio Member for Finance, Corporate Business and Customer Experience said that there is a funding shortfall in school budgets due to the cost of the pay award for teaching and non-teaching staff. The assumption was that pay would increase by 2.5%, for both

category of workers, however, the pay award, which is recommended to Welsh Government by an independent pay body, set the pay award at 5%. The Executive recommended 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.

It was RESOLVED that a further £1.7m from general balances be released to address the additional costs faced by schools.

7. TREASURY MANAGEMENT MID-YEAR REVIEW 2022/23

The report of the Director of Function (Resources)/Section 151 Officer as presented to the Executive on 2 March, 2023 was presented for the Council's acceptance.

It was RESOLVED:-

- **to accept the Treasury Management Mid-Year Review 2022/2023.**
- **to approve the change in counterparty limit to other local authorities as per section 5.3 of the report.**

8. TREASURY MANAGEMENT STRATEGY STATEMENT 2023/24

The report of the Director of Function (Resources)/Section 151 Officer as presented to the Executive on 2 March, 2023 was presented for the Council's acceptance.

It was RESOLVED to approve the Treasury Management Strategy Statement for 2023/2024.

9. CAPITAL STRATEGY

The report of the Director of Function (Resources)/Section 151 Officer as presented to the Executive on 2 March, 2023 was presented for the Council's acceptance.

The Portfolio Member for Finance, Corporate Business and Customer Experience said that it is a requirement under the revised CIPFA Prudential Code (September 2017) that all authorities must produce a capital strategy. This must set out the long term context in which capital expenditure and investment decisions are made. The requirement is aimed at ensuring that authorities take capital and investment decisions in line with the service objectives and properly take into account stewardship, value for money, prudence, sustainability and affordability. The Portfolio Member further referred that a number of these strategies are included within the Council Plan.

Councillor Aled M Jones said that whilst he supported the Capital Strategy he referred to the reference within the report to business units in Bryn Cefni, Llangefni and Penrhos, Holyhead and believed that business units area are also to be available in Amlwch. He noted that reference needs to be referred to small units in the North of Anglesey as the NDA has afforded funding for the second year towards such developments in Amlwch.

The Leader responded that work is currently undertaken to build small industrial units in Amlwch. She noted that the Council Plan refers that the Authority is looking at economic development across the Island and is part of the Capital Strategy.

It was RESOLVED to accept the Capital Strategy.

10. 2023/24 BUDGET

The Portfolio Member for Finance, Corporate Business and Customer Experience presented the Executive's proposals for the Revenue Budget resulting Council Tax for 2023/2024 the Council's updated Medium Term Financial Strategy and the use of any one-off funds to support the budget – Item 10 (a) to (c) within the Agenda. He said that the Executive discussed the initial budget proposals at its meeting held on 24 January, 2023 and the provisional budget settlement which the Welsh Government had published on 14 December, 2022. The Executive proposed a budget for 2023/2024 of £172.438m and, given the provisional AEF of £123.555m, this would require an increase of 5% in Council Tax and the use of £1.78m of the Council's general balances to balance the budget. However, there has been a significant change impacting on the budget since the presentation of the initial draft proposals arises from the announcement two weeks ago of an initial pay offer to the Council's non-teaching staff for 2023/24 which amounts to an average increase of in the region of 7%; this has been put forward by the employer as a "full and final offer." Given that the 2023/24 draft budget allows for a pay increase of 3.5%, this places an additional £2m as a pressure on the budget. The Executive has considered how this additional cost can be funded and proposes that it be met through the use of reserves deeming the identification of £2m of unplanned for savings at this late stage unrealistic and a higher increase in Council Tax as unacceptable. The Corporate Scrutiny Committee at its meeting held on 28 February, 2023 accepted the recommendations.

The Portfolio Member emphasised the importance of having sufficient reserves to meet such additional costs and especially when unexpected situations arise. Having been prudent of the Council's finances in recent years has allowed reserves to be built up and those resources are now available to help support the Council during difficult times and also ensure its financial security for the future. He proposed the recommendations to the full Council.

The Leader seconded the proposal and she wished to thank the Portfolio Member, the Director of Function (Resources)/Section 151 Officer and his staff for their work in presenting the budget before the meeting.

Councillor Aled M Jones said that the budget of the Council is nearly £175m, however, it must be considered as to how the Council will spend the resources in total. He referred to the total spent on the employment of agency staff within the services of the Council as each services are able to employ agency staff without having to confirm with the Human Resources Department. He considered that local people should have the opportunity to be able to apply for these posts and not filling the posts with agency staff. Councillor Jones asked for a report on the number of posts within the Council that are filled with agency staff. He also raised the need to afford work required by the Council to local businesses on the Island. Councillor Jones further said that as noted in the report over £14m has been used from allocated reserves and he considered that the residents of the Island have been overcharged with their Council Tax over the years.

Councillor Jeff Evans said that he was unable to support the budget put forward as people are already unable to afford increases in Council Tax due to the cost of living crisis with energy and food prices increases.

The Portfolio Member for Finance, Council Business and Customer Experience responded that agency staff is essential on occasions, and the costs of employing agency staff is reported within the Quarterly Monitoring Report for Q3 and within the Revenue Monitoring Report at the end of the year. He said that he was aware that 5 agency staff have been employed within the Finance Department to assist with the increased work involved with grants, backlog with Council Tax as the staff who usually undertake these roles have been tasked with Cost of Living grants which need to be available to residents of the Island. He

further said that every effort is made to afford work to local businesses, however, it is up to these businesses to tender for the work available and the contracts are advertised through the 'Sell to Wales' and the procurement process. The Portfolio Member reiterated that the Council Tax rate on Anglesey is the lowest in North Wales and the 18 lowest out of the 22 local authorities in Wales. The increase of 5% is considered to be the level to address the pressures on the Authority's services and especially on Social Services.

The Portfolio Member for Children's Services said that he is aware that there is 4 agency staff employed within the Children's Services, however, 2 of these staff work across the both services with the Social Services Department in a number of roles. He noted that the employment of agency staff is not unique for this Authority alone. The Social Services Department is trying to encourage young people to see roles within Care and Social Services as career opportunities.

Following the vote of 23 in favour, 1 against and 5 abstained.

It was RESOLVED:-

- **To approve the capital budget for 2023/2024.**
- **To accept the draft Council Tax Resolution as (c) in the Agenda:-**

1. RESOLVED

- (a) Pursuant to the recommendations of the Executive, to adopt the 2023/24 Budget at Section 4 as a Budget Strategy within the meaning given by the Constitution, and to affirm that it becomes part of the budget framework with the exception of figures described as current.
- (b) Pursuant to the recommendations of the Executive, to adopt a revenue budget for 2023/24 as shown at 4.2 within Section 4 of the 2023/24 Budget Report Appendix 1 and Appendix 2.
- (c) Pursuant to the recommendations of the Executive, to adopt a capital budget as shown in the Capital Budget Report 2023/24 report.
- (ch) To delegate to the Director of Function (Resources)/Section 151 Officer the power to make adjustments between headings in the Final Budget Proposal 2023/24 at Appendix 2 in order to give effect to the Council's decisions. In addition, to delegate to Director of Function (Resources)/Section 151 Officer the power to transfer up to £50k per item from the general contingency. Any item in excess of £50k will require the approval of the Executive before any transfer from the general contingency is made.
- (d) To delegate to the Executive Committee, for the financial year 2023/24, the powers to transfer budgets between headings as follows:-
 - (i) unlimited powers to spend each budget heading in Appendix 2 Final Budget Proposal 2023/24 against the name of each service, on the service to which it relates;
 - (ii) powers to approve the use of service and earmarked reserves to fund one-off spending proposals that contribute to the delivery of the Council's objectives and improve services;
 - (iii) powers to vire from new or increased sources of income.
- (dd) To delegate to the Executive Committee, in respect of the financial year 2023/24 and on the advice of the Head of Function (Resources), the power to release up to £250k from general balances to deal with priorities arising during the year.
- (e) To delegate to the Executive Committee in respect of the period to 31 March 2024, the following powers:-

- (i) powers to make new commitments from future years' revenue budgets up to amount identified under New Priorities in the Medium Term Financial Plan;
 - (ii) the power and the duty to make plans for achievement of revenue budget savings implied by the Medium Term Financial Plan;
 - (iii) powers to transfer budgets between capital projects in the Capital Budget Report 2023/24 report and to commit resources in following years and consistent with the budget framework.
- (f) To set and approve the prudential and treasury indicators which are estimates and limits for 2023/24 and onwards as shown in the report on the Treasury Management Strategy Statement 2023/24.
- (ff) To approve the Treasury Management Strategy Statement for 2023/24 and the Capital Strategy 2023/24.
- (g) To confirm that items 1(b) to (ff) become part of the budget framework.
2. **RESOLVED** to adopt and affirm for the purposes of the financial year 2022/23 the decision of the County Council on 10 March 1998 to set the discount level applicable to the prescribed Class A and prescribed Class B of dwellings under Section 12 of the Local Government Finance Act 1992 (as amended), as described by the Council Tax (Prescribed Classes of Dwellings) (Wales) Regulations 1998, as follows:-
- | | |
|--------------------|--------------|
| Prescribed Class A | Nil Discount |
| Prescribed Class B | Nil Discount |
3. **RESOLVED** to adopt and affirm for the purposes of the financial year 2023/24 the decision of the County Council on 6 March 2007 to set the discount level applicable to the prescribed Class C of dwellings under Section 12 of the Local Government Finance Act 1992 (as amended), as described by the Local Authorities (Calculation of Tax Base) and Council Tax (Prescribed Classes of Dwellings) (Wales) (Amendment) Regulations 2004 as follows:-
- | | |
|--------------------|--------------|
| Prescribed Class C | Nil Discount |
|--------------------|--------------|
4. **RESOLVED** to disapply any discount(s) granted to long-term empty dwellings and dwelling occupied periodically (usually known as second homes) and to vary the full Council's decision made on 28 February 2018 and apply for the financial year 2023/24 a higher amount of Council Tax (called a Council Tax Premium) of 100% of the standard rate of Council Tax for long-term empty dwellings or for dwellings occupied periodically (usually known as second homes) to apply a higher amount of Council Tax (called a Council tax Premium) of 75% under Sections 12A and 12B of the Local Government Finance Act 1992 as inserted by Section 139 of the Housing (Wales) Act 2014.
5. That it be noted that at its meeting on 28 February 1996 the Council resolved not to treat any expenses incurred by the Council in part of its area or in meeting any levy or special levy as special expenses and that the resolutions remain in force until expressly rescinded.
6. That it is noted that a resolution of the Executive on 29 November 2022 approved the amount calculated by the Isle of Anglesey County Council for its council tax base for 2023/24 and to further note that the full Council in its meeting on the 11 December 2018 approved that the local Council Tax Reduction Scheme will continue unchanged for subsequent years unless substantially amended. It is also noted that the full Council on 28 February 2018 adopted and approved a local Council Tax Discretionary Policy under Section 13A of the Local Government Finance Act 1992, delegating to the Executive the power to revoke, re-enact and/or amend the Policy. The Executive having last amended the Policy on 03 March 2022
7. At its meeting on 29 November 2022, the Executive, in accordance with the Local Government Finance Act 1992 and the Local Authorities (Calculation of Council Tax Base)(Wales) Regulations 1995 (SI1995/2561) as amended by SI1999/2935 and the Local Authorities (Calculation of Council Tax Base) and Council Tax (Prescribed Classes of Dwellings)(Wales) Amendment) Regulations 2004 and the Local Authority (Calculation of

Taxbase) (Wales) (Amendment) Regulations 2016 resolved to approve the amounts calculated by the Isle of Anglesey County Council as its tax base and for the parts of the area, for the year 2023/24, as follows:-

- a) **32,819.56** being the amount approved by the Executive as the Isle of Anglesey County Council's council tax base for the year.
- b) The parts of the Council's area, being the amounts calculated by the Executive as the amounts of the Isle of Anglesey County Council's council tax base for the year for dwellings in those parts of its area to which one or more special items relate, are as follows:-

Community/Town Council Areas	Tax Base 2023/24
Amlwch	1,561.06
Beaumaris	1,102.52
Holyhead	4,161.60
Llangefni	2,111.52
Menai Bridge	1,489.58
Llanddaniel-fab	377.55
Llanddona	418.99
Cwm Cadnant	1,203.84
Llanfair Pwllgwyngyll	1,338.51
Llanfihangel Ysgeifiog	711.47
Bodorgan	476.72
Llangoed	690.37
Llangristiolus & Cerrigceinwen	645.45
Llanidan	426.02
Rhosyr	1,055.40
Penmynydd	259.29
Pentraeth	596.47
Moelfre	672.00
Llanbadrig	702.26
Llanddyfnan	531.14
Llaneilian	614.45
Llanerch-y-medd	539.14
Llaneugrad	193.38
Llanfair Mathafarn Eithaf	1,936.09
Cylch y Garn	411.89
Mechell	588.55
Rhos-y-bol	485.78
Aberffraw	306.64
Bodedern	429.12
Bodffordd	420.51
Trearddur	1,419.34
Tref Alaw	273.58
Llanfachraeth	237.27
Llanfaelog	1,389.80
Llanfaethlu	277.23
Llanfair-yn-Neubwll	585.82
Valley	1,048.41
Bryngwran	365.06
Rhoscolyn	383.28

Community/Town Council Areas	Tax Base 2023/24
Trewalchmai	382.46
Total Taxbase	32,819.56

8. That the following amounts be now calculated by the Council for the year 2023/24, in accordance with Sections 32 to 36 of the Local Government Finance Act 1992:-

- a) £237,917,684 being the aggregate of the amounts which the Council estimates for the items set out in Section 32(2)(a) to (d) of the Act.
- b) £65,279,022 being the aggregate of the amounts which the Council estimates for the items set out in Section 32(3)(a) and (c) of the Act.
- c) £172,638,662 being the amount by which the aggregate at 8(a) above exceeds the aggregate at 8(b) above, calculated by the Council, in accordance with Section 32(4) of the Act, as its budget requirement for the year.
- ch) £123,664,913 being the aggregate of the sums which the Council estimates will be payable for the year into its council fund in respect of redistributed non-domestic rates, revenue support grant and specific grant, reduced by any amount calculated in accordance with Section 33(3) of the Act.
- d) £1,492.21 being the amount at 8(c) above less the amount at 8(ch) above, all divided by the amount at 7(a) above, calculated by the Executive, in accordance with Section 33(1) of the Act, as the basic amount of its council tax for the year.
- dd) £ 1,849,456 being the aggregate amount of all special items referred to in Section 34(1) of the Act.
- e) £ 1,435.86 being the amount at 8(d) above less the result given by dividing the amount at 8(dd) above by the amount at 7(a) above, calculated by the Executive, in accordance with Section 34(2) of the Act, as the basic amount of its council tax for the year for dwellings in those parts of its area to which no special item relates.

f)

		Band D equivalent per area including Isle of Anglesey Council and Community/Town Council elements
Amlwch	£	1,437.84
Beaumaris	£	1,395.45
Holyhead	£	1,517.31
Llangefni	£	1,495.35
Menai Bridge	£	1,459.98
Llanddaniel-fab	£	1,398.87
Llanddona	£	1,387.71
Cwm Cadnant	£	1,395.81
Llanfair Pwllgwyngyll	£	1,414.53
Llanfihangel Ysgeifiog	£	1,402.29
Bodorgan	£	1,392.66
Llangoed	£	1,399.59
Llangristiolus & Cerrig Ceinwen	£	1,379.88
Llanidan	£	1,402.92
Rhosyr	£	1,391.13
Penmynydd	£	1,400.22
Pentraeth	£	1,396.98

Moelfre	£	1,385.91
Llanbadrig	£	1,413.18
Llanddyfnan	£	1,387.26
Llaneilian	£	1,402.47
Llanerch-y-medd	£	1,403.91
Llaneugrad	£	1,388.16
Llanfair Mathafarn Eithaf	£	1,398.78
Cylch y Garn	£	1,384.47
Mechell	£	1,385.28
Rhos-y-bol	£	1,383.93
Aberffraw	£	1,406.61
Bodedern	£	1,402.38
Bodffordd	£	1,398.33
Trearddur	£	1,392.84
Tref Alaw	£	1,392.12
Llanfachraeth	£	1,401.48
Llanfaelog	£	1,399.14
Llanfaethlu	£	1,389.06
Llanfair-yn-Neubwll	£	1,396.44
Valley	£	1,412.28
Bryngwran	£	1,407.15
Rhoscolyn	£	1,385.73
Trewalchmai	£	1,404.09

being the amount given by adding to the amount at 8(e) above the amounts of the special item or items relating to dwellings in those parts of the Council's area mentioned above divided in each case by the amount at 8(b) above, calculated by the Executive in accordance with Section 34(3) of the Act, as the basic amounts of its council tax for the year for dwellings in those parts of its area to which one of more special items relate.

Valuation Bands

		Council Tax per Band, per Area, which includes the Isle of Anglesey County Council and Community/Town Council elements/precepts								
		A	B	C	D	E	F	G	H	I
Amlwch	£	958.56	1,118.32	1,278.08	1,437.84	1,757.36	2,076.88	2,396.40	2,875.68	3,354.96
Beaumaris	£	930.30	1,085.35	1,240.40	1,395.45	1,705.55	2,015.65	2,325.75	2,790.90	3,256.05
Holyhead	£	1,011.54	1,180.13	1,348.72	1,517.31	1,854.49	2,191.67	2,528.85	3,034.62	3,540.39
Llangefni	£	996.90	1,163.05	1,329.20	1,495.35	1,827.65	2,159.95	2,492.25	2,990.70	3,489.15
Menai Bridge	£	973.32	1,135.54	1,297.76	1,459.98	1,784.42	2,108.86	2,433.30	2,919.96	3,406.62
Llanddaniel-fab	£	932.58	1,088.01	1,243.44	1,398.87	1,709.73	2,020.59	2,331.45	2,797.74	3,264.03
Llanddona	£	925.14	1,079.33	1,233.52	1,387.71	1,696.09	2,004.47	2,312.85	2,775.42	3,237.99
Cwm Cadnant	£	930.54	1,085.63	1,240.72	1,395.81	1,705.99	2,016.17	2,326.35	2,791.62	3,256.89
Llanfair Pwllgwyngyll	£	943.02	1,100.19	1,257.36	1,414.53	1,728.87	2,043.21	2,357.55	2,829.06	3,300.57
Llanfihangel Ysgeifiog	£	934.86	1,090.67	1,246.48	1,402.29	1,713.91	2,025.53	2,337.15	2,804.58	3,272.01
Bodorgan	£	928.44	1,083.18	1,237.92	1,392.66	1,702.14	2,011.62	2,321.10	2,785.32	3,249.54
Llangoed	£	933.06	1,088.57	1,244.08	1,399.59	1,710.61	2,021.63	2,332.65	2,799.18	3,265.71
Llangristiolus & Cerrig Ceinwen	£	919.92	1,073.24	1,226.56	1,379.88	1,686.52	1,993.16	2,299.80	2,759.76	3,219.72
Llanidan	£	935.28	1,091.16	1,247.04	1,402.92	1,714.68	2,026.44	2,338.20	2,805.84	3,273.48
Rhosyr	£	927.42	1,081.99	1,236.56	1,391.13	1,700.27	2,009.41	2,318.55	2,782.26	3,245.97
Penmynydd	£	933.48	1,089.06	1,244.64	1,400.22	1,711.38	2,022.54	2,333.70	2,800.44	3,267.18

Pentraeth	£	931.32	1,086.54	1,241.76	1,396.98	1,707.42	2,017.86	2,328.30	2,793.96	3,259.62
Moelfre	£	923.94	1,077.93	1,231.92	1,385.91	1,693.89	2,001.87	2,309.85	2,771.82	3,233.79
Llanbadrig	£	942.12	1,099.14	1,256.16	1,413.18	1,727.22	2,041.26	2,355.30	2,826.36	3,297.42
Llanddyfnan	£	924.84	1,078.98	1,233.12	1,387.26	1,695.54	2,003.82	2,312.10	2,774.52	3,236.94
Llaneilian	£	934.98	1,090.81	1,246.64	1,402.47	1,714.13	2,025.79	2,337.45	2,804.94	3,272.43
Llanerch-y-medd	£	935.94	1,091.93	1,247.92	1,403.91	1,715.89	2,027.87	2,339.85	2,807.82	3,275.79
Llaneugrad	£	925.44	1,079.68	1,233.92	1,388.16	1,696.64	2,005.12	2,313.60	2,776.32	3,239.04
Llanfair Mathafarn Eithaf	£	932.52	1,087.94	1,243.36	1,398.78	1,709.62	2,020.46	2,331.30	2,797.56	3,263.82
Cylch y Garn	£	922.98	1,076.81	1,230.64	1,384.47	1,692.13	1,999.79	2,307.45	2,768.94	3,230.43
Mechell	£	923.52	1,077.44	1,231.36	1,385.28	1,693.12	2,000.96	2,308.80	2,770.56	3,232.32
Rhos-y-bol	£	922.62	1,076.39	1,230.16	1,383.93	1,691.47	1,999.01	2,306.55	2,767.86	3,229.17
Aberffraw	£	937.74	1,094.03	1,250.32	1,406.61	1,719.19	2,031.77	2,344.35	2,813.22	3,282.09
Bodedern	£	934.92	1,090.74	1,246.56	1,402.38	1,714.02	2,025.66	2,337.30	2,804.76	3,272.22
Bodffordd	£	932.22	1,087.59	1,242.96	1,398.33	1,709.07	2,019.81	2,330.55	2,796.66	3,262.77
Trearddur	£	928.56	1,083.32	1,238.08	1,392.84	1,702.36	2,011.88	2,321.40	2,785.68	3,249.96
Tref Alaw	£	928.08	1,082.76	1,237.44	1,392.12	1,701.48	2,010.84	2,320.20	2,784.24	3,248.28
Llanfachraeth	£	934.32	1,090.04	1,245.76	1,401.48	1,712.92	2,024.36	2,335.80	2,802.96	3,270.12
Llanfaelog	£	932.76	1,088.22	1,243.68	1,399.14	1,710.06	2,020.98	2,331.90	2,798.28	3,264.66
Llanfaethlu	£	926.04	1,080.38	1,234.72	1,389.06	1,697.74	2,006.42	2,315.10	2,778.12	3,241.14
Llanfair-yn-Neubwll	£	930.96	1,086.12	1,241.28	1,396.44	1,706.76	2,017.08	2,327.40	2,792.88	3,258.36
Valley	£	941.52	1,098.44	1,255.36	1,412.28	1,726.12	2,039.96	2,353.80	2,824.56	3,295.32
Bryngwran	£	938.10	1,094.45	1,250.80	1,407.15	1,719.85	2,032.55	2,345.25	2,814.30	3,283.35
Rhoscolyn	£	923.82	1,077.79	1,231.76	1,385.73	1,693.67	2,001.61	2,309.55	2,771.46	3,233.37
Trewalchmai	£	936.06	1,092.07	1,248.08	1,404.09	1,716.11	2,028.13	2,340.15	2,808.18	3,276.21

9. That it be noted that for the year 2023/24, the Police and Crime Commissioner North Wales has stated the following amounts in a precept issued to the Council, in accordance with Section 40 of the Local Government Finance Act 1992, for each of the categories of dwellings shown below:-

Precepting Authority		Valuation Bands								
		A	B	C	D	E	F	G	H	I
Police and Crime Commissioner North Wales	£	222.06	259.07	296.08	333.09	407.11	481.13	555.15	666.18	777.21

10. That, having calculated the aggregate in each case of the amounts at 8(ff) and 9 above, the Council, in accordance with Section 30(2) of the Local Government Finance Act 1992, hereby sets the following amounts as the amounts of council tax for the year 2023/24 for each of the categories of dwellings shown below:-

Council Tax per Band, per Area, which includes the Isle of Anglesey County Council element, Community/Town Council Precepts and North Wales Police Precept										
		A	B	C	D	E	F	G	H	I
Amlwch	£	1,180.62	1,377.39	1,574.16	1,770.93	2,164.47	2,558.01	2,951.55	3,541.86	4,132.17
Beaumaris	£	1,152.36	1,344.42	1,536.48	1,728.54	2,112.66	2,496.78	2,880.90	3,457.08	4,033.26

Holyhead	£	1,233.60	1,439.20	1,644.80	1,850.40	2,261.60	2,672.80	3,084.00	3,700.80	4,317.60
Llangefni	£	1,218.96	1,422.12	1,625.28	1,828.44	2,234.76	2,641.08	3,047.40	3,656.88	4,266.36
Menai Bridge	£	1,195.38	1,394.61	1,593.84	1,793.07	2,191.53	2,589.99	2,988.45	3,586.14	4,183.83
Llanddaniel-fab	£	1,154.64	1,347.08	1,539.52	1,731.96	2,116.84	2,501.72	2,886.60	3,463.92	4,041.24
Llanddona	£	1,147.20	1,338.40	1,529.60	1,720.80	2,103.20	2,485.60	2,868.00	3,441.60	4,015.20
Cwm Cadnant	£	1,152.60	1,344.70	1,536.80	1,728.90	2,113.10	2,497.30	2,881.50	3,457.80	4,034.10
Llanfair Pwllgwyngyll	£	1,165.08	1,359.26	1,553.44	1,747.62	2,135.98	2,524.34	2,912.70	3,495.24	4,077.78
Llanfihangel Ysgeifiog	£	1,156.92	1,349.74	1,542.56	1,735.38	2,121.02	2,506.66	2,892.30	3,470.76	4,049.22
Bodorgan	£	1,150.50	1,342.25	1,534.00	1,725.75	2,109.25	2,492.75	2,876.25	3,451.50	4,026.75
Llangoed	£	1,155.12	1,347.64	1,540.16	1,732.68	2,117.72	2,502.76	2,887.80	3,465.36	4,042.92
Llangristiolus & Cerrig Ceinwen	£	1,141.98	1,332.31	1,522.64	1,712.97	2,093.63	2,474.29	2,854.95	3,425.94	3,996.93
Llanidan	£	1,157.34	1,350.23	1,543.12	1,736.01	2,121.79	2,507.57	2,893.35	3,472.02	4,050.69
Rhosyr	£	1,149.48	1,341.06	1,532.64	1,724.22	2,107.38	2,490.54	2,873.70	3,448.44	4,023.18
Penmynydd	£	1,155.54	1,348.13	1,540.72	1,733.31	2,118.49	2,503.67	2,888.85	3,466.62	4,044.39
Pentraeth	£	1,153.38	1,345.61	1,537.84	1,730.07	2,114.53	2,498.99	2,883.45	3,460.14	4,036.83
Moelfre	£	1,146.00	1,337.00	1,528.00	1,719.00	2,101.00	2,483.00	2,865.00	3,438.00	4,011.00
Llanbadrig	£	1,164.18	1,358.21	1,552.24	1,746.27	2,134.33	2,522.39	2,910.45	3,492.54	4,074.63
Llanddyfnan	£	1,146.90	1,338.05	1,529.20	1,720.35	2,102.65	2,484.95	2,867.25	3,440.70	4,014.15
Llaneilian	£	1,157.04	1,349.88	1,542.72	1,735.56	2,121.24	2,506.92	2,892.60	3,471.12	4,049.64
Llanerch-y-medd	£	1,158.00	1,351.00	1,544.00	1,737.00	2,123.00	2,509.00	2,895.00	3,474.00	4,053.00
Llaneugrad	£	1,147.50	1,338.75	1,530.00	1,721.25	2,103.75	2,486.25	2,868.75	3,442.50	4,016.25
Llanfair Mathafarn Eithaf	£	1,154.58	1,347.01	1,539.44	1,731.87	2,116.73	2,501.59	2,886.45	3,463.74	4,041.03
Cylch y Garn	£	1,145.04	1,335.88	1,526.72	1,717.56	2,099.24	2,480.92	2,862.60	3,435.12	4,007.64
Mechell	£	1,145.58	1,336.51	1,527.44	1,718.37	2,100.23	2,482.09	2,863.95	3,436.74	4,009.53
Rhos-y-bol	£	1,144.68	1,335.46	1,526.24	1,717.02	2,098.58	2,480.14	2,861.70	3,434.04	4,006.38
Aberffraw	£	1,159.80	1,353.10	1,546.40	1,739.70	2,126.30	2,512.90	2,899.50	3,479.40	4,059.30
Bodedern	£	1,156.98	1,349.81	1,542.64	1,735.47	2,121.13	2,506.79	2,892.45	3,470.94	4,049.43
Bodffordd	£	1,154.28	1,346.66	1,539.04	1,731.42	2,116.18	2,500.94	2,885.70	3,462.84	4,039.98
Trearddur	£	1,150.62	1,342.39	1,534.16	1,725.93	2,109.47	2,493.01	2,876.55	3,451.86	4,027.17
Tref Alaw	£	1,150.14	1,341.83	1,533.52	1,725.21	2,108.59	2,491.97	2,875.35	3,450.42	4,025.49
Llanfachraeth	£	1,156.38	1,349.11	1,541.84	1,734.57	2,120.03	2,505.49	2,890.95	3,469.14	4,047.33
Llanfaelog	£	1,154.82	1,347.29	1,539.76	1,732.23	2,117.17	2,502.11	2,887.05	3,464.46	4,041.87
Llanfaethlu	£	1,148.10	1,339.45	1,530.80	1,722.15	2,104.85	2,487.55	2,870.25	3,444.30	4,018.35
Llanfair-yn-Neubwll	£	1,153.02	1,345.19	1,537.36	1,729.53	2,113.87	2,498.21	2,882.55	3,459.06	4,035.57
Valley	£	1,163.58	1,357.51	1,551.44	1,745.37	2,133.23	2,521.09	2,908.95	3,490.74	4,072.53
Bryngwran	£	1,160.16	1,353.52	1,546.88	1,740.24	2,126.96	2,513.68	2,900.40	3,480.48	4,060.56
Rhoscolyn	£	1,145.88	1,336.86	1,527.84	1,718.82	2,100.78	2,482.74	2,864.70	3,437.64	4,010.58
Trewalchmai	£	1,158.12	1,351.14	1,544.16	1,737.18	2,123.22	2,509.26	2,895.30	3,474.36	4,053.42

11. JOB SHARING ON THE EXECUTIVE

The report of the Director of Function (Council Business)/Monitoring Officer as presented to the Executive on 2 March, 2023 was presented for the Council's acceptance.

The Portfolio Member for Finance, Council Business and Customer Experience said that the Local Government and Elections (Wales) Act 2021 includes a requirement that local authorities must include in their Executive arrangements provision enabling two or more councillors to share office on an Executive. Whilst the Council 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.

It was RESOLVED to agree 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 in 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 for Wales (IRPW) and promptly publicise the same.

12. COUNCIL PLAN 2023-2028

The report of the Head of Profession (Human Resources) and Transformation as presented to the Executive on 2 March, 2023 was presented for the Council's acceptance.

The Portfolio Member for Finance, Council Business and Customer Experience reported that the report is the culmination of 12 months of preparation, and during this time, it has been a process of understanding as to what staff, councillors and the residents of Anglesey would like to see the Council focusing on over the next five years, during the period of the Council Plan. The consultation process was highlighted within the report.

The Leader of the Council referred to the Council's high level strategic aims and objectives which are:-

- The Welsh Language – increasing opportunities to learn and use the language
- Social Care and Well-being – providing the right support at the right time
- Education – ensuring an effective provision for today and for the future generations
- Housing – ensuring that everyone has the right to call somewhere home
- Economy – promoting opportunities to develop the Island's economy
- Climate Change – responding to the crisis, tackling change and working towards becoming a net zero organisation by 2030.

The Chief Executive outlined that the Council Plan will create a direction, influence and inform the work and decisions of staff and elected members over the next 5 years to enable the Island to be prosperous and ensure that everybody can thrive.

Councillor Aled M Jones said that there is a need to ensure that public transport provision on the Island is sufficient to allow residents to be able to go to work and specifically the bus routes that the Authority is responsible for on the Island.

The Portfolio Member for Highways, Property and Waste responded that the Authority is conducting a review of transport provision across the Island with the provision of promoting walking, using electric vehicles, using public transport and the use community bus routes.

It was RESOLVED to adopt the Council Plan for 2023 – 2028.

13. PAY POLICY STATEMENT 2023

The report of the Head of Profession (Human Resources) and Transformation was presented to the Council by the Portfolio Member for Finance, Council Business and Customer Experience.

It was RESOLVED to endorse the Council's Pay Policy Statement for 2023.

14. ESTABLISHING A NEW PLANNING POLICY COMMITTEE FOR THE ISLE OF ANGLESEY COUNTY COUNCIL

The report of the Head of Regulation and Economic Development as presented to the Executive on 2 March, 2023 was presented for the Council's acceptance.

The Portfolio Member for Planning and Climate Change said that a decision was made by both Anglesey and Gwynedd Council's to terminate the collaboration agreement on planning policy issues on 31 March, 2023. The existing Joint Planning Policy Committee will have to be dissolved and new arrangements will need to be made by the respective authorities to contribute towards the creation of a new Local Development Plan and associated planning work.

It was RESOLVED:-

- **To establish a new Planning Policy Committee for the Isle of Anglesey County Council.**
- **To amend the Constitution to dissolve the Joint Planning Policy Committee and delegate powers to the Monitoring Officer to implement these changes.**

The meeting concluded at 3.55 pm

**COUNCILLOR DAFYDD ROBERTS
CHAIR**

ANNUAL REPORT OF THE LEADER,
COUNCILLOR LLINOS MEDI



Foreword

It's hard to believe that the new administration started a year ago. As expected, we've had a busy year as an authority. I'll try to compile the main achievements in my report, but it's important to emphasize that substantial work has happened here in the Council, and it's impossible to present it all in one report.

Before I begin, I'd like to thank everyone that works to ensure the authority's success, and through this, improves the quality of life on the island. Were very fortunate to be residents of 'the land of the can do', and that has become our ethos, that we can achieve anything through working together and showing our strength and capability as a small island to the whole of Wales.

Economy

During the year, we've received devastating news about companies closing their doors due to the challenging economy, energy costs, inflation, and general uncertainty in terms of the United Kingdom's economy. In my report, I want to share my deepest sympathies with the individuals and families who have paid the price for the current situation. I'd also like to take the opportunity to thank all the partners who came together so quickly to respond to the news and support the workers. I met with one Minister from Westminster that said he'd never seen an example where support had been arranged so quickly. We thank the Council staff and partners for giving their all during such a challenging time.

Business Units

Despite the sad news, as a Council we've managed to develop more business units, with 6 new units being built and located in Llangefni. We're also in the process of developing 7 other business units in Holyhead.

Energy Island

The programme has continued with numerous plans including Morlais, with the site being prepared. Holyhead Hydrogen Hub has received further support from the private sector, and we continue our discussions about the future of the Wylfa site, and our contribution to the energy policy alongside the rest of Britain. Several solar and marine energy plans have demanded officers' attention to ensure that the benefits for the island are protected, as well as the island's energy.

Grant Funding

During the last year, we've seen a change in the way grant money is allocated, and that has created extra pressure for the Council. This includes the Levelling Up Fund and the Shared Prosperity Fund. I'd like to congratulate the Council for managing to secure funding for the island, on top of their day-to-day duties. It's impossible to describe the extra pressure that this has put on the economics team as well as the Finance Department.

Town Centers

We've been out in the community consulting on the Town Center Strategy. This information will allow us to apply for further funding to fulfill the strategy's vision once Anglesey residents and businesses have voiced their opinions.

North of the Island

We've completed substantial work in the north region of the island, fulfilling plans to regenerate north Anglesey. The signage strategy has now been completed following feedback from the Town Council, and the signs will be installed during 23/24. We've opened a Hub with Môn CF in the heart of Amlwch Town during 2022, and we'd like to thank NDA for the grant funding to complete this work.

Freeport

We, as a Council, have worked with Stena to complete the first step in creating a Freeport on land in Holyhead, Rhosgoch and M-Sparc in Gaerwen. Yet again, this meant extra responsibility for Council staff, and I would like to congratulate them for fulfilling their duties. We're now in the process of presenting the business case to release the funding needed to start the work.

Arfor

We've secured extra funding for the Arfor scheme, which will ensure grants to strengthen the Welsh language and the economy.

Social Services**Adults**

During this year we received the results of the Census that has highlighted the change within the island's demographic, with the number of older adults on the island increasing. This puts more emphasis on creating adult services of high standard and promoting independence within our communities. The following are a handful of achievements during the year -

CIW Report – Positive

In September, the Department received a very positive report from CIW highlighting the increase in the way services are provided. This has given us, as an Authority, more confidence during a challenging time within the social services field.

Age Friendly Island

A conference was held to draw attention to the constructive activities and partnerships with 3rd sector organisations on Anglesey. It was great to receive praise from the Older People's Commissioner for the partnership work that happens on the island.

Joint Learning Disability Fund

The Council worked with the Health Board to establish a joint fund to fund complex cases in the learning disabilities field, and ensuring services are co-commissioned. This will be considered as good practice across the north.

Extra Care Housing

Confirmation of the intention to move forward with developing a 3rd extra care housing plan on the Island. This will also contribute to the new challenge faced in terms of the change in the island's demographic.

Review of Day Activities

An independent review was completed on activities in order to give direction in terms of developing services for the future and creating closer contact with community hubs.

Housing and Support

We've analysed user needs for the future, and are working on plans to modernise, transform and improve housing quality. The first development in Llangefni will be ready by the Summer, and further developments will take place during the next few years.

Home Care Agreement

An agreement of provision has been reviewed and re-tendered, and a revised agreement will be in place from June onwards.

Children and Families

We're aware of the challenges that the Children Services face daily, and we're proud of their positive improvement journey. It's essential that we ensure that the children who need to be protected receive support, and that families can turn to our services for timely support. These are some of the achievements from this year -

Cartrefi Clyd Môn

During the Children and Young People Now Awards 2022, we received awards for the innovative projects that allows children on Anglesey to continue to live on the island when they come under the Local Authority's care. We should all be very proud of this scheme. Our children deserve the best.

Opening our Third Cartref Clyd

We look forward to welcoming at least two looked after children to their new home. It's somewhere that they can call home within Anglesey's community.

Care Inspectorate Wales

A Quality Assurance assessment by Care Inspectorate Wales (CIW) found that the County Council continues to achieve its statutory duties during challenging circumstances.

Recruiting and Keeping Foster Carers

The Foster Wales Anglesey team has continued to recruit new foster carers to join the fostering family, and during the last year, 3 new fostering households have been approved. We've also offered numerous activity days across Anglesey during the last 12 months to provide a variety of activities to our Looked After Children, as well as offering informal support to our Foster Carers.

Education for Looked After Children

We're pleased to be working with Welsh Government on a pilot to provide support to our Looked After Children, and to improve our education and social skills attainment.

National Transfer Scheme – Unaccompanied Asylum-Seeking Young People

We've supported a number of young people who have reached Anglesey, either through the port or through the National Transfer Scheme.

Trauma Informed Island

All schools on Anglesey have received trauma training, and the ambition to be a Trauma Informed Island by 2050 is under way. Staff from Children and Families services, Youth Services, Leisure Centres and the third sector have received training, and this will allow us, as an island, to be more aware of the effect that trauma has on our children.

Leisure

As an Authority, we're very proud of our leisure services, and the presence of the Môn Active team across the Island ensures that everyone of every age can benefit from exercise. These are some of the achievements from this year.

Investment

We've continued to invest in our leisure centres during last year (and this year), including roof work at Plas Arthur and Holyhead, and modernising the cafe, the toilets, the reception area and the disabled changing rooms in Amlwch's swimming pool. As well as this, we've completed energy efficiency work that included installing new windows and insulation. We've also created a new fitness room in David Hughes Leisure Centre.

3G Fields

We've created a 7-a-side 3G field in Amlwch. We've also received a grant to create a further 7-a-side 3G field and 7-a-side 2G field at Bodedern Secondary School.

Promoting Use

The number of people using our leisure centers has increased this year to 539,031, exceeding pre-Covid levels, with more than 400 extra children taking part in our weekly swimming lessons. This is extremely important if we are to create a healthy and thriving Island.

Working with Education and Communities

The Sports Development team have achieved great work within our schools and communities, including creating a sports area in Anglesey Show, "Swim Safe" sessions for schools in Trearddur Bay, and an array of other activities to keep our children and young people active.

Working with Care and Health

The National Exercise Referral Scheme continues to do great work supporting our communities, including leading Dementia Actif Môn and creating sessions for people over 60.

Education

2022 was a historic year for us on Anglesey. We received a fantastic report from Estyn, that replaced the previous judgmental report received when the authority was last inspected. It was a pleasure to read the praise regarding firm leadership. The reference to good practice within the report was a clear contrast to the previous report. It was a pleasure to hear the feedback regarding the team in Estyn's meeting, recognizing the good work within the authority and highlighting the journey we've faced to achieve improvements. I would like to thank all the schools, the Education department, and the Council for contributing to this success.

The Co-operation Agreement

At the beginning of 2023, we signed a co-operation agreement with Coleg Llandrillo Menai. This is an opportunity for us to strengthen the relationship that exists for the benefit of the young people on Anglesey.

Official opening of Ysgol Corn Hir

We had a fantastic opportunity to visit Ysgol Corn Hir at the end of March before the children's return after Easter. It was fantastic to see our vision to provide the best opportunities for the children and staff being realized. It was also nice to hear the positive remarks from the community reading the resources and opportunities the new building has to offer.

Key and strategic roles

As an authority we have been successful in attracting a new Director of Education, Skills and Young People with a wealth of experience in Education. We have also taken advantage of the opportunity to work more strategically e.g. the Senior Archivist is now the Senior Manager for the Archives, Museum and Gallery Service. Also, the Wellbeing Manager role has been adapted to the role of Senior Health, Wellbeing and Safeguarding Manager to respond to specific growth areas in education. And lastly, to take a more integrated approach, the Service Manager for Looked After Children's Education, Youth and Children and Young People's Wellbeing is now a member of the Senior Leadership Team for the Learning Service and Children and Families Service.

Free School Meals

We have ensured, with the Properties Department, that every child in every school on Anglesey in Reception, Year 1 and 2 has access to free school meals through the new national scheme.

Area Schools

We have taken advantage of the Area Schools grant to invest £390k across 16 schools to ensure better community use. We also employ two family engagement officers to support specific areas on the Island.

The Welsh Language

As a Council we have created the Welsh in Education Strategy Plan 2022-32 which has now been adopted and is operational. A clear regional-county-catchment structure has been established for the Welsh language. The Language Centre (Moelfre and Cybi) has provided language immersion for 120 pupils during the year. Members of the team also supported 89 newcomers after attending the Centre through the aftercare scheme to ensure a continuation in language development.

Archive and Oriel

The archive has applied for accreditation and both services have created a new Service Level Agreement to support schools with the new curriculum, improve value for money and attract more visitors. The Oriel has also been successfully in re-tendering the café to a local company.

Libraries

We have developed more opportunities for adult education across the island to respond to the Welsh Government priority "A Second Change Nation". Also, the Libraries Service has created a new Service Level Agreement to support schools with the new curriculum.

Housing Services

Before moving on with this section of the report, I would like to pay tribute to the late portfolio holder, Alun Mummery. His commitment and enthusiasm towards the Services was obvious to everyone. The following is thanks to his tireless work.

Cost of Living

The Housing Service, in collaboration with the Finance Department, has undertaken a huge task in ensuring that the Welsh Government support has gone to those in genuine need. From foster carers to those with kidney disease. Also, help with energy costs and support for food banks. We are very fortunate of the partnerships we have with other agencies across the Island that protect those in need.

Ukrainian Refugees

As an Island we have welcomed and offered homes for 89 people and children from Ukraine in response to the War in Ukraine. because of the war. The Housing Department is supporting families and individuals.

Homelessness

The homelessness crisis is also affecting us as an island with 85 individuals being housed in emergency accommodation, six times higher than the pre covid figures. 1,002 people have received support through the Housing Support Grant to help prevent and deal with homelessness.

Bringing homes back into use

80- empty homes have been brought back into use since April last year with 28 of those receiving a First-time Buyers Grant utilising the money generated through the Council Tax Premium. We have also renovated 3 homes for First-time Buyers during this time, 1 in Dwyran and 2 in Penmon.

Shared Equity Policy

We have launched the Anglesey Help to Buy Scheme to support first-time buyers to purchase their first home here on the Island utilising the Council Tax Premium.

Buying Back and Building

Since September 2022 we have bought back 17 old Council houses. We have built 34 new Council Houses - 8 at Erw Lôn yr Ysgol, Llanfachraeth and 26 at Stad Ysgol Llaingoch. We are currently developing 6 flats at Cysgod yr Eglwys, Beaumaris, 4 flats at Plas Alltran, Caergybi and 14 properties at Parc y and 10 at Llys Llwydiarth, Pentraeth.

Climate and Environment

For several years, we have declared our aim to reduce Carbon and we are taking great strides as an authority. The Highways, Properties and Waste Department has played a leading role in achieving this goal.

Realizing the Re-fit Scheme

We have developed a system for our public buildings to save energy and reduce carbon emissions by installing Air Source Heat pumps at Council buildings and solar panels at several of our sites.

Electrical Vehicles Charging Point

We have installed charging points at several locations owned by the Council, and we have also worked with Menter Môn and communities on the island to install charging point in our towns and villages.

Electric Vehicles

As an Authority we have purchased more electric vehicles and this year we purchased a vehicle for the recycling centre.

Collating data

It may sound boring, but it is vital that we are aware of our carbon baseline as an Authority. Each department works closely to gain a better understanding of the situation and ensure a realistic action plan.

Clean streets

An external report from LEAMS - Keep Wales Tidy shows that all streets in Anglesey have a 'Good' standard of cleanliness.

Planting Trees and Biodiversity

We have planted trees at Council sites including Penhesgyn. We received a positive annual report with examples of land being left to grow wild to benefit the environment.

A few words in closing

Obviously, I have concentrated a lot on the Council's work on the island over the past 12 months. During this time, I have also worked on a Regional, National and UK level to deliver benefits for the Council and the Island. I have also ensured a strong voice for the Island during these discussions. But, to close I would like to share one important message that I am proud to lead the authority and be part of a team that is doing its very best to safeguard our island, her people, and her language. Despite this being my sixth year as Leader I am still honoured to work for the island and my home. I would like to thank you all for the privilege of working with you to ensure that we are still considered the Land of the Can Do. DIOLCH!

This page is intentionally left blank

ISLE OF ANGLESEY COUNTY COUNCIL	
Adroddiad i:	County Council
Dyddiad:	23/05/23
Pwnc / Testun:	Gwynedd and Anglesey Public Services Board Well-being Plan 2023-28
Deilydd(ion) Portffolio:	Councillor Llinos Medi Huws
Pennaeth Gwasanaeth / Cyfarwyddwr:	Dylan Williams, Chief Executive
Awdur yr Adroddiad: Tel: E-bost:	Sandra Thomas, Gwynedd and Anglesey Public Services Board Programme Manager SandraLynnethomas@gwynedd.llyw.cymru
Aelodau Lleol:	

A –Recommendation/s and reason/s

That the Council adopts the Gwynedd and Anglesey Public Services Board Well-being Plan 2023-28.

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

The Well-being of Future Generations (Wales) Act 2015 has created a Public Services Board for every local authority area in Wales to ensure that public bodies work together to create a better future for the people of Wales. Gwynedd and Anglesey work together as a single Board. The Gwynedd and Anglesey Board includes high level representation from both County Councils, the North Wales Fire and Rescue Service, Betsi Cadwaladr University Health Board and Natural Resources Wales along with a number of other organisations e.g. Grŵp Llandrillo Menai, North Wales Police, Mantell Gwynedd, Medrwn Môn, Bangor University, representatives of the housing sector etc.

The Well-being of Future Generations (Wales) Act 2015 places a duty on Public Services Boards to publish a Well-being Plan every five years which outlines how it is intended to improve the well-being of the area's residents. The Board's current Well-being plan for 2018-2023 is coming to an end, and every Public Services Board is expected to publish a new Well-being Plan by May 2023.

The aim of the Well-being Plan is to outline how we as a Board will work with each other to ensure that our communities thrive and flourish in the long-term and make a tangible difference to the lives of the residents of Gwynedd and Anglesey.

The first stage of the work of creating the Well-being Plan was to undertake an assessment of local well-being and carry out research to understand and learn more about those areas. It is important to note that there has been close collaboration with internal and external stakeholders when undertaking this work. Residents were given the opportunity to voice their opinions and the conclusions of research and other assessments were considered such as the Place Shaping information, the North Wales Population Needs Assessment and the Anglesey Adult Population Needs Assessment in the health and social care.

In October 2021, Assessments of Local Well-being for the Gwynedd and Anglesey areas were undertaken with both counties split into 14 smaller areas (eight in Gwynedd and six in Anglesey).

Having considered the data and the views of local people, nine principal messages were highlighted in the assessments for the entire area. A further series of workshops was held in 2022 with Board Members based on the main messages identified, in order to discuss how to respond to the matters highlighted.

The Board considered the aforementioned information in creating the Draft Well-being Plan for Gwynedd and Anglesey, published in December 2022. In accordance with the requirements of the Act, a public consultation was held on the draft plan for a period of 12 weeks until the beginning of March 2023.

The latest draft of the Well-being Plan outlines how the Board intends to make a tangible difference to the lives of residents by working together in order to deliver results for the entire area. In using evidence from the well-being assessments, the Board has identified **three Well-being Objectives**:

- *We will work together to mitigate the effect of **poverty** on the well-being of our communities.*
- *We will work together to improve the well-being and achievement of our **children and young people** to realise their full potential.*
- *We will work together to support our services and communities to move towards **Zero Net Carbon**.*

The **Welsh language** is a golden thread running throughout the Plan. We promote the use of the language in all fields of our work and work with communities to develop Welsh-medium services and activities. The Public Services Board is an opportunity to share good practice, promote the language and ensure that residents of both counties have access to all public services through the medium of Welsh. A good example of this is the work that has been completed by the Language Sub-group to encourage and empower customers to use the Welsh language when attending our partner's reception areas. We will also address and encourage Welsh speakers to apply for posts where the Welsh language is an essential skill. There are specific actions for the Welsh language under every objective.

The Board believes that these are fields in which we could collaborate better, in a period of significant cutbacks in public sector resources, in order to secure the best results for the residents of Gwynedd and Anglesey.

All Statutory Members of the Public Services Board are expected to adopt the Well-being Plan and this will happen in a series of meetings programmed between April and May 2023.

The well-being objectives highlighted above and the activities that the Board will carry out are consistent with the priority areas / well-being objectives in the Gwynedd Council Plan 2023-28 adopted by Council in 2023.

It is also important to note that the Well-being Plan is a live document that will change and evolve over time. A copy of the Well-being plan can be seen in **Appendix 1**.

Results of Consultation:

A public consultation was held for a period of 3 months on the Draft Well-being Plan between 12 December 2022 and 6 March 2023.

Appropriate opportunities were provided for individuals, interest groups and organisations to participate in the consultation by holding workshops and information sessions. There was also a questionnaire that was available on the Board's website and hard copies that were available in the Council's main offices and libraries. It was possible to request copies in alternative formats

The Partnership and Regeneration Scrutiny Committee scrutinised the content of the Draft Well-being Plan at its meeting on 17 January 2023. A number of changes were proposed, and these have been reflected in the latest version of the Well-being Plan.

499 responses were received to the questionnaire as part of the public consultation with a number of comments supporting what is being proposed. Feedback was received from a further 200 people through engagement via workshops and information sessions held through the Older People Forums, engaging with Grŵp Llandrillo Menai students in Llangefni, a group of young people from Gisda, presentations to Third Sector Groups and the Town and Community Councils Forum.

The consultation was promoted with a press release, shared with all Elected Members on e-mail and sent by e-mail to all Town and Community Councils in Gwynedd and Anglesey. Several messages were posted on the Board's social media accounts and these were shared by other Board Members on their own social media.

The Well-being Plan reflects a number of comments received from the consultation. The Board will address all feedback again over the coming year specifically when delivering an Action Plan for priority fields.

Appendix 2 includes a report summarising the response to the consultation questionnaire.

C – Why is this a decision for the Full Council?

The Well-being of Future Generations (Wales) Act 2015 places a duty on Public Services Boards to publish a Well-being Plan which outlines how it is intended to improve the well-being of the area's residents. The Isle of Anglesey County Council is one of five Statutory Members of the Public Services Board, and by

virtue of statutory guidance the approval of the final plan for publication by the Board is a matter for the Full Council.

The other Statutory Members are:

- Cyngor Gwynedd
- Betsi Cadwaladr University Health Board
- Natural Resources Wales
- North Wales Fire and Rescue Service

When each of the Strategic Boards/Full Councils have approved the Well-being Plan it will be published at the end of May 2023 in accordance with the Well-being Act.

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

The provision and adoption of the Wellbeing Plan enables the Council to fulfil its statutory duties in accordance with the Well-being of Future Generations Act, and it is the product of a mechanism that calls on public bodies to work together to adopt common well-being objectives.

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

The task of formulating a detailed programme of work will commence when the relevant bodies have adopted this Wellbeing Plan. Therefore, while the adoption of the Wellbeing Plan will not create financial commitments in itself, it will provide a context for the Council in prioritising its resources over the life of the scheme.

Dd – Assessing the potential impact (if relevant):

Dd – Assessing the potential impact (if relevant):

1	How does this decision impact on our long term needs as an Island?	The Well-being Plan fulfils the statutory duty created under the Well-being of Future Generations (Wales) Act 2015. It sets out the long-term challenges as well as solutions for partners to work together for the benefit of our communities.
2	Is this a decision which it is envisaged will prevent future	Not applicable

	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	Yes. The members of the Public Services Board, including Medrwn Mon, Grwp Llandrillo Menai, Public Health Wales, Bangor University, North Wales Police and Housing Sector Representatives.
4	Have Anglesey citizens played a part in drafting this way forward, including those directly affected by the decision? Please explain how.	Yes. Three month public consultation with accessible online questionnaire as well opportunities to attend face to face information sessions.
5	Note any potential impact that this decision would have on the groups protected under the Equality Act 2010	Ref Equality impact Assessment
6	If this is a strategic decision, note any potential impact that the decision would have on those experiencing socio-economic disadvantage.	Ref Equality impact Assessment
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.	Ref Equality impact Assessment

E - Who did you consult? What did they say?		
1	Chief Executive / Leadership Team (LT) (mandatory)	Confirmed that the Well-being objectives were consistent with with the objectives in the Council plan 2023-28.
2	Finance / Section 151 (mandatory)	The approval of the Well-being Plan will not create financial commitments in itself.
3	Legal / Monitoring Officer (mandatory)	By virtue of statutory guidance the approval of the final plan for publication by the Board is a matter for the Full Council.
4	Human Resources (HR)	Not applicable
5	Property	Not applicable
6	Information Communication Technology (ICT)	Not applicable

E - Who did you consult? What did they say?		
7	Procurement	Not applicable
8	Scrutiny	The Scrutiny Committee reviewed the draft plan in detail and confirmed agreement to the Well-being objectives. The Scrutiny Committee also set clear expectations that the ongoing engagement should include stakeholders from different age groups.
9	Local Members	Not a local matter but all Elected members were invited to participate in the Consultation.

F - Appendices:	
Appendix 1 - Gwynedd and Anglesey Public Services Board Well-being Plan 2023-28	
Appendix 2 - Summary of the Public Consultation	
Appendix 3 - Equality Impact Assessment (NWPSEN version)	

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



ANGLESEY AND GWYNEDD WELL-BEING PLAN 2023-2028

Contents

1	Foreword from the Chair of the Public Services Board
2	Background to the Well-being Plan
3	The local Well-being Assessments
4	Our Well-Being Objectives
5	How we developed the Well-being Objectives
6	The next steps
Appendix 1:	Main messages from the 2022 Well-being Assessments
Appendix 2:	How we'll work in the future (including the five ways of working)

1. Foreword from the Chair of the Public Services Board (PSB)

Our vision as a Public Service Board is to work together to ensure that our communities thrive and are prosperous in the long term. The aim of the Well-being Plan is to set out how we are going to achieve this and make a real difference to the lives of the residents of Anglesey and Gwynedd. As public service providers we will work together to achieve a common ambition for the whole region.

The individual organisations will continue to provide services which will deliver their own well-being objectives as well as contribute to the well-being objectives of the Public Services Board. Engaging with communities is core to the success of the plan and the Board commits to providing clear guidance in order to reach its objectives.

We have strong and proud communities with a tradition of helping each other and working together. The role of these communities will be central to delivering the well-being objectives which have been set out in this plan.

The objectives, and steps to deliver them, once finalised, should be linked and support each other due to their cross-cutting nature. All members of the PSB should be able to play their full part in achieving what we expect from the plan.

Since we started looking at what we could do to improve well-being in Anglesey and Gwynedd, the war in Ukraine and the cost of living crisis have made people's lives even harder. We will continue to work with our communities in implementing the well-being plan over the next five years.

Aled Jones-Griffiths

Chair of the Gwynedd and Anglesey Public Services Board

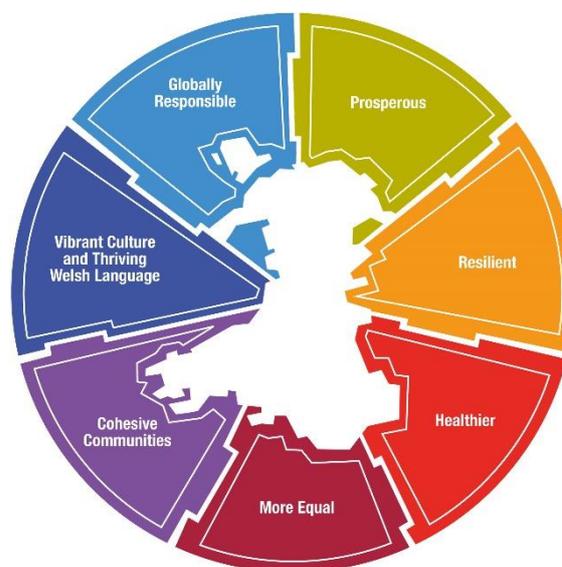
2. Background to the Well-being Plan

In 2015, the Welsh Government made a new law in Wales called the Well-being of Future Generations Act (Wales) 2015. This followed conversations with many thousands of people across Wales about the “Wales we want”.

This law puts the citizens of Wales at the centre of everything public services do to improve the economic, social, environmental and cultural wellbeing of Wales and has the sustainable development principle at its heart. This means that all public services need to work in a way that improves wellbeing for people today without doing anything that could make things worse for future generations of babies, children, young people, adults and older people, in other words all our families, young and old, and our friends and neighbours.

The Act highlights seven national well-being goals and five ways of working in order to give public bodies a common purpose. It also tries to ensure that we are better at making decisions by placing a duty on organisations to think about the long-term, to collaborate and to consider people of all ages when resolving and preventing problems.

Together, the seven well-being goals and the five ways of working have been designed to support public bodies to meet the existing needs of their communities and ensure that the decisions of today do not harm future generations. The seven national well-being goals are:



The Act places a duty on public bodies to work in a sustainable way and to utilise the following five ways of working:

Prevention

Long Term

Involvement

Integration

Collaboration



In addition to setting expectations that public bodies work this way, the Act has established a Public Services Board for every local authority area in Wales to ensure that public bodies work together to create a better future for the people of Wales. The Anglesey and Gwynedd Public Services Boards have decided to work together as one Board to ensure that public bodies across the area work together to create a better future for the people of Anglesey and Gwynedd.

The Public Services Board must assess the well-being of our area and create a Well-being Plan with the aim of improving the social, economic, environmental, and cultural well-being of our communities.

Anglesey and Gwynedd Public Services Board Membership:

The Board's five statutory members are:

- Isle of Anglesey County Council
- Natural Resources Wales
- North Wales Fire and Rescue Authority
- Cyngor Gwynedd
- Betsi Cadwaladr University Health Board

The invited members of the Board are:

- Public Health Wales
- Grŵp Llandrillo Menai
- Mantell Gwynedd
- Medrwn Môn
- Eryri National Park Authority
- Bangor University
- Welsh Government
- North Wales registered social landlords representative
- North Wales Police
- North Wales Police and Crime Commissioner
- Wales Probation Service

There is an opportunity to ask other bodies/organisations/ partners to sit on the Anglesey and Gwynedd Public Services Board as specific objectives and actions are identified.

3. The local Well-being Assessments

In May 2022, Local Well-being Assessments were published for Anglesey and Gwynedd. The Public Services Board has divided the two counties into 14 smaller areas and research was undertaken in order to understand and learn more about the well-being of those areas. Eight of these areas are in Gwynedd and six are in Anglesey. The information brings together local data, key messages from engagement work carried out with communities and national research. Information Booklets for each area are available on our website. www.llesiantgwyneddamon.org

The assessment was just a starting point – an overview of well-being to accompany the area booklets which gave the Public Services Board a better understanding of Anglesey and Gwynedd. Having considered the data and the views of local people, the Board concluded that the main priorities for residents of Anglesey and Gwynedd from the assessment were as follows:

- Respond to poverty and the cost of living
- Improving the health and well-being of children and young people
- Improve mental health and well-being
- Climate change – support communities to reach net zero targets
- Promote the use of the Welsh Language
- Enable equal experiences and access to nature
- Future workforce planning that meets the needs of the community and the local economy
- Ensure housing for local people
- Influence the financial priorities of public bodies

Please refer to **Appendix 1** for further details on the key messages from the Well-being Assessments.

4. Our Well-Being Objectives:

Using the evidence in the Well-being Assessment, the Board has identified **three Well-being Objectives**:

- We will work together to mitigate the effect of **poverty** on the well-being of our communities.
- We will work together to improve the well-being and achievement of **our children and young people** to realise their full potential.
- We will work together to support our services and communities to move towards **Zero Net Carbon**.

The **Welsh language** is a golden thread running through our plan. We promote the use of the language in all aspects of our work and work with communities to develop services and activities through the medium of Welsh.

The Public Services Board is an opportunity to share good practice, promote the language and ensure that residents of both counties have access to all public services through the medium of Welsh. An example of this is the work completed by the Welsh Language sub-group to encourage and empower customers to use Welsh when accessing public services. We will also explore solutions to encouraging Welsh speakers to seek jobs where Welsh is a key skill. Further actions in relation to the Welsh language are detailed beneath each of the objectives below.

For each of the objectives, the tables below give more information about why they have been chosen and what steps we are considering taking to deliver them. How they contribute to each of the Well-being Goals will be included in due course.

Well-being Objective 1: We will work together to mitigate the effect of poverty on the well-being of our communities

Ambition:

We will develop a detailed understanding of how poverty affects the area and look to ensure that the work happening across public bodies is more effective in mitigating the long-term effects of poverty. We will work together to gain a detailed understanding of the implications of living in poverty in our different areas. We will continue to develop the Well-being Assessments to get a detailed picture of where the lack of access to services is more challenging due to poverty.

What we will do over the course of the five-year plan:

- We will work together to optimise the use of available data to gain a detailed understanding of the implications of living in poverty in our communities. This should include:
 - Understanding the groups in the population and geographical areas that are most impacted by poverty and the mechanisms through which this occurs
 - Mapping out support services (what is the offer of support now) to tackle poverty across both counties
 - Undertaking a gap analysis and identify contributors to support universal and targeted approaches
- We will act as a voice for those impacted by poverty and hardship in Gwynedd and Anglesey knowing what communities and citizens need and the information that partners hold.
- We will enact socially responsible public procurement, benefitting the local supply chain and promoting a circular economy locally.

- We will offer diverse, quality, well-paid jobs that are a key part of keeping people in their communities, and consequently have a positive impact on maintaining the Welsh language.
- We will commit to developing a fair work mindset, place fair work at the heart of policies and plans, create fair work and be exemplars of fair work in Anglesey and Gwynedd demonstrating the value of such an approach for business and the community and promote access to fair work for all.
- We will increase digital inclusion and promote resilience to cyber-crime by sharing information about online scams.

How will we know that we are making progress?

We are working on a suite of measurable indicators to accompany the detailed action plan in August 2023.

Well-being Objective 2: We will work together to improve the well-being and achievement of our children and young people to realise their full potential.

Ambition:

We will plan preventative services and activities together to support families before the need for intensive intervention arises. We will encourage children, young people and their families to improve their health so that they can live healthily and independently within their communities in the long-term. We will work to ensure that our children and young people have positive experiences during their childhood and give priority to supporting families to ensure that every child gets the best start in life. We will also ensure that there is a clear vision among the partners to ensure the best results for children and young people.

What we will do over the course of the five-year plan:

- We will scope the development of an Early Years Strategy and implement plans to address gaps in service provision and support to ensure every child has the best start in life
- We will promote strategies to support children, young people, and their families to maintain a healthy weight.
- We will act to pass on the Welsh language from one generation to the next by creating opportunities for children, young people, and their families to learn, hear, and use the language beyond the school gates.
- We will look to support opportunities for our young people to develop to be the leaders of the future.
- We will support the North Wales Vulnerability and Exploitation Board which works to protect the population of north Wales including specific work to protect young people.
- We will support the National Strategy for Violence against Women, Domestic Abuse and Sexual Violence.
- We will ensure that children, young people and their families, including those who are vulnerable or in our care, are resilient and prepared for employment, further education, or training. This includes looking at Green Skills and Welsh language skills for the future.
- We will ensure that key partners work together to ensure that rural communities are not deprived of social and cultural opportunities in Welsh.
- We will provide greater opportunities for quality volunteering, work experience and apprenticeships for children, young people and their families.
- We will raise awareness in the system about the impacts of Adverse Childhood Experiences (ACEs) and trauma, and the opportunities to prevent exposure, mitigate risks and address harms.
- We commit to being a Trauma Informed Public Service Board (PSB).

- We commit to promoting the Five Ways to Well-being framework for children, young people and their families in all that we do.

How will we know that we are making progress?

We are working on a suite of measurable indicators to accompany the detailed action plan in August 2023.

Well-being Objective 3: We will work together to support our services and communities to move towards Zero Net Carbon

Ambition:

We will work together locally to support our communities to reduce carbon emissions and try to mitigate the impact of climate change. The Board considers that protecting the natural environment is integral to achieving its priorities and will be a common theme that runs across all the well-being objectives.

What we will do over the course of the five-year plan:

- We will carry out a Local Climate Change Risk Assessment.
- We will seek to deliver decarbonisation activity within our services and communities.
- We will support the work on identifying our local energy networks.
- We will use our landscape to store carbon and mitigate the effects of climate change.
- We will promote and action the North Wales Healthy Travel Charter.
- We will promote green health opportunities through social prescribing.
- We will protect and enhance biodiversity and natural habitats, whilst increasing and encouraging equal access for everyone to our natural environment. This includes access to green countryside spaces, and blue coastal spaces.
- We will maximise the benefits that come with our unique natural assets and grow our sustainable tourism offer.
- We will work with and support communities who want to manage and improve their local environment and empower all, including young people, to improve community spaces.
- We will work together on actions arising from the Welsh Government's (draft) Strategy for public engagement to act on climate change.
- We will work together to increase and improve skills to have a trained local workforce that can respond to the needs of a green economy.

How will we know that we are making progress?

We are working on a suite of measurable indicators to accompany the detailed action plan in August 2023.

5. How we developed the Well-being Objectives:

Having considered the main messages highlighted in the Well-being Assessments, a series of workshops were held over the Summer of 2022 with the members of the Board. With the support of the Wales Co-production Network, the workshops gave members the opportunity to reflect on the previous Well-being Plan while considering the following questions:

A. Looking back at the Well-being Plan 2017-22:

- How did we do against the two objectives/nine themes in the previous plan?
- What has changed and influenced the well-being of our communities in the last 5 years?

B. Looking forward to the Well-being Plan 2023-28:

- Looking at the updated well-being assessments for 2022 what are the key priorities for the PSB?
- Are there priorities where action is already taking place effectively outside the scope of the PSB?
- What can we do to ensure that the PSB adds value together rather than working separately?
- What would ensure that the new Well-being Plan is a success?

As the Board considered the local objectives for the new plan the recommendations of the Future Generations Commissioner were followed including:

'In setting its local objectives a board must also take into account the latest Future Generations Report as prepared by the Commissioner which will provide an assessment of the improvements public bodies should make in order to set and meet well-being objectives in accordance with the sustainable development principle.'

The Public Services Board decided that the focus should be on those areas where collaboration is needed in order to make a real difference. Having analysed the main messages that emerged in the Well-being Assessment and considered the conclusions of research and other assessments they have prioritised three specific areas in order to realise this vision. In a period of significant reduction in public sector resources, we believe that these are areas where we can work together better to ensure the best results for the residents of Anglesey and Gwynedd.

6. The next steps

The Well-being Plan is a live document which will change and develop over time. Although the well-being objectives and what we will do to achieve these objectives have been set out here, this is only an overview of what we intend to do. Further work will be carried out to develop specific work programmes.

The next step will be to draw-up detailed work programmes and identify Short, Medium and Long-Term actions for the well-being objectives. The Board's work will be regularly monitored by the Scrutiny Committees of Cyngor Gwynedd and the Isle of Anglesey County Council. An annual report on the progress of this plan will also be produced.

Members of the public have had the opportunity to share their views throughout the process of developing the Well-being Plan. Many comments and points received have been incorporated into the final plan.

Although the formal consultation period has now ended we are still keen to hear your views. To have your say, or if you would like to receive more information about the Gwynedd and Anglesey Public Services Board, please visit www.llesiantgwyneddamon.org

post@llesiantgwyneddamon.org

Phone number: 01766 771000

Please ask for:

Anglesey and Gwynedd Public Services Board Programme Manager

The Council's Business Support Service

Council Offices, Shirehall Street Caernarfon, Gwynedd, LL55 1SH

APPENDIX 1 - Main messages from the 2022 Well-being Assessments :

The booklets look at well-being in the context of the four main headings in the **Well-being of Future Generations (Wales) Act 2015** - namely Social, Economic, Environmental and Cultural. An additional heading has been added, namely 'Population and Language' as the Board recognises the importance of this specific theme for the area.

Population and Language:

- More over 75s are anticipated in future which means that an ageing population needs to be supported and we must ensure that individuals stay healthy for longer for the benefit of the economy and health and care services.
- Anglesey and Gwynedd are considered strongholds for the Welsh language but there has been a decline in the percentage of speakers over the past decade.
- Our communities are concerned about the impact that migration, tourism, the availability of suitable and affordable housing for young people and families are having on the Welsh language.

Environmental:

- The diverse natural environment of Anglesey and Gwynedd is an important resource. Coastline, lakes and rivers, marshes and forests have a positive impact on social, cultural and economic well-being.
- Climate change is a global challenge that is having an impact on the well-being of our residents. It leads to communities under high flood risk, exceptional weather and landslides and puts our nature and habitats under increasing pressure.
- Protecting nature and biodiversity is important for decarbonisation. In Anglesey and Gwynedd, there are diverse habitats and species that store the carbon that contributes to the level of greenhouse gases.
- Agriculture is an important sector in Anglesey and Gwynedd and our farmers need to be supported to develop more sustainable farming to contribute to decarbonisation.
- Maintaining a green future is a priority for the communities of Anglesey and Gwynedd. Residents have highlighted the appetite for eco-friendly areas that maximise our natural resources.

Social:

- There is concern about the level of obesity in 4-5 year olds across the region, with the highest percentage of all North Wales region counties here in our area. Evidence suggests that the percentage is likely to rise as a result of the impact of Covid-19 and lockdown.
- Covid-19 is likely to have a long-term impact on population health. This includes an impact on mental and physical health (for example, Long Covid) and exacerbating a number of existing health inequalities.
- The lack of public transport was highlighted as a huge challenge for rural communities. The frequency of bus services meant that it was difficult for residents to get to facilities and services, and likely to have a worse impact on some groups, for example, disabled people, young people and older people.
- Community spirit is one of the main assets of both counties and this has been highlighted in the willingness of residents to help each other during the Covid-19 period.

- The lack of digital connection is a barrier for the people and businesses in the county. Working and teaching remotely during the Covid-19 period has highlighted the importance of broadband availability.

Economic:

- Changes in work sectors and work pattern are anticipated into the future. There is a need to ensure accessible opportunities for all in occupations such as science and technology.
- A high percentage of people in Anglesey and Gwynedd work in the skilled trades occupations (which include farmers and agri-workers). Brexit and the reduction in grants and financial support has had an impact on this sector.
- Poverty in all its forms is a concern across both counties. We have one of the highest percentages in Wales of fuel poverty. Response to the draft booklets highlighted concern about poverty, at a time when the cost of living in all its forms is rising.
- Low-wage jobs are a major concern and securing high value jobs is a priority for communities and residents of both counties. As well as its impact on the economy, it also makes it difficult to keep young people in the county, thereby affecting the Welsh language.
- House prices and affordability are a key concern of local communities across both counties and have a negative impact on the social, cultural, linguistic and economic well-being of areas. Another concern highlighted by communities is the second house / holiday homes situation. One indicator is the increase in 'hate crime' reported by the Police.
- Tourism contributes to the economies of Anglesey and Gwynedd and is an important work sector, but also an additional challenge for local services and nature. Covid-19 had a negative impact on the country's accommodation and food sector as a result of the restrictions, which has been more pronounced in tourism-dependent areas.
- There is concern about the state of the local economy of 'the high street' or 'town centre'. This has been highlighted in Bangor, Holyhead and several other towns.
- Compared to the all-Wales figure, a high percentage of year 11 school leavers in our area are NEET (known not to be in education, employment or training).
- Childcare provision is important for the economy of our areas. A lack of sustainable provision is affecting communities in some areas of both counties and there is also concern about the availability of Welsh-medium childcare.

Cultural:

- The natural environment is a vital resource that contributes to well-being and health as they enable our residents to be active in the open air.
- A lack of activities for children and young people is a concern for the communities of Anglesey and Gwynedd with a perception that this can lead to anti-social behaviour.
- Green spaces are vital to the wellbeing of our residents, but they need to be made available so they can be used by all.
- World Heritage Sites offer an opportunity to build pride in local areas and history (the Slate Landscape and Castles of Edward I), but there is concern of its impact on tourism and the need to deliver benefits to local communities.
- Residents expressed pride that we have a strong, vibrant culture which is reflected in many societies, eisteddfodau, Young Farmers Clubs, shows and concerts that are held locally.

Link to the website: www.llesiantgwynedd.com

Appendix 2: How we'll work in the future

The Gwynedd and Anglesey Public Services Board operates in line with seven leading principles. Five of these are the national sustainable development principles (**the five ways of working**) and two have been added by the Board locally. These principles will help us to work together, avoid repeating past mistakes and get to grips with some of the challenges we will face in the future.

The Welsh language	<i>The Welsh language is a golden thread running through the plan. Indeed, it is a theme that underpins all the Board's work and we promote the use of the language in all aspects of our work and will work with communities to develop services and activities through the medium of Welsh.</i>
Tackle inequality	<i>We will continue to target local and national resources to tackle inequality and disadvantage in order to close the gap between the most privileged communities and the most deprived communities.</i>
Thinking long term	<i>We will continue to gather data to ensure a better understanding of how communities look now and how they will look in the future as a result of factors such as demographic changes. We will also look at which national and regional changes are on the horizon and try to analyse the effect on our communities. By doing so, we can work together as partners and residents to plan services for the future.</i>
Preventing problems	<i>We will use trends data to identify the problems which will face our communities in the future and will develop and implement plans to prevent them. We will work with communities to enable them to do more to prevent issues from developing, and support programmes that can make a real difference in the long term.</i>
Better collaboration	<i>We will try to remove the barriers which prevent effective collaboration. We will also share information and good practice between Board members and our residents about what is being done to realise objectives and priorities. We will consider the Board's membership regularly and will ensure that the right partners are included in order to achieve our objectives.</i>
Promoting integration	<i>We will work in a way that will contribute to more than one goal where appropriate and in accordance with Welsh Government's national wellbeing objectives. We will try to integrate services if evidence shows that this gets the best results for our communities. We will consider other local and regional strategies and plans that work towards the same or similar goals and work together in order to achieve them.</i>
Involve our communities	<i>Our residents and our communities have an important role to play when planning services for the future and we will ensure that their perspectives and experiences are central to the process of planning the work of the Board. We will adopt the National Participation Standards for all ages and ensure that the Board works within those standards. We will ensure that people can communicate with us in their preferred language and medium.</i>

1.0 Introduction

The Gwynedd and Anglesey Public Services Board (PSB) held a consultation on its Draft Well-being Plan (2023-2028) to ascertain whether people believe that its plans would help to improve things for people and their communities. It also wanted to know whether people have any other ideas on how they can work together in the interests of our communities.

The consultation was open between 12 December 2022 and 6 March 2023.

It was possible to respond to the questionnaire on the consultation websites of Cyngor Gwynedd and Isle of Anglesey County Council. It was promoted with a 'pop-up' on Cyngor Gwynedd's website as people visited the website. Paper copies were also available in every library in Gwynedd and Anglesey and in Siop Gwynedd and Cyswllt Môn. A press release was issued to promote the consultation and e-mails were sent to all Gwynedd and Anglesey councillors. The consultation was also promoted on the Board's social media accounts. The questionnaire was also sent to the Cyngor Gwynedd residents' panel to seek their opinion.

499 responses were received to the questionnaire. 395 (79.2%) responded publicly on the internet, 102 (20.4%) from the Cyngor Gwynedd Residents' Panel, and 2 (0.4%) responded in the form of a paper copy.

As part of consulting on the plan, focus groups were held with key groups in the community. These included events with the Anglesey Older People Council, Grŵp Llandrillo Menai Pwllheli, Grŵp Llandrillo Menai Llangefni and the Gisda LGBTQ+ Club.

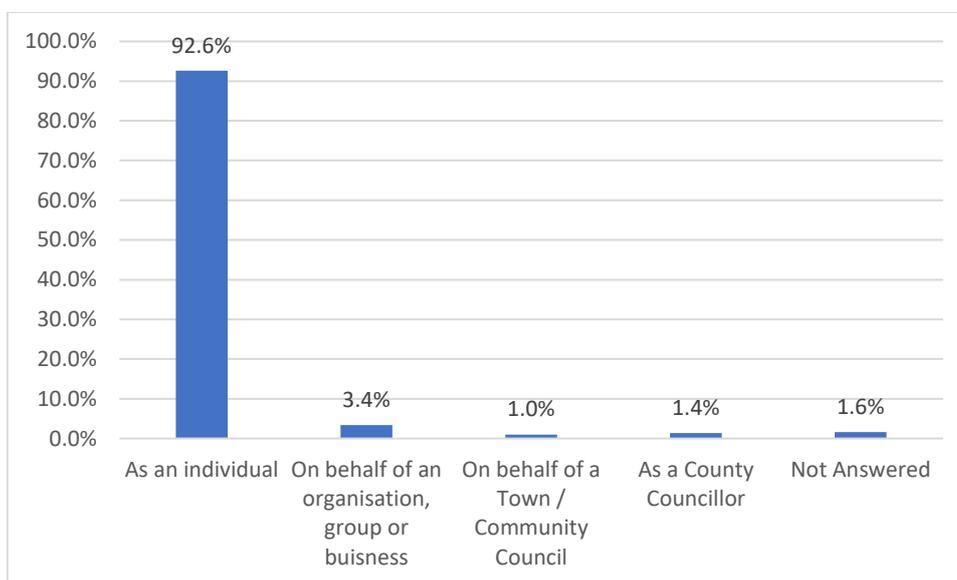
2.0 About You

Question 1: Are you responding to this consultation...

See from the following table (Table 1) that the majority of the questionnaire respondents answered as individuals (92.6%, N=462). We received a response from 12 (3.6%) organisations, groups or businesses, 5 (1.5%) county councillors and 3 (0.9%) Town or Community Councils.

Table 1 - Number and percentage of the respondents who responded to the consultation as individuals, County Councillors, on behalf of an organisation, group or business, or on behalf of a Town/Community Council and the number who chose not to answer the question.

	Number	Percentage
As an individual	462	92.6
As a County Councillor	7	1.4
On behalf of an organisation, group or business	17	3.4
On behalf of a Town/Community council	5	1.0
No response	8	1.6
Total	499	100.0



Graph 1 - Percentage of the respondents who responded to the consultation as individuals, County Councillors, on behalf of an organisation, group or business, or on behalf of a Town/Community Council and the number who chose not to answer the question.

Question 2: In which well-being area do you live?

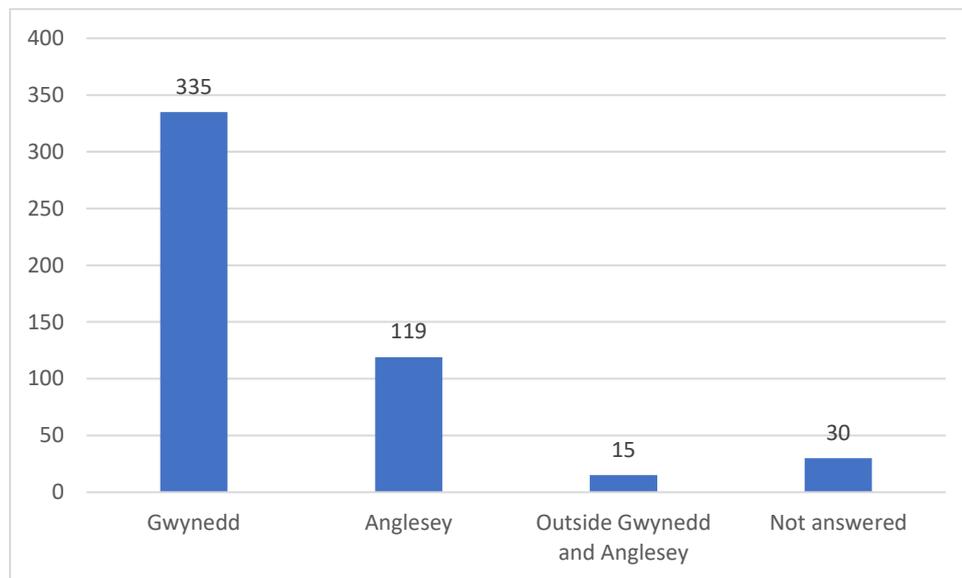
Note that the majority of respondents live in Gwynedd (67.1%, N=335), with nearly a quarter (23.8%, N=119) living in Anglesey. Every well-being area was represented, albeit the numbers were very small in some, as seen from the following table.

Table 2 - Number and percentage of respondents living in each authority.

Authority	Number	Percentage
Anglesey	119	23.8
Gwynedd	335	67.1
Outside Gwynedd and Anglesey	15	3.0
No response	30	6.0
Total	499	100.0

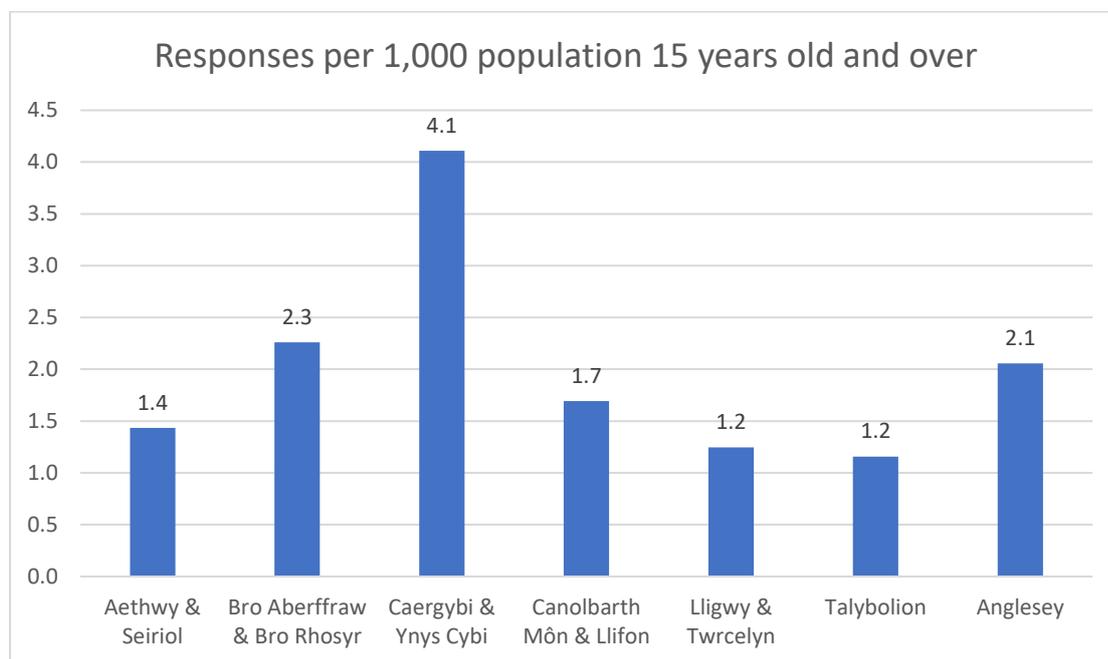
Table 3 - Number and percentage of respondents living in each Well-being Area.

Well-being Area	Number	Percentage
Aethwy and Seiriol	15	3.0
Bro Aberffraw and Bro Rhosyr	14	2.8
Caergybi and Ynys Cybi	47	9.4
Canolbarth Môn and Llifon	24	4.8
Lligwy and Twrcelyn	14	2.8
Talybolion	5	1.0
Bangor	69	13.8
Caernarfon	85	17.0
Dolgellau	50	10.0
Ffestiniog	17	3.4
Llŷn	45	9.0
Penllyn	9	1.8
Porthmadog	34	6.8
Tywyn	26	5.2
Outside Gwynedd and Anglesey	15	3.0
Not answered	30	6.0
Total	499	100.0

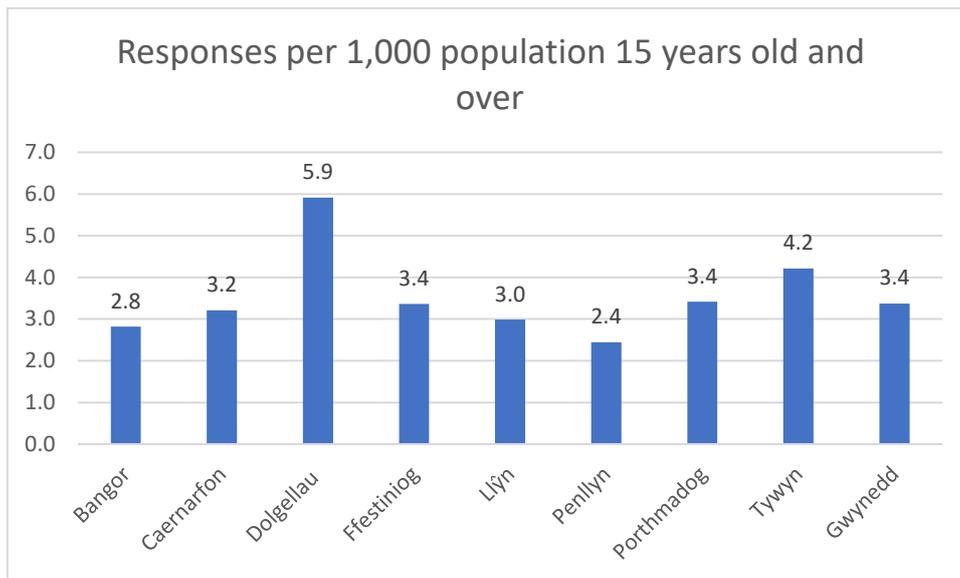


Graph 2 - Number of respondents living in each authority.

It may be better to look at the number who have responded per 1,000 of the population (2021 Census figures) in each area. Per 1,000 of the population, Caergybi and Ynys Cybi area is the highest in Anglesey and the Dolgellau area in Gwynedd.



Graph 3 - Number of responses per 1,000 of the population aged 15 and over in Anglesey according to Well-being area.



Graph 4 - Number of responses per 1,000 of the population aged 15 and over in Gwynedd according to Well-being Area.

3.0 Well-being Objectives

Using the evidence in the Well-being Assessments, the Public Services Board has identified three draft Well-being Objectives:

- We want to work together to mitigate the effect of poverty on the well-being of our communities
- We want to work together to prioritise the well-being and achievement of our children and young people.
- We want to work together to support our communities to move towards Zero Net Carbon.

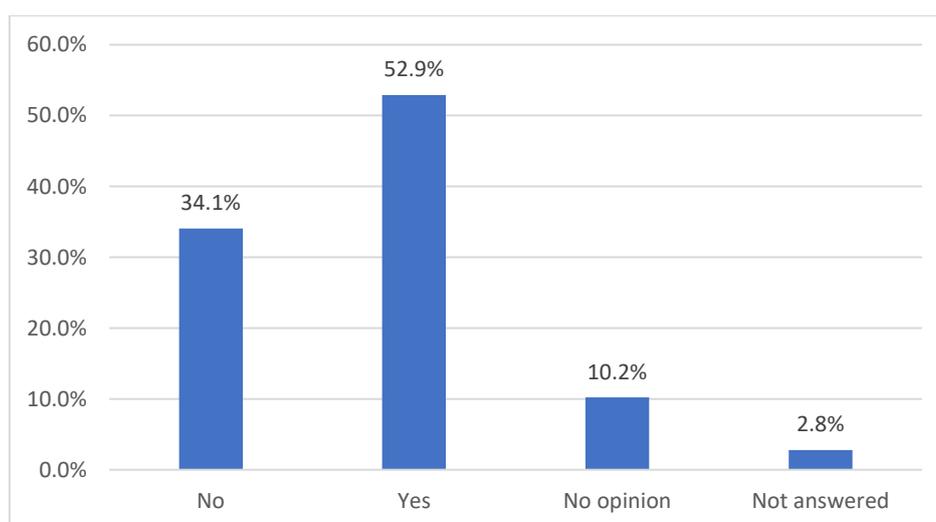
The Welsh language will be a golden thread running throughout the plan.

Question 3.1: Considering Well-being Objective 1 "We want to work together to mitigate the effect of poverty on the well-being of our communities" in your opinion, is this ambition and what we can do to achieve the objective achievable over the next five years?

Over half of the respondents (52.9%, N=264) thought that well-being objective 1 was achievable. Just over a third of the respondents (34.1%, N=170) disagreed and 13.0% (N=65) of the respondents had no opinion or did not answer.

Table 4 - Number and percentage of responses to whether the ambition and what can be done to achieve the objective is achievable over the next five years considering Well-being Objective 1.

	Number	Percentage
Yes	264	52.9
No	170	34.1
No opinion	51	10.2
No response	14	2.8
Total	499	100.0



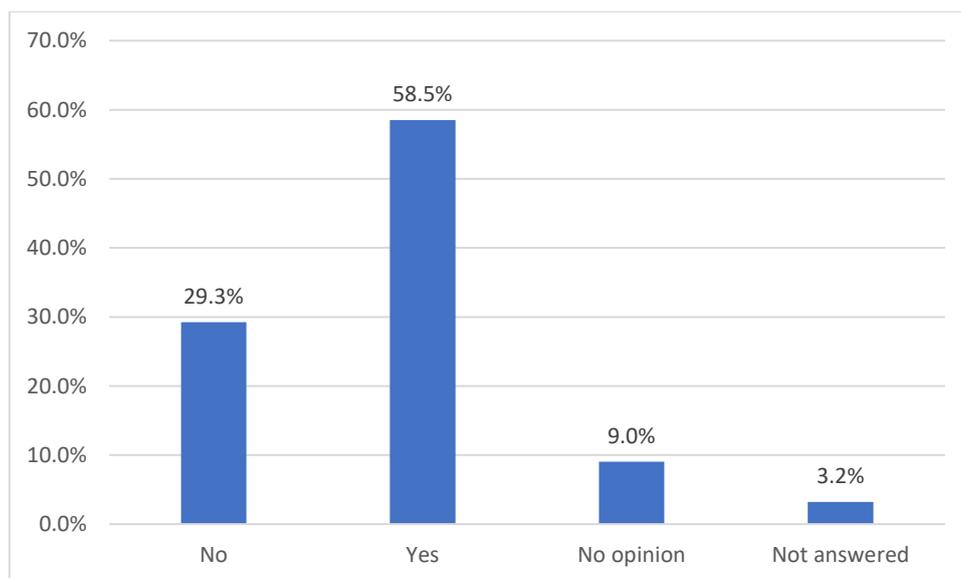
Graph 5 - Percentage of responses if the ambition and what can be done to achieve the objective is achievable over the next five years considering Well-being Objective 1.

Question 3.2: Considering Well-being Objective 2 "We want to work together to prioritise the well-being and achievement of our children and young people" in your opinion, is this ambition and what we can do to achieve the objective achievable over the next five years?

Just over half of the respondents (58.5%, N=292) thought that well-being objective 2 was achievable, with just under a third (29.3%, N=146) disagreeing and 12.2% (N=61) of the respondents either had no opinion or did not answer.

Table 5 - Number and percentage of responses whether the ambition and what can be done to achieve the objective over the next five years is achievable considering Well-being Objective 2.

	Number	Percentage
Yes	292	58.5
No	146	29.3
No opinion	45	9.0
No response	16	3.2
Total	499	100.0



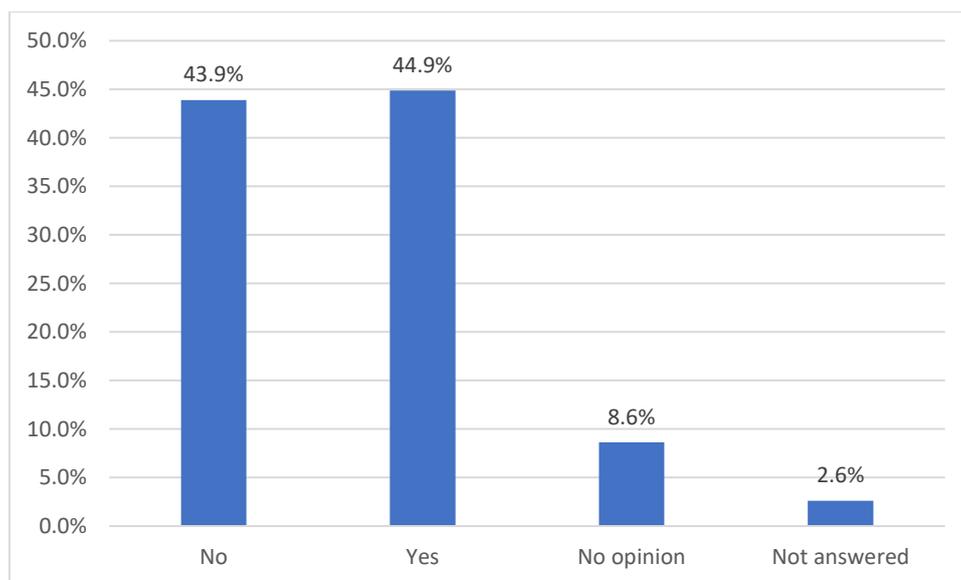
Graph 6 - Percentage of responses whether the ambition and what can be done to achieve the objective is achievable over the next five years considering Well-being Objective 2.

Question 3.3: Considering Well-being Objective 3 "We want to work together to support our communities to move towards Zero Net Carbon" in your opinion, is this ambition and what we can do to achieve the objective achievable over the next five years?

There was very little difference between those who thought that objective 3 was achievable or not. Nearly half the respondents (44.9%, N=224) were of the opinion that it was achievable with nearly all of the remaining half (43.9%, N=219) disagreeing. 11.2% (N=56) of the respondents either did not have an opinion or did not answer the question.

Table 6 - Number and percentage of responses whether the ambition and what can be done to achieve the objective over the next five years is achievable considering Well-being Objective 3.

	Number	Percentage
Yes	224	44.9
No	219	43.9
No opinion	43	8.6
No response	13	2.6
Total	499	100.0



Graph 7 - Percentage of responses whether the ambition and what can be done to achieve the objective is achievable over the next five years considering Well-being Objective 3.

Question 3.3.1: Please detail any additional information to support your responses.

253 respondents included additional information. The table below notes some of the main themes arising from those comments. Note that the majority of the comments relating to protecting the natural environment were made by people referring to the Penrhos Coastal Park in Anglesey.

Note that only main themes with 10 or more responses have been included in the Tables in the following pages.

Table 7 - The key themes noted as a response to the opportunity to note any additional information to support the responses to Question 3.

Theme
Need an emphasis on protecting our natural environment and wildlife which improve people's well-being
Ambitious, difficult to realise in the current situation (e.g. is there a budget available)
Difficult to reach these targets in a rural area where there are no facilities or work
Need more advice on the climate crisis (netzero carbon) before acting
Things such as climate / net zero should be left to the National Governments
The plan cannot succeed with the Cost-of-Living situation
Commend / agree with the objectives
Need more information to give an opinion / be able to measure
Investment is needed to reach the objectives
Work and high value jobs should be the priority
Net Zero plans will make some residents poorer
Need more focus on children and young people
Need investment in renewable energy
Need firm actions, not words
Need actions to deal with existing poverty

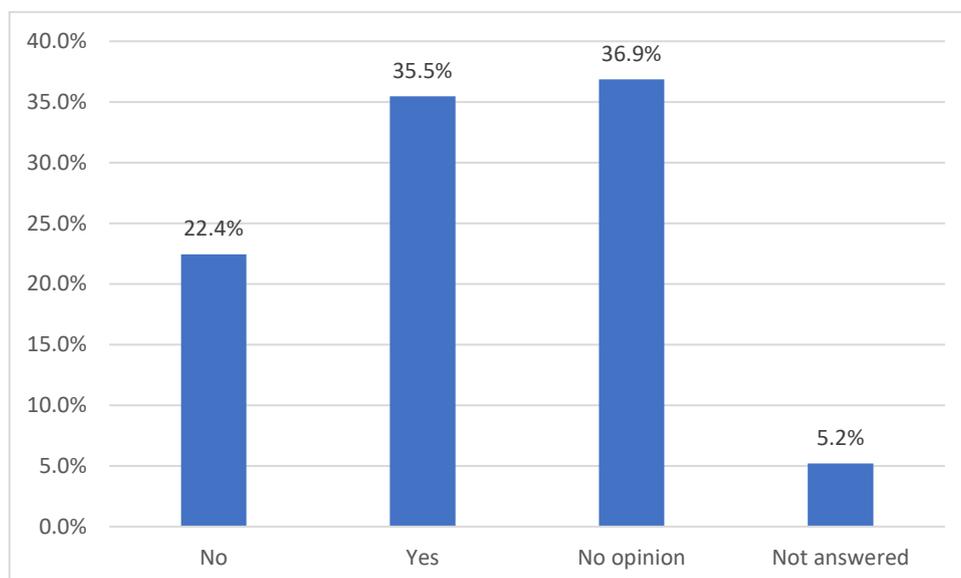
4.0 Key Messages of the Well-being Assessments

Question 4: Considering Attachment 1 from the draft Well-being plan ‘Main messages from the Well-being Assessment completed in 2022’ in your opinion are there any missed well-being objectives that need to be considered?

Nearly a third of the respondents (35.5%, N=177) thought that well-being objectives had been missed and needed to be considered. Nearly a quarter (22.4%, N=112) thought that there were no well-being objectives missing, while the majority of the respondents (36.9%, N=184) had no opinion.

Table 8 - Number and percentage of responses if any well-being objectives have been missed that need to be considered.

	Number	Percentage
Yes	177	35.5
No	112	22.4
No opinion	184	36.9
No response	26	5.2
Total	499	100.0



Graph 8 - Percentage of responses whether any well-being objectives have been missed that need to be considered.

Question 4.1: Please detail any additional information to support your responses

151 of the respondents included additional information. The table below notes the main themes arising from their responses. There were a number of comments relating to protecting local green / nature areas (some relating to specific sites particularly the Penrhos coastal site). Otherwise, the main themes related to health, climate change / the local environment, and improving employment and income in the area.

Table 9 - The key themes noted as a response to the opportunity to note any additional information to support the responses to Question 4.

Theme
Protect green areas, nature for well-being, woodlands, access to nature
Health - mental health, obesity, provision for all, social services / preventative, health education
Need to address climate change and protect the local environment
Improve jobs / income / salaries / support for businesses in the area
Need to include the whole community and age groups when creating the Plan and in the plans
Sustainable and reliable public transport / parking problems / active travel
Doubts whether the Plan will deliver / need more detail / need to think on a smaller scale

5.0 Themes arising from the focus groups

Do you agree with the proposed objectives?

Overall the focus groups agreed with the objectives noting that they concentrate on problems that exist in everyone's lives. There were some concerns about the detail of the plans at the moment and the need for specific measures to ensure the objectives are monitored. It was also noted that objectives should not be independent of each other but rather they should influence each other. There was some vagueness about the Welsh language as a golden thread that runs through the plan with some suggesting that the Welsh language should be a standalone objective.

What's missing?

This is a list of what the focus groups believed was missing.

- Strategy for older people and the need to be an age-friendly community
- Improvements to mental health services
- Tackle loneliness especially in rural communities
- Homelessness
- Working with families
- Prioritise local producers and farmers
- Concentrate on affordable housing
- Specific focus on climate
- Training for public bodies on sensitive matters
- Need to help those who are in work but experiencing financial difficulties
- Support for communities to help themselves overcome poverty
- Tackle the second homes / holiday homes problem
- Facilitate and encourage people to buy electric cars
- Opportunities for work experience are scarce
- Plans for the future of our schools
- Need much more emphasis on creating jobs to keep young people in their communities

There was also a comment that young people were not represented on the Board.

Are these achievable?

There were some doubts that the objectives were slightly too ambitious within a five-year period but there was also a consensus that if everyone collaborated effectively then it would be possible. It was also noted that there was a need to be clear on how the Board could be held to account for their actions and as noted already, clear measures were needed to measure success including the soft elements.

Are they ambitious enough?

In terms of being ambitious enough, the majority of the focus group agreed that they were ambitious enough considering the current financial climate. There were a few comments that it could be more ambitious by including some of the matters that were considered missing as noted above.

6.0 Collaboration

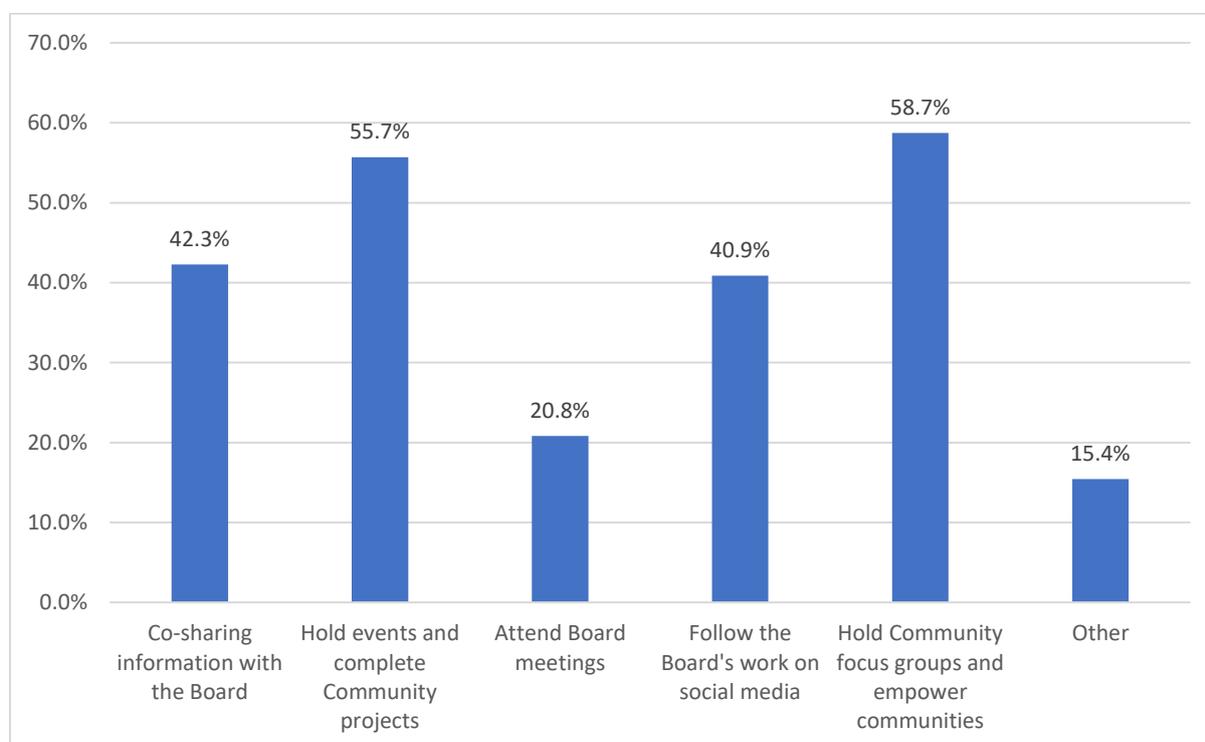
Question 5: We want everyone to be part of the work of developing the Plan in future, how do you think you and your communities could help us to deliver the three Well-being Objectives over the next five years?

This was a multiple-choice question therefore it was possible to choose more than one option here. It is seen that the two most popular options were the options that involved the community namely "hold Community focus groups and empower communities" (58.7%, N=293), and "hold events and deliver Community projects" (55.7%, N=278). 42.3% (N=211) wanted to "joint share information with the Board", 40.9% (N=2014) wanted to "follow the board's work on social media", and 20.8% (N=104) wanted "to attend the Board meetings".

Table 10 - Number and percentage of responses on how the respondents and their communities can help to achieve the three Well-being Objectives over the next five years*

	Number	Percentage
Share information with the Board	211	42.3
Hold events and deliver community projects	278	55.7
Attend Board meetings	104	20.8
Follow the board's work on social media	204	40.9
Hold community focus groups and empower communities	293	58.7
Other	77	15.4

*It was possible for the respondents to select more than one option.



Graph 9 - Percentage of responses regarding how the respondents and their communities could help to achieve the three Well-being Objectives over the next five years*

15.4% (N=77) noted that they would be able to achieve the three well-being objectives in another way. These other ways included some of the themes noted in the table below.

Table 11 - Number and percentage of the key themes noted as a response to the opportunity to note any additional information after selecting 'Other' in response to Question 5.

Theme	Number	Percentage
Ensure that the community has a voice - and include everyone	29	40.8
Hold the Board to account / Challenge that the plan is being completed	13	18.3
No point - never listen	8	11.3
Ensure that local businesses have an input	8	11.3

7.0 Further Observations

Question 6: Please note below any further comments you may have about the Gwynedd and Anglesey Draft Well-being Plan 2023-28.

138 of the respondents had additional comments to make. The main themes raised are noted in the table below. Note that the majority of the comments relating to protecting the natural environment were made by people who are referring to the Penrhos Coastal Park in Anglesey.

Table 12 - Number and percentage of the key themes noted as a response to the opportunity to note any additional comments.

Theme	Number	Percentage
Need an emphasis on protecting our natural environment / green sites and nature	39	28.3
Need to involve communities in decision making	19	13.8
It should be ensured that it is implemented	18	13.0
Need to ensure equal opportunities for all	10	7.2
Need much more details in the plan	10	7.2

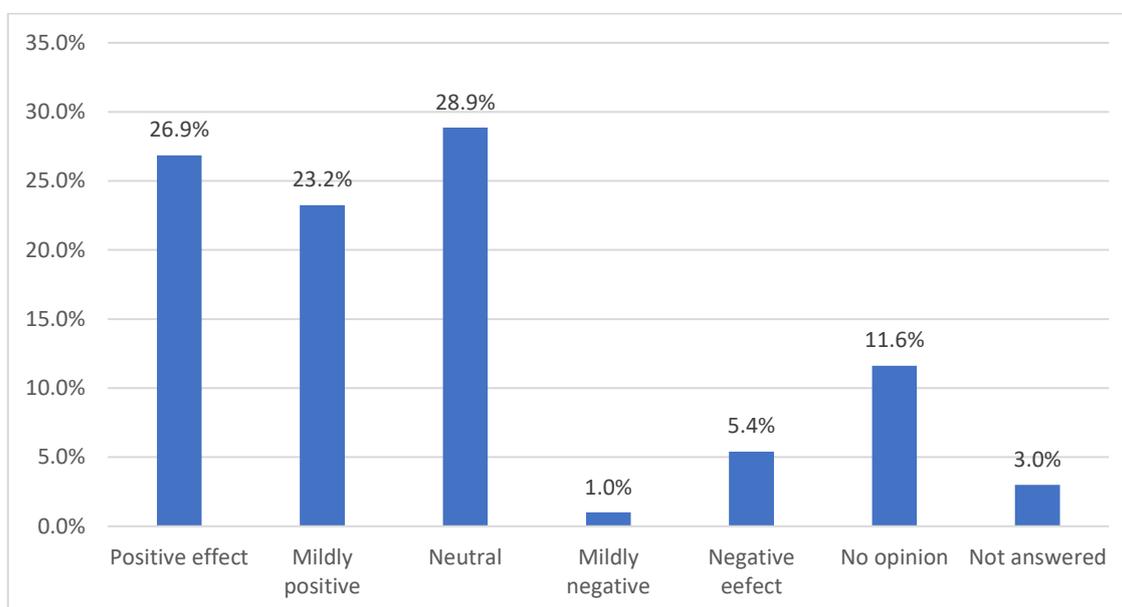
8.0 Impact on the Welsh language

Question 7: What do you think will be the impact of this work on the Welsh language, the opportunities to use it and its status within the community?

Half the respondents (50.1%, N=250) thought that the plan would have a positive impact on the Welsh language, 28.9% (N=144) thought that it would have a neutral impact and 6.4% (N=32) thought that it would have a negative impact. 14.6% (N=73) did not have an opinion on the impact of the plan on the Welsh language.

Table 13 - Number and percentage of responses regarding the impact of this work on the Welsh language, the opportunities to use it and its status within the community.

	Number	Percentage
Positive impact	134	26.9
Some positive impact	116	23.2
Neutral	144	28.9
Some negative impact	5	1.0
Significantly negative impact	27	5.4
No opinion	58	11.6
No response	15	3.0
Total	499	100.0



Graph 10 - Percentage of responses regarding the impact of this work on the Welsh language, the opportunities to use it and its status within the community.

Question: Any comments to explain your opinion?

122 of the respondents had further comments to make. The main themes raised can be seen in the following table.

Table 14 - Number and percentage of the key themes noted as a response to the opportunity to note any additional comments to explain their opinion.

Theme	Number	Percentage
Opportunities for individuals to learn Welsh and be part of a bilingual community	33	27.0
Celebrate the language and support communities to use the language	26	21.3
Why do you need to emphasise the Welsh language - more unnecessary cost	23	18.9
More work opportunities in the area to keep our young people in their communities	20	16.4
The fact that the Language is considered throughout the plan	16	13.1
Keep individuals/families in their Welsh communities with affordable housing	11	9.0
Difficult to say without seeing the action plan	10	8.2

Question : In your opinion, are there any opportunities to modify what is being proposed in order to have a more positive effect on the Welsh language and its use, or to remove any negative effects?

96 of the respondents answered this question. The table below notes the main themes arising from those responses.

Table 15 - Number and percentage of the main themes noted as a response to the opportunity to note any opportunities to modify what is being proposed in order to have a more positive effect on the Welsh language and its use, or to remove any negative effects.

Theme	Number	Percentage
Provide Welsh lessons / encourage non-Welsh speakers to speak Welsh	33	34.4
A festival for the Welsh language to promote Welsh culture	19	19.8
Do not force Welsh upon everyone	14	14.6
Communicate bilingually	11	11.5

Equality Impact Assessment (EqIA) (including Welsh Language & Socio-economic Duty)

November 2021

Name of Policy or Practice	Gwynedd and Anglesey PSB Well-being Plan 2023-28		
Responsible Officer / Head of Department (responsible for the Policy or Practice)	Sandra Lynne Thomas, Programme Manager Gwynedd and Anglesey Public Services Board		
Service / Department	Leadership Team, Cyngor Gwynedd	Start Date of Assessment	December 2022

Name of officer(s) (and partners) completing the EqIA		
Name(s)	Job Title(s)	Signature(s)
Cyngor Gwynedd	Chief Executive	
Cyngor Sir Ynys Môn	Chief Executive	
North Wales Fire and Rescue Service	Chief Officer	
Natural Resources Wales	Chief Officer	
Betsi Cadwaladr University Health Board	Chief Executive	

*Consider including only job titles when publishing

Document Version	Revision Date	Briefly Describe the Changes
V1-V3	12/22 – 03/23	Early drafts, consultation with partners
V4	17/04/23	Draft to translation
V5	25/04/23	Final version

EqIA Approved by Responsible Officer / Head of Department / Service / Committee	
Date EqIA Concluded	
Name	
Job Title	

--	--	--

Signature	
------------------	--

Introduction

This document is a multi-purpose tool ensuring the appropriate steps are taken to comply with the [Public Sector Equality Duty](#) Equality Impact Assessment legislation and to demonstrate that we have shown due regard to the need to reduce inequalities of outcome resulting from socio-economic disadvantage when taking strategic decisions under the [Socio-economic Duty](#) It also ensures that we take appropriate steps to comply with the requirements of the [Welsh Language Standards](#) (Section 44: Welsh Language Measure (Wales) 2011) to consider the impact of strategic and policy decisions on the language.

When we plan to introduce a new, or revise an existing, policy or practice, make changes or cuts to a service or make strategic decisions, we are required to consider if the decision would have a disproportionate impact on people sharing one or more [protected characteristic](#) or whether it could create inequalities of outcome around socio-economic disadvantage. Where this is likely to be the case, we must take appropriate action. The EqIA process is not intended to prevent us doing things but to ensure we have considered the impact. It helps us focus on the actions we can take to remove and/or mitigate any disproportionate or discriminatory impact and introduce measures to advance equality of opportunity.

Page 58

To comply with the [General Duty](#) and [Socio-economic Duty](#), we must have ‘due regard’ (or consciously consider the need) to: eliminate discrimination, advance equality of opportunity and foster good relations and to the need to reduce the inequalities of outcome resulting from socio-economic disadvantage. The greater the relevance and potential impact, the higher the regard required by the duty. The General Duty will be more relevant to some functions than others and they may also be more relevant to some protected characteristics than others. Our duty must be exercised with rigour, an open mind and considered at a time when it can make a difference to our decisions. Policies with high relevance, such as strategic budgetary decisions, grant-making programmes, changes to service delivery (including withdrawal or reorganisation of services), and recruitment or pay policies should always be subject to an assessment for impact. For further guidance see [EHRC Assessing Impact Guidance](#) and [Socio-economic Duty Code of Practice](#). Our duty to comply with this legislation cannot be delegated.

This template should demonstrate the steps taken to carry out the assessment including relevant engagement/consultation, the information taken into account, the results of the assessment and any decisions taken in relation to those results. The EqIA should be published where it shows a substantial (or likely) impact on our ability to meet the General Duty.

Benefits of undertaking an EqIA:

- Gain a better understanding of those who may be impacted by the policy or practice
- Better meet differing needs and become more accessible and inclusive
- Enable planning for success – identifies potential pitfalls and unintended consequences before any damage is done
- Enable improved planning that will make decisions proactive rather than reactive, avoid having to reverse decisions which could have cost and reputational implications

- Demonstrate decisions are thought through and have taken into account the views of those affected
- Enable us to manage expectations by explaining the limitations within which we are working (eg, budget)
- Help avoid risks and improve outcomes for individuals
- Remove inappropriate or harmful practices and eliminate institutional discrimination
- Ensure we put Welsh and English Language on an equal footing and that decisions are made that safeguard and promote the use of the Welsh language

Whilst this document may seem lengthy, as well as containing the necessary steps in the process, it also contains guidance notes in the key areas to assist you in undertaking the EqIA. Additional links to further information are also included for assistance. Further information can be found on NHS/ WLGA PSED/ EIA [here](#).

Equality and Welsh Language Impact Assessment Steps

- Step 1 - Identify the Main Aims and Objectives of the Policy or Practice
- Step 2 - Data, Engagement and Assessing the Impact
- Step 3 - Procurement and Partnerships
- Step 4 - Dealing with Adverse or Unlawful Impact and Strengthening the Policy or Practice
- Step 5 - Decision to Proceed
- Step 6 - Actions and Arrangements for Monitoring Outcomes and Reviewing Data
- Step 7 - Publishing the Equality Impact Assessment

Page 59

Important Note to Completing Officer(s):

It is important that the EqIA is completed when the policy or practice is being developed so that the findings from the EqIA can be used to influence and shape the policy or practice. It is recommended as a minimum, it is completed by a lead officer who is responsible for the policy or practice, a subject matter expert and a critical friend with at least one who has received formal EqIA training. This document needs to be presented to the decision makers along with the draft policy or practice as part of the decision making process.

Where you are developing a high level strategy or plan that does not contain sufficient detail to show how it will impact on individuals or groups (ie, where there will be plans and actions sitting beneath the strategy that will determine this), you should still undertake the full Equality Impact Assessment. You may also need to complete additional EqIA(s) on the plans and actions beneath the high level strategy. This will ensure you demonstrate that you have shown due regard to complying with the [General Duty](#), the [Public Sector Equality Duty](#), the [Welsh Language Standards](#) and the [Socio-economic Duty](#).

If your policy or practice is as a result of a UK, Welsh Government or Local Authority wide directive, you should still assess the impact of this locally to identify any differential impact due to local difference.

You should consider whether other events, eg, Covid-19, Brexit, Black Lives Matter, etc, have highlighted or exacerbated inequalities that need to be addressed as you work through the EqlA

STEP 1 – Identify the Main Aims and Objectives of the Policy or Practice

1. What is being assessed? *(Please double click on the relevant box(es) (X) and select 'checked' as appropriate)*

- New and revised policies, practices or procedures (which modify service delivery or employment practices)
- Service review or re-organisation proposals which affect the community and/or staff, eg, early years provision, care, education
- Efficiency or saving proposals, eg, resulting in a change in community facilities, activities, support or employment opportunities
- Setting budget allocations for new financial year and strategic financial planning
- Decisions affecting service users, employees or the wider community including (de)commissioning or revised services
- New project proposals affecting staff, communities or accessibility to the built environment, eg, new construction work or adaptations to existing buildings, moving to on-line services, self-service, changing location
- Large Scale Public Events
- Local implementation of National Strategy/Plans/Legislation (refer to any national EqlA and consider local impact)
- Strategic directive and intent, including those developed at Regional Partnership Boards and Public Service Boards which impact on a public bodies functions
- Medium to long term plans (for example, corporate plans, development plans, service delivery and improvement plans)
- Setting objectives (for example, well-being objectives, equality objectives, Welsh language strategy)
- Major procurement and commissioning decisions
- Decisions that affect the ability (including external partners) to offer Welsh language opportunities and services
- Other please explain in the box below:

2. What are the overall aims, objectives and intended outcomes of the policy or practice?

The Well-being of Future Generations (Wales) Act 2015 has created a Public Services Board (PSB) for each local authority area in Wales to ensure that public bodies work together to create a better future for the people of Wales. Gwynedd and Anglesey work together as one Board.

Gwynedd and Anglesey PSB includes the two County Councils, North Wales Fire and Rescue Service, Betsi Cadwaladr University Health Board and Natural Resources Wales together with a number of other organisations, e.g. Grŵp Llandrillo Menai, North Wales Police, Mantell Gwynedd, Medrwn Môn, Bangor University, representatives of the housing sector etc.

Every five years an assessment of local well-being is published and includes detailed research on economic, social, environmental and cultural issues. It is also an opportunity for residents to say what is good about their communities and what is not so good. The last Well-being Assessments were carried out during 2022. The Well-being Assessments are available on our Website

One of the key statutory functions of the PSB under the Well-being of Future Generations Wales (2015) Act is to produce a well-being plan. The Well-being Plan sets out how the PSB will work together to improve the well-being of people and communities in Gwynedd and Anglesey now and in the future. The Well-being Plan represents the additional value that can be delivered through working innovatively and collaboratively as partners. The current well-being plan period of 2018-2023 is coming to an end and our new well-being plan will be in place for the next five years 2023-2028.

Using the evidence in the Well-being Assessment workshops with the PSB members and a public consultation the PSB has identified **three Well-being Objectives:**

- We will work together to mitigate the effect of **poverty** on the well-being of our communities
- We will work together to improve the well-being and achievement of **our children and young people.**
- We will work together to support our services and communities to move towards **Zero Net Carbon.**

In addition, it is important to note that the **Welsh language** is a golden thread running through the plan. We promote the use of the language in all aspects of our work and will work with communities to develop services and activities through the medium of Welsh. The Public Services Board is an opportunity to share good practice, promote the language and ensure that residents of both counties have access to all public services through the medium of Welsh. An example of this is the work completed recently to encourage and empower customers to use Welsh when accessing public services. We will also explore solutions to encouraging Welsh speakers to seek jobs where Welsh is a key skill. Further actions in relation to the Welsh language are detailed beneath each of the objectives.

For each of the objectives, there are firm steps and outputs of how the PSB can deliver and how they contribute to each of the Well-being Goals of the Well-being of Future Generations Act (Wales) 2015.

3. Who are the main consultative groups (stakeholders)?

Note: Consider communities of interest or place (where people are grouped together because of specific characteristics or where they live)

The main consultative groups for the Gwynedd and Anglesey Well-being Plan are:

- Residents of Gwynedd and Anglesey – these have been grouped into well-being areas through the Well-being Assessments held in 2021 and specific characteristics for each of the fourteen well-being areas can be found in the assessments on our website www.llesiantgwyneddaron.org Factors such as population and language, environment, social, economic and cultural characteristics were identified.
- All members of the Public Services Board – Statutory and invited are also stakeholders, and include Grŵp Llandrillo Menai, North Wales Police, Mantell Gwynedd, Medrwn Môn, Bangor University, representatives of the housing sector etc.

Some of the groups we specifically engaged with during consultation on the draft well-being plan included:

- Equality Groups including the GISDA LGBTQ+
- Forum and interest groups that represent or work with people and / or children with equality characteristics
- Young people (Grwp Llandrillo Menai Students)
- Older People's Forum and Older People's Council
- Gwynedd Council Residents Panel
- Town and County Councils
- Cwmni Bro Ffestiniog

Interaction on social media (Facebook and Twitter) – PSB partners' websites, Gwynedd Council website, Anglesey County Council website, e-newsletters of elected members and Council staff.

4. Is the policy related to, influenced by, or affected by other policies or areas of work (internal or external), eg, strategic EqlAs if this is an operational EqlA and vice versa?

Note: Consider this in terms of statutory requirements, local policies, regional (partnership) decisions, national policies, welfare reforms.

This Equality Impact Assessment looks at the Plan as a whole. Each initiative within the Plan will require a separate Impact Assessment either on the initiative as a whole or on specific parts of it. It is the duty of individual project leads or the group responsible for the initiative to undertake the Assessment(s).

We have also undertaken a review of the strategic plans of all the statutory partners specifically in relation to Welsh language, well-being and climate change. A similar exercise is underway for the non-statutory partners.

STEP 2 - Data, Engagement and Assessing the Impact

When completing this section, you need to consider if you have sufficient information with which to complete your EqlA, or whether you need to undertake a period of engagement/consultation before continuing. The legislation relating to the EqlA process requires you to **engage and**

involve people who represent the interests of those who share one or more of the protected characteristics *and* with those who have an interest in the way you carry out your functions. The socio-economic duty also requires us to **take into account the voices of those in the community including those with lived experience of socio-economic disadvantage.** You should undertake engagement with communities of interest or communities of place to understand if they are more affected or disadvantaged by your proposals so that you can address inequalities of outcome. This needs to be proportionate to the policy or practice being assessed. Remember that stakeholders can also include our own staff as well as partner organisations.

Before carrying out particular engagement activities, you should first look to data from recent consultations, engagement and research. This could be on a recent related policy or recent assessments undertaken by colleagues or other sources, eg, [Is Wales Fairer?](#), [North Wales Background Data Document](#), InfoBase Cymru, WIMD¹. This can help to build confidence among groups and communities, who can see that what they have said is being acted on. If you have very little or no information from previous engagement that is relevant to this EqIA, you should undertake some engagement work with your stakeholders and with relevant representative groups to ensure that you do not unwittingly overlook the needs of each protected group. It is seldom acceptable to state simply that a policy will universally benefit/disadvantage everyone, and therefore individuals will be affected equally whatever their characteristics. The analysis should be more robust than this, demonstrating consideration of all of the available evidence and addressing any gaps or disparities. Specific steps may be required to address an existing disadvantage or meet different needs.

Page 63

The Gunning Principles, established from past court cases, can be helpful in ensuring we apply fairness in engagement and consultation:

Principle 1: Consultation must take place when the proposals are still at a formative stage. You must not have already made up your mind.

Principle 2: Sufficient reasons must be put forward to allow for intelligent consideration and response. Have people been given the information and opportunity to influence?

Principle 3: Adequate time must be given for consideration and response. Is the consultation long enough bearing in mind the circumstances?

Principle 4: The product of consultation must be conscientiously taken into account when finalising the decision.

5. Have you complied with the duty to engage as described above and are you sufficiently informed to proceed?

Yes X No *(please cross as appropriate X)*

6. If Yes, what engagement activities did you undertake and who with?

¹ Wales Index of Multiple Deprivation

The consultation on the draft Well-being plan was held from 13 December 2022 to 6 March 2023 to present and explain the draft priorities to the public, partners and local organizations and raise awareness of the opportunity for them to take part in the exercise by completing a short online questionnaire on the Gwynedd and Anglesey Public Services Board website linking through to a Limesurvey questionnaire hosted on the Gwynedd Council website. [Gwynedd & Anglesey Well-Being Plan \(llesiantgwynedd.com.org\)](https://www.gwynedd.gov.uk/Well-being-Plan)

Paper copies were also available in libraries and public reception areas in Gwynedd and Anglesey and alternative format copies were available by request.

The number of respondents to the questionnaire was 499 (including the Gwynedd Residents Panel):

Table 1 - Number and percentage of the respondents who responded to the consultation as individuals, County Councillors, on behalf of an organisation, group or business, or on behalf of a Town/Community Council and the number who chose not to answer the question.

	Number	Percentage
As an individual	462	92.6
As a County Councillor	7	1.4
On behalf of an organisation, group or business	17	3.4
On behalf of a Town/Community council	5	1.0
No response	8	1.6
Total	499	100.0

As many people as possible in Gwynedd and Anglesey were encouraged to complete and return the questionnaire. A press release was released on 16 January 2023. This was released by both Councils, with the message also cascading through the PSB partners, social media and e-newsletters. Elected members and town and community councils were informed via direct e-mail and staff at both Councils also received information within a few of the staff bulletins.

Question 2: In which well-being area do you live?

Note that the majority of respondents live in Gwynedd (67.1%, N=335), with nearly a quarter (23.8%, N=119) living in Anglesey. Every well-being area was represented, albeit the numbers were very small in some, as seen from the following table.

Table 2 - Number and percentage of respondents living in each authority.

Authority	Number	Percentage
Anglesey	119	23.8
Gwynedd	335	67.1
Outside Gwynedd and Anglesey	15	3.0
No response	30	6.0
Total	499	100.0

Table 3 - Number and percentage of respondents living in each Well-being Area.

Well-being Area	Number	Percentage
Aethwy and Seiriol	15	3.0
Bro Aberffraw and Bro Rhosyr	14	2.8
Caergybi and Ynys Cybi	47	9.4
Canolbarth Môn and Llifon	24	4.8
Lligwy and Twrcelyn	14	2.8
Talybolion	5	1.0
Bangor	69	13.8
Caernarfon	85	17.0
Dolgellau	50	10.0
Ffestiniog	17	3.4
Llŷn	45	9.0
Penllyn	9	1.8
Porthmadog	34	6.8
Tywyn	26	5.2
Outside Gwynedd and Anglesey	15	3.0
Not answered	30	6.0
Total	499	100.0

We contacted as many interest groups as possible and groups that represent or work with people and/or children with equality characteristics to inform them of the engagement and to ask them to inform their users about the questionnaire.

In addition, we offered to attend meetings of different community and interest groups to hold informal face to face discussions and to gain different viewpoints. This was an opportunity to explore in more detail what people thought of the plan. We spoke to approximately 200 people overall in these groups These included:

- Team Leader, LGBTQ+ Youth Project GISDA
- Two groups of Grŵp Llandrillo - Menai students (Pwllheli and Llangefni)
- Older People Forum – South Meirionnydd Area, Gwynedd
- Third Sector Group – Gwynedd
- Older People Forum – Anglesey
- Town and Community Council Forum – Anglesey
- Cwmni Bro Ffestiniog
- Future Generations Wales Changemakers 100 (Will Stewart, Anglesey Council and Dafydd Gruffydd Menter Môn)

7. If No, you may wish to consider pausing at this point while you undertake (further) engagement activities which you can include in the action plan below. Please incorporate any information obtained from this additional activity in the boxes in question 8.

Action	Dates	Timeframe	Lead Responsibility	Information added to EqIA (✓)

8. What information do you hold about the impact on each of the following characteristic and statutory considerations / duties from your experience of current service delivery and recent engagement or consultation? Include any additional relevant data; research and performance management information; surveys; Government, professional body or organisation studies; Census data; Is Wales Fairer? (EHRC² data); information from initial screening; complaints/compliments; service user data and feedback; inspections/ audits; socio-economic data including WIMD³ data. You may wish to include sub-headings showing where each element of your data has come from, eg, national data, local data, organisation data, general or specific engagement exercises, etc. Remember to consider

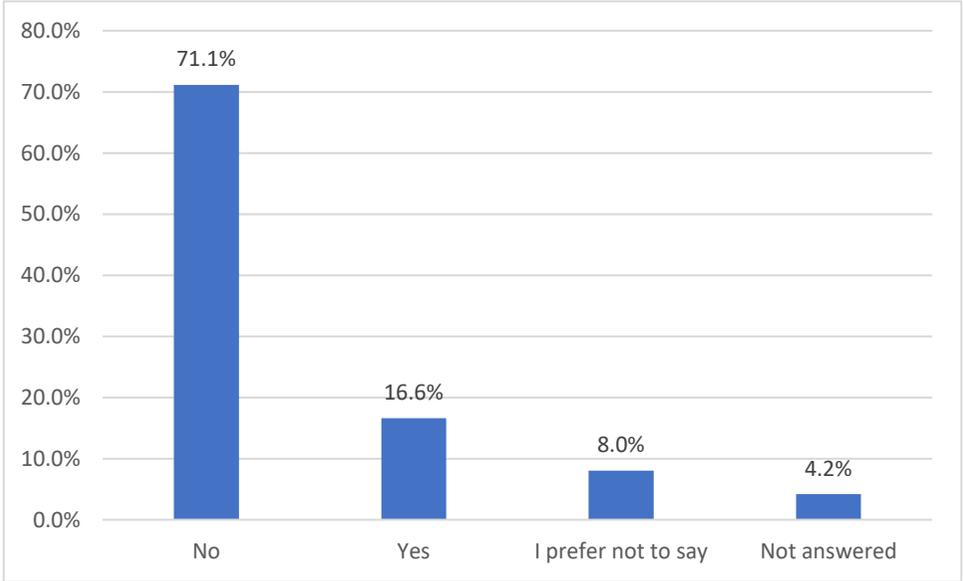
² Equality and Human Rights Commission

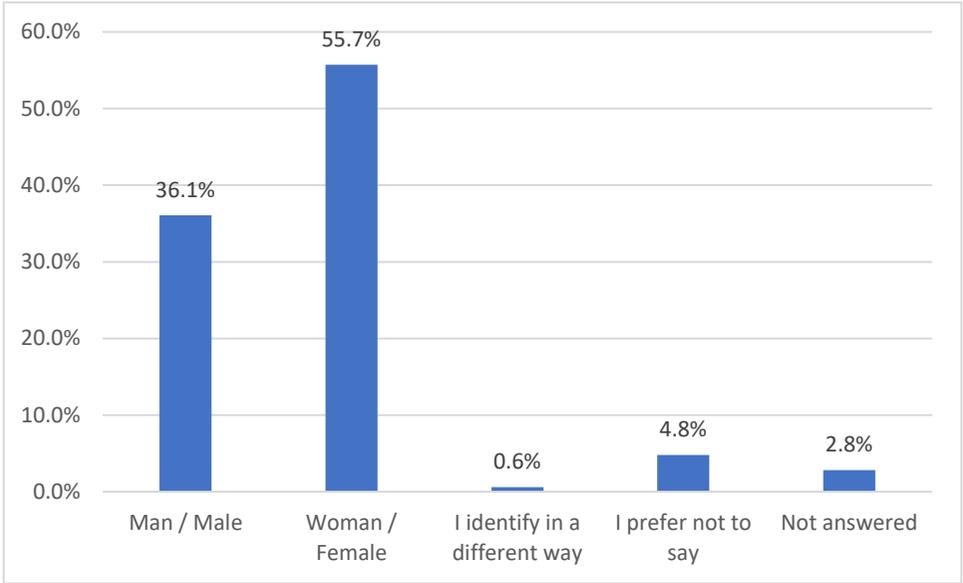
³ Wales Index of Multiple Deprivation

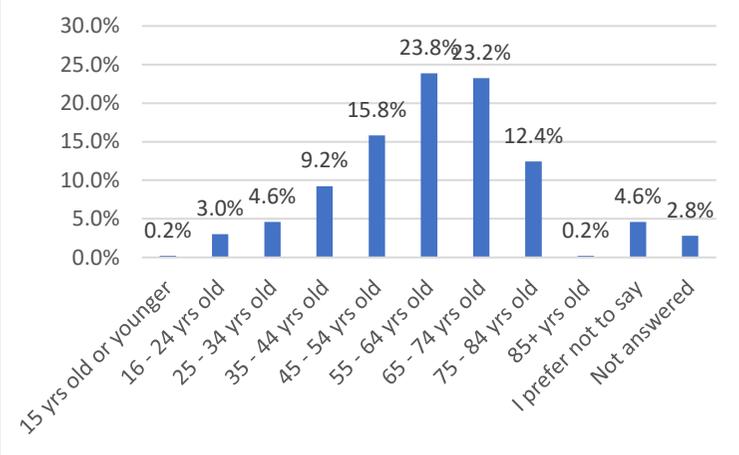
Intersectionality issues, that is, the relationship between overlapping social identities (or socio-economic groups) and protected characteristics.

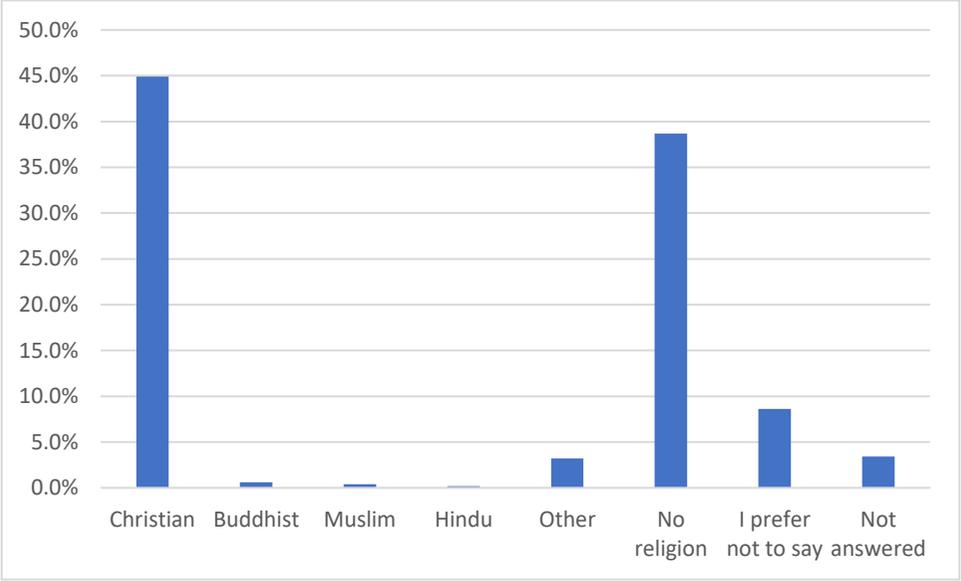
Consider any positive or negative impact including trends in data, geography (urban or rural issues), demography, access issues, barriers, etc. Also include any areas where there are inequalities of outcome resulting from socio-economic disadvantage or other relevant issues identified by communities of interest or communities of place (ie, where stakeholders, service users, staff, representative bodies, etc. are grouped together because of specific characteristics or where they live) and any issues identified for people living in less favourable social and/or economic circumstances.

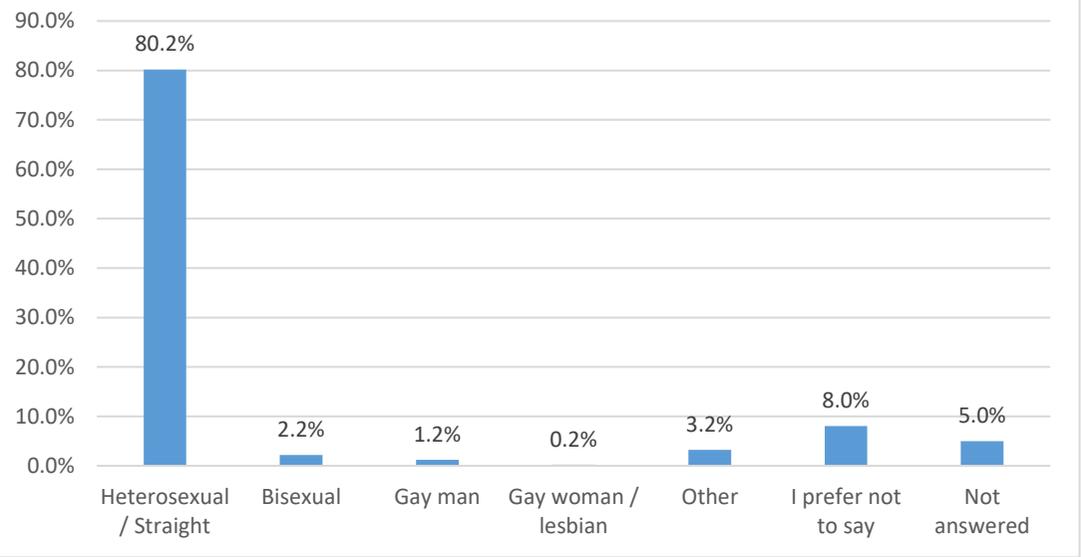
Protected Characteristic /Group	Relevant Data	Positive and / or Negative Impact	Prompts (not an exhaustive list) Consider:
Race	<p>An error in the online consultation questionnaire resulted in data re race being unavailable. However, a number of minority ethnic individuals attended the face-to-face consultation sessions and took part in the group sessions.</p> <p>The responses to the questionnaires confirmed that poverty affected all sectors of our society. Most respondents agreed that taking steps together to address poverty, improve the wellbeing of our children and young people and taking steps to mitigate climate change would positively impact everyone.</p> <p>The plan includes understanding and addressing barriers to accessing services as well as promoting cultural diversity.</p>	Positive impact	<p>How does your proposal take account of:</p> <ul style="list-style-type: none"> Ethnicity Nationality Gypsies / Travellers Refugee / Asylum Seekers Migrants Barriers to accessing services Cultural issues Dietary requirements Language: interpreter provision Positive Action Co-production Awareness events United Nations Convention on the Elimination of All Forms of Racial Discrimination (UNCERD)

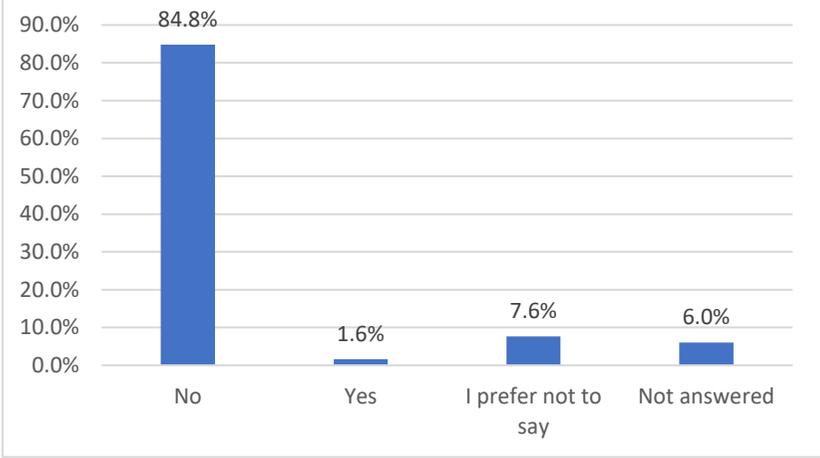
Protected Characteristic /Group	Relevant Data	Positive and / or Negative Impact	Prompts (not an exhaustive list) Consider:										
			Consider intersectionality issues										
Disability	<p><u>Disability</u></p> <p>Using the definition from Section 6(1) of the Equality Act 2010, do you consider yourself a disabled person?</p>  <table border="1"> <caption>Graph 18 - Percentage of respondents according to their response to the above question.</caption> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>No</td> <td>71.1%</td> </tr> <tr> <td>Yes</td> <td>16.6%</td> </tr> <tr> <td>I prefer not to say</td> <td>8.0%</td> </tr> <tr> <td>Not answered</td> <td>4.2%</td> </tr> </tbody> </table> <p><i>Graph 18 - Percentage of respondents according to their response to the above question.</i></p> <p>Whilst we have taken steps to reach people with a physical or mental health impairment and their views are reflected in the questionnaires, we were disappointed that we were unable to attend the Mencap Hub in Llangefni despite two offers of possible dates by them to attend. We are in the process of arranging a visit – likely to discuss the published version not the draft due to timings, but we will encourage them to work with us over the life of the plan in a monitoring and scrutiny role.</p>	Response	Percentage	No	71.1%	Yes	16.6%	I prefer not to say	8.0%	Not answered	4.2%	Positive impact	<p>How does your proposal take account of the social model of disability? Consider barriers re Mobility / Dexterity Blind or Visually impaired Deaf or Hearing impaired Mental Health Learning difficulties Dementia Neurological difference / Autism Co-production Barriers to accessing service/ buildings/ facilities Communication methods Digital inclusion Carers Other Long Term Health Conditions United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) Consider intersectionality issues</p>
Response	Percentage												
No	71.1%												
Yes	16.6%												
I prefer not to say	8.0%												
Not answered	4.2%												

Protected Characteristic /Group	Relevant Data	Positive and / or Negative Impact	Prompts (not an exhaustive list) Consider:												
Sex	<p data-bbox="387 387 481 411"><u>Gender</u></p>  <table border="1" data-bbox="450 440 1413 1023"> <caption>Graph 11 - Percentage of respondents according to sex.</caption> <thead> <tr> <th>Gender</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Man / Male</td> <td>36.1%</td> </tr> <tr> <td>Woman / Female</td> <td>55.7%</td> </tr> <tr> <td>I identify in a different way</td> <td>0.6%</td> </tr> <tr> <td>I prefer not to say</td> <td>4.8%</td> </tr> <tr> <td>Not answered</td> <td>2.8%</td> </tr> </tbody> </table> <p data-bbox="387 1050 927 1074"><i>Graph 11 - Percentage of respondents according to sex.</i></p>	Gender	Percentage	Man / Male	36.1%	Woman / Female	55.7%	I identify in a different way	0.6%	I prefer not to say	4.8%	Not answered	2.8%		<p data-bbox="1751 387 2123 1010"> How does your proposal take account of Men / Women Gender Identity Toilet facilities/baby changing Childcare Gender Pay Gap Sex workers <u>United Nations Convention on the Elimination of All Forms of Discrimination against Women (UNCEDAW)</u> Consider intersectionality issues Co- production </p>
Gender	Percentage														
Man / Male	36.1%														
Woman / Female	55.7%														
I identify in a different way	0.6%														
I prefer not to say	4.8%														
Not answered	2.8%														
Age	<p data-bbox="387 1110 517 1134"><u>Age Group</u></p>	Positive impact	<p data-bbox="1751 1110 2101 1433"> How does your proposal take account of age? consider Older People Children Young People Working Age People Young Families Demographics </p>												

Protected Characteristic /Group	Relevant Data	Positive and / or Negative Impact	Prompts (not an exhaustive list) Consider:
	 <p><i>Graph 12 - Percentage of respondents according to age group.</i></p> <p>The Plan sets out how we will plan preventative services and activities together to support families before the need for intensive intervention arises. We will encourage children, young people and their families to improve their health so that they can live healthily and independently within their communities in the long-term. We will work to ensure that our children and young people have positive experiences during their childhood and give priority to supporting families to ensure that every child gets the best start in life.</p> <p>The Older People’s Forums in both counties have indicated that they will work with us going forward to monitor our progress and advise on issues that affect them.</p> <p>Digital inclusion is a key action in Objective 1 re addressing poverty.</p>		<p>Digital inclusion Co-production NB: Where children / young people are affected complete the <u>Childrens Rights Checklist</u> <u>United Nations Convention on the Rights of the Child (UNCRC)</u> Caring responsibilities Consider intersectionality issues</p>

Protected Characteristic /Group	Relevant Data	Positive and / or Negative Impact	Prompts (not an exhaustive list) Consider:																		
Religion & Belief	<p><u>Religion</u></p>  <table border="1"> <caption>Graph 15 - Percentage of respondents according to religion.</caption> <thead> <tr> <th>Religion</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Christian</td> <td>45.0%</td> </tr> <tr> <td>Buddhist</td> <td>1.0%</td> </tr> <tr> <td>Muslim</td> <td>1.0%</td> </tr> <tr> <td>Hindu</td> <td>0.5%</td> </tr> <tr> <td>Other</td> <td>3.0%</td> </tr> <tr> <td>No religion</td> <td>38.0%</td> </tr> <tr> <td>I prefer not to say</td> <td>8.0%</td> </tr> <tr> <td>Not answered</td> <td>3.0%</td> </tr> </tbody> </table> <p><i>Graph 15 - Percentage of respondents according to religion.</i></p>	Religion	Percentage	Christian	45.0%	Buddhist	1.0%	Muslim	1.0%	Hindu	0.5%	Other	3.0%	No religion	38.0%	I prefer not to say	8.0%	Not answered	3.0%		<p>How does your proposal take account of religion, belief and non-belief? Consider Faith Communities Non Beliefs Dietary requirements Vegetarianism/Veganism Other philosophical beliefs Dress code/uniforms Religious festivals/activities Co-production Consider intersectionality issues</p>
Religion	Percentage																				
Christian	45.0%																				
Buddhist	1.0%																				
Muslim	1.0%																				
Hindu	0.5%																				
Other	3.0%																				
No religion	38.0%																				
I prefer not to say	8.0%																				
Not answered	3.0%																				
Sexual Orientation	<p><u>Sexuality</u></p>		<p>How does your proposal take account of sexual orientation? Gay Lesbian Bi-sexual Heterosexual Terminology</p>																		

Protected Characteristic /Group	Relevant Data	Positive and / or Negative Impact	Prompts (not an exhaustive list) Consider:																
	 <p>Graph 16 - Percentage of respondents according to sexuality.</p> <table border="1"> <thead> <tr> <th>Sexuality</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Heterosexual / Straight</td> <td>80.2%</td> </tr> <tr> <td>Bisexual</td> <td>2.2%</td> </tr> <tr> <td>Gay man</td> <td>1.2%</td> </tr> <tr> <td>Gay woman / lesbian</td> <td>0.2%</td> </tr> <tr> <td>Other</td> <td>3.2%</td> </tr> <tr> <td>I prefer not to say</td> <td>8.0%</td> </tr> <tr> <td>Not answered</td> <td>5.0%</td> </tr> </tbody> </table>	Sexuality	Percentage	Heterosexual / Straight	80.2%	Bisexual	2.2%	Gay man	1.2%	Gay woman / lesbian	0.2%	Other	3.2%	I prefer not to say	8.0%	Not answered	5.0%		Confidentiality about sexuality Consider intersectionality issues Same sex couples Next of Kin Co-production
Sexuality	Percentage																		
Heterosexual / Straight	80.2%																		
Bisexual	2.2%																		
Gay man	1.2%																		
Gay woman / lesbian	0.2%																		
Other	3.2%																		
I prefer not to say	8.0%																		
Not answered	5.0%																		
Gender Reassignment	<u>Gender Identity</u> - Has your gender identity changed from when you were born? (For example you are transsexual or trans etc.)		How does your proposal take account of the trans community? A person who proposes to, starts or has changed their gender identity Transgender Appropriate language use, i.e. appropriate pronouns Gender neutral changing facilities and toilets																

Protected Characteristic /Group	Relevant Data	Positive and / or Negative Impact	Prompts (not an exhaustive list) Consider:										
	 <p>Graph 17 - Percentage of respondents according to their response to the above question.</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>No</td> <td>84.8%</td> </tr> <tr> <td>Yes</td> <td>1.6%</td> </tr> <tr> <td>I prefer not to say</td> <td>7.6%</td> </tr> <tr> <td>Not answered</td> <td>6.0%</td> </tr> </tbody> </table>	Response	Percentage	No	84.8%	Yes	1.6%	I prefer not to say	7.6%	Not answered	6.0%		Gender neutral language within policy Consider intersectionality issues Co-production
Response	Percentage												
No	84.8%												
Yes	1.6%												
I prefer not to say	7.6%												
Not answered	6.0%												
Marriage & Civil Partnership			Marital status Civil Partnership status Consider intersectionality issues Co-production										
Pregnancy & Maternity	Objective 2 in the plan specifically sets out an action where we will scope the development of an Early Years Strategy and implement plans to address gaps in service provision and support to ensure every child has the best start in life.	Positive impact	Pregnant mothers Those entitled to maternity and paternity leave Foster/Adoption Breastfeeding mothers Gender neutral language within policy Consider intersectionality issues										

Protected Characteristic /Group	Relevant Data	Positive and / or Negative Impact	Prompts (not an exhaustive list) Consider:																											
Welsh Language	<p>Question 7: What do you think will be the impact of this work on the Welsh language, the opportunities to use it and its status within the community?</p> <p>Half the respondents (50.1%, N=250) thought that the plan would have a positive impact on the Welsh language, 28.9% (N=144) thought that it would have a neutral impact and 6.4% (N=32) thought that it would have a negative impact. 14.6% (N=73) did not have an opinion on the impact of the plan on the Welsh language.</p> <p><i>Table 13 - Number and percentage of responses regarding the impact of this work on the Welsh language, the opportunities to use it and its status within the community.</i></p> <table border="1" data-bbox="562 643 1301 1018"> <thead> <tr> <th></th> <th>Number</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Positive impact</td> <td>134</td> <td>26.9</td> </tr> <tr> <td>Some positive impact</td> <td>116</td> <td>23.2</td> </tr> <tr> <td>Neutral</td> <td>144</td> <td>28.9</td> </tr> <tr> <td>Some negative impact</td> <td>5</td> <td>1.0</td> </tr> <tr> <td>Significantly negative impact</td> <td>27</td> <td>5.4</td> </tr> <tr> <td>No opinion</td> <td>58</td> <td>11.6</td> </tr> <tr> <td>No response</td> <td>15</td> <td>3.0</td> </tr> <tr> <td>Total</td> <td>499</td> <td>100.0</td> </tr> </tbody> </table> <p>The Welsh language is a golden thread running through our plan. We promote the use of the language in all aspects of our work and work with communities to develop services and activities through the medium of Welsh. The Public Services Board is an opportunity to share good practice, promote the language and ensure that residents of both counties have access to all public services through the medium of Welsh. Further actions in relation to the Welsh language are detailed beneath each of the objectives.</p> <p>The PSB holds all meetings through the medium of Welsh, with English translation services available. The Welsh Language Sub-group has worked specifically on projects to promote the Welsh language and we have plans in place to continue the</p>		Number	Percentage	Positive impact	134	26.9	Some positive impact	116	23.2	Neutral	144	28.9	Some negative impact	5	1.0	Significantly negative impact	27	5.4	No opinion	58	11.6	No response	15	3.0	Total	499	100.0	Positive impact	<p>Ensuring equal status of both Welsh and English languages.</p> <p>Availability of and access to services, activities and information.</p> <p>Technology</p> <p>Rights of individuals to ask for WL services.</p> <p>Impact on Welsh speaking communities, including:</p> <p>Positive / negative effects on opportunities to use the Welsh Language.</p> <p>Possible changes to number/percentage of Welsh speakers</p> <p>Migration</p> <p>Job opportunities / Staffing changes.</p> <p>Training needs and opportunities</p> <p>Availability of Welsh medium education</p> <p>Consider intersectionality issues</p>
	Number	Percentage																												
Positive impact	134	26.9																												
Some positive impact	116	23.2																												
Neutral	144	28.9																												
Some negative impact	5	1.0																												
Significantly negative impact	27	5.4																												
No opinion	58	11.6																												
No response	15	3.0																												
Total	499	100.0																												

Protected Characteristic /Group	Relevant Data	Positive and / or Negative Impact	Prompts (not an exhaustive list) Consider:
	work of the Sub-group during the period of the new Well-being plan. An example of this is the work completed through a commission with Iaith Cyf to encourage and empower customers to use Welsh when accessing public services. We currently have a proposal to explore solutions to encourage Welsh speakers to seek jobs where Welsh is a key skill.		
Socio Economic Considerations	<p>The Well-being Plan specifically set outs addressing poverty across our communities as a priority (Objective 1). Some of the actions we will take will impact a number of domains, for example:</p> <ul style="list-style-type: none"> • We will enact socially responsible public procurement, benefitting the local supply chain and promoting a circular economy locally. • We will offer diverse, quality, well-paid jobs that are a key part of keeping people in their communities, and consequently have a positive impact on maintaining the Welsh language. • We will commit to developing a fair work mindset, place fair work at the heart of policies and plans, create fair work and be exemplars of fair work in Anglesey and Gwynedd demonstrating the value of such an approach for business and the community and promote access to fair work for all. • We will increase digital inclusion and promote resilience to cyber-crime by sharing information about online scams. <p>Objective 2 specifically makes reference to improving the well-being and achievement of our children and young people. Proposed actions include:</p> <ul style="list-style-type: none"> • We will support the North Wales Vulnerability and Exploitation Board which works to protect the population of north Wales including specific work to protect young people. • We will support the National Strategy for Violence against Women, Domestic Abuse and Sexual Violence. • We will ensure that children, young people and their families, including those who are vulnerable or in our care, are resilient and prepared for employment, further education, or training. This includes looking at Green Skills and Welsh language skills for the future. 	Positive impact	<p>People living in less favourable social and economic circumstances than others in the same society. Disadvantage may be exacerbated by many factors of daily life, not just urban or rural boundaries.</p> <p>Consider 'Intersectionality' issues - where identity compounds socio-economic status, e.g. single parents (often women), disabled people, some ethnic minority groups. Consider that the impact can be in a number of domains, for example:</p> <p>Inequalities in Education, Health, Living Standards. Work, Justice and Security and Participation.</p> <p>Examples</p>

Protected Characteristic /Group	Relevant Data	Positive and / or Negative Impact	Prompts (not an exhaustive list) Consider:
	<ul style="list-style-type: none"> • We will raise awareness in the system about the impacts of Adverse Childhood Experiences (ACEs) and trauma, and the opportunities to prevent exposure, mitigate risks and address harms. • We commit to being a Trauma Informed Public Service Board (PSB). 		https://gov.wales/socio-economic-duty-examples-inequalities-outcome

Human Rights	We have assessed the impact of the proposed Plan on different equalities groups including collecting and analysing relevant data and consulted people who are likely to be affected. We will be reviewing and revising the policies in the light of the assessment and consultation on an ongoing basis.	Effaith gadarnhaol	See Human Rights Articles . Consider intersectionality issues Welcome to the human rights tracker Human Rights Tracker
Other (please state)			Eg, Modern Slavery, Safeguarding, Other Covid effects, Carers, Ex-offenders, Veterans, Care Leavers, Substance Abuse, Homeless Consider intersectionality issues

Human Rights Act 1998 <ul style="list-style-type: none"> • Article 2 Right to life • Article 3 Freedom from torture and inhuman or degrading treatment • Article 4 Freedom from Slavery and forced labour • Article 5 Right to liberty and security • Article 6 Right to a fair trial • Article 7 No punishment without law 	<ul style="list-style-type: none"> • Article 8 Respect for private life, family, home and correspondence • Article 9 Freedom of thought, belief and religion • Article 10 Freedom of expression • Article 11 Freedom of Assembly and association • Article 12 Right to marry and start a family • Article 13 Right to access effective remedy if rights are violated • Article 14 Protection from discrimination
--	---

9. Are there any data or information gaps and if so what are they and how do you intend to address them?

Whilst we have taken steps to reach people with a physical or mental health impairment and their views are reflected in the questionnaires, we were disappointed that we were unable to attend the Mencap Hub in Llangefni despite two offers of possible dates by them to attend. We are in the process of arranging a visit – likely to discuss the published version not the draft due to timings, but we will encourage them to work with us over the life of the plan in a monitoring and scrutiny role.

The statistics responses from ethnic minorities are missing from the analysis of the completed questionnaires. We are investigating and will ensure lessons are learnt.

Objective 1 specifically makes references to undertaking GAP analysis to identify geographical and community groups that are affected by poverty.

Note: If it is not possible to obtain this information now, you should include this in your action plan in Step 6 so that this information is available for future EqlAs.

10. If this EqlA is being updated from a previous version of a similar policy or practice, were the intended outcomes of the proposal last time achieved or were there other outcomes? (Please provide details, for example, was the impact confined to the people you initially thought would be affected, or were other people affected and if so, how?)

Yes, an EIA was produced for the 2018 Wellbeing Plan. Since then, the four (now three) north Wales PSBs have collaborated to commission research into reaching difficult to reach communities and to engage with them on both the Well-being Assessments and the Well-being Planning process. This is now embedded practice for the PSBs and reflected in the budget setting and commissioning cycle for the use of regional funds.

This new plan reflects the experience and learning undertaken by the Gwynedd and Anglesey PSB over the last five years and focusses specifically on areas where PSB partners feel they can work together to make a difference. There are fewer key objectives compared to the last plan (3 instead of 7) and they have been validated against the PSB partner organisations' strategic objectives so that the PSB can add value and promote collaboration between the partners.

Some of the groups that we engaged with during the consultation have indicated that they would like regular updates on progress and we have agreed to liaise more regularly with them with a view to also having their formal input into ongoing impact assessments.

Question 5: We want everyone to be part of the work of developing the Plan in future, how do you think you and your communities could help us to deliver the three Well-being Objectives over the next five years?

This was a multiple-choice question therefore it was possible to choose more than one option here. It is seen that the two most popular options were the options that involved the community namely "hold Community focus groups and empower communities" (58.7%, N=293), and "hold events and deliver Community projects" (55.7%, N=278). 42.3% (N=211) wanted to "joint share information with the Board", 40.9% (N=204) wanted to "follow the board's work on social media", and 20.8% (N=104) wanted "to attend the Board meetings".

Table 10 - Number and percentage of responses on how the respondents and their communities can help to achieve the three Well-being Objectives over the next five years*

	Number	Percentage
Share information with the Board	211	42.3
Hold events and deliver community projects	278	55.7
Attend Board meetings	104	20.8
Follow the board's work on social media	204	40.9

Hold community focus groups and empower communities	293	58.7
Other	77	15.4

**It was possible for the respondents to select more than one option.*

11. What does your proposal include to demonstrate you have given due regard to the Public Sector Equality Duty (to advance equality of opportunity; help to eliminate unlawful discrimination, harassment, or victimisation and foster good relations and wider community cohesion; as covered by the 3 aims of the General Duty in the Equality Act 2010)?

The proposed objectives and priority areas within the Well-being Plan are intended to have a positive impact on the duty. This Equality Impact Assessment is an overview but we will be undertaking more detailed assessments of individual project plans to identify if there are specific issues to consider.

We will also be maintaining regular contact with the groups that engaged with us during the consultation to update them on progress and to foster ongoing good relationships. These groups include Mencap Môn and Gisda LGBTQ+.

The PSB has strong links with the North West Wales Community Cohesion Team, which supports us to give due regard to matters such as harassment, victimisation and to foster good relationships.

12. How does your proposal demonstrate you have given due regard to the need to address inequalities of outcome as a result of socio-economic disadvantage? (Please note that this is about closing inequality gaps rather than just improving outcomes for everyone.)

The plan's key objectives are for PSB partners to work together to mitigate poverty in our communities and to improve outcomes for children and young people. These are **examples** of actions the PSB is planning to undertake to realise these objectives over the course of the **five-year plan**:

- We will work together to optimise the use of available data to gain a detailed understanding of the implications of living in poverty in our communities. This should include:
 - Understanding the groups in the population and geographical areas that are most impacted by poverty and the mechanisms through which this occurs
 - Mapping out support services (what is the offer of support now) to tackle poverty across both counties
 - Undertaking a gap analysis and identify contributors to support universal and targeted approaches
- We will act as a voice for those impacted by poverty and hardship in Gwynedd and Anglesey knowing what communities and citizens need and the information that partners hold.
- We will raise awareness in the system about the impacts of Adverse Childhood Experiences (ACEs) and trauma, and the opportunities to prevent exposure, mitigate risks and address harms.
- We commit to being a Trauma Informed Public Service Board (PSB).
- We will scope the development of an Early Years Strategy and implement plans to address gaps in service provision and support to ensure every child has the best start in life

13. How does your proposal ensure that you are working in line with the requirements of the Welsh Language Standards (Welsh Language Measure (Wales) 2011), to ensure the Welsh language is not treated less favourably than the English language, and to ensure people can use the Welsh Language when accessing public services. Also how to operate to ensure that every opportunity is taken to promote the Welsh language (beyond providing services bilingually) and to increase opportunities to use and learn the language in the community?

The Welsh language is a golden thread running through our plan. We promote the use of the language in all aspects of our work and work with communities to develop services and activities through the medium of Welsh. The Public Services Board is an opportunity to share good practice, promote the language and ensure that residents of both counties have access to all public services through the medium of Welsh. Further actions in relation to the Welsh language are detailed beneath each of the objectives.

The PSB holds all meetings through the medium of Welsh, with English translation services available. The Welsh Language Sub-group has worked specifically on projects to promote the Welsh language and we have plans in place to continue the work of the Sub-group during the period of the new Well-being plan. An example of this is the work completed through a commission with Iaith Cyf to encourage and empower customers to use Welsh when accessing public services. We currently have a proposal to explore solutions to encourage Welsh speakers to seek jobs where Welsh is a key skill.

The dignity and respect of Welsh speakers is integral to the provision of services in Gwynedd and Anglesey. The Gwynedd and Anglesey PSB and partners is committed to the Welsh language standards under the Welsh Language (Wales) Measure 2011 and is driven by the desire to improve the quality of services provided for residents in their first language. All statutory members of the Board and a number of the invited members operate under the Welsh Language Standards. A number of bodies, including both local authorities, the National Park Authority and Bangor University additionally operate promotional schemes within the organisations and have therefore made commitments in favour of the Welsh language.

There is a clear link between the well-being of people and communities and the language across the two counties, and the well-being plan deals with a number of the factors that influence language use and prosperity as well, namely social, economic and cultural factors.

The Welsh language fits with the objectives in the plan which includes offering diverse, quality jobs with good wages is a key part of keeping people in their communities, and as a result has a positive effect on maintaining the language. It should be remembered that the Welsh language is a key skill and qualification in many areas. Community groups are also key to expanding local job opportunities.

Offering opportunities and experiences to young people through the medium of Welsh is key to well-being and also important if we want to ensure the use of the language in the future and to make sure that the language is not seen as a language of education only. Social and cultural opportunities within their local communities are key to well-being, and having those in Welsh is even more important. It is necessary to look at where opportunities are available for young people, and ensure that key partners in the field such as the Urdd and the authorities' Youth services, work together to ensure that the rural communities are not deprived of opportunities.

There were specific questions relating to the Welsh language in the online consultation questionnaire, responses can be found below:

1. What do you think will be the impact of this work on the Welsh language, the opportunities to use it and its status within the community?

Half the respondents (50.1%, N=250) thought that the plan would have a positive impact on the Welsh language, 28.9% (N=144) thought that it would have a neutral impact and 6.4% (N=32) thought that it would have a negative impact. 14.6% (N=73) did not have an opinion on the impact of the plan on the Welsh language.

Some of the themes from the Respondents included:

- Opportunities for individuals to learn Welsh and be part of a bilingual community
- Celebrate the language and support communities to use the language
- More work opportunities in the area to keep our young people in their communities
- Keep individuals/families in their Welsh communities with affordable housing
- increasing Welsh education provision in our schools / universities

2. In your opinion, are there any opportunities to modify what is being proposed in order to have a more positive effect on the Welsh language and its use, or to remove any negative effects?

96 of the respondents answered this question. some of the positive themes arising from those responses are noted below.

- Provide festival for the Welsh language to promote Welsh culture
- Welsh lessons / encourage non-Welsh speakers to speak Welsh
- More services through the medium of Welsh e.g. Health service
- Education Policy that places more emphasis on the language

14. What is the cumulative impact of this proposal on different protected groups when considering other key decisions affecting these groups made by the organisation? (You may need to discuss this with your Service Head or Cabinet Member to consider more widely if this proposal will affect certain groups more adversely because of other decisions the organisation is making, eg, financial impact/poverty, withdrawal of multiple services and whether this is disadvantaging the same groups, eg, disabled people, older people, single parents (who are mainly women), etc)

The purpose of the PSB, as detailed in the plan, is to ensure that public bodies work together to create a better future for the people of Anglesey and Gwynedd. PSB partners believe that the Well-being Plan will not disadvantage certain groups as a result of other decisions being made within their respective organisations.

Furthermore, each project will be assessed separately and monitored to ensure that all partners are working to the agreed aims.

15. How does this proposal meet with the 7 goals of the Well-being of Future Generations (Wales) Act 2015 including to create a More Equal Wales? (Summarise findings if you may have already considered this as part of the screening process)

For more information, please see: [Wellbeing of Future Generations \(Wales\) Act 2015](#)

The PSBs Well-being plan is a key duty of this Act outlining how the partners will work together to fulfil their duties.

The plan makes specific reference to meeting the 7 Well-being goals. Each objective details links to the 7 Wellbeing goals as well as the 5 Ways of Working as detailed under the Act.

<<<Insert here when ready>>>

16. Describe any intended negative impact identified and explain why you believe this is justified (for example, on the grounds of advancing equality of opportunity or fostering good relations between those who share a protected characteristic and those who do not or because of an objective justification¹ or positive action²)

No intended negative impacts identified

Objective 2 in the Plan is aimed at children who are in a vulnerable situation or in unstable households to reach their full potential. However, Board Members are eager to also support those children and young people who do not belong to these categories to reach their full potential as well.

Note¹: Objective Justification - gives a defence for applying a policy, rule or practice that would otherwise be unlawful direct or indirect discrimination. To rely on the objective justification defence, the employer, service provider or other organisation must show that its policy or rule was for a good reason – that is 'a proportionate means of achieving a legitimate aim'. A **legitimate aim** is the reason behind the discrimination which must not be discriminatory in itself and must be a genuine or real reason, eg, health, safety or welfare of individuals. If the aim is simply to reduce costs because it is cheaper to discriminate, this will not be legitimate. Consider if the importance of the aim outweighs any discriminatory effects of the unfavourable treatment and be sure that there are no alternative measures available that would meet the aim without too much difficulty (proportionate) and would avoid the discriminatory effect.

Note²: Positive Action - The Equality Act 2010 allows for positive action towards a specific group if there is sufficient evidence of need. For example, where an employer takes specific steps to improve equality in the workplace to address any imbalance of opportunity, lessen a disadvantage or increase participation in a particular activity, by, say, increasing the number of disabled people in senior roles where they are under-represented by targeting specific groups with job adverts or offering training to help create opportunities for certain groups. The public sector is expected to consider the use of positive action to help them comply with the Public Sector Equality Duty.

17. Could any of the negative impacts identified amount to unlawful discrimination but are perceived to be unavoidable (eg, reduction in funding)?

Yes No Not Sure (Please double click on the relevant box (X) and select 'checked' as appropriate)

18. If you answered Yes or Not Sure to question 17, please state below, which protected group(s) or other groups this applies to and explain why (including likely impact or effects of this proposed change)

n/a

19. If you answered No to question 17, are there any barriers identified which amount to a differential impact for certain groups and what are they?

Where it is perceived that there may be a risk of negative impacts arising or unintended consequences, these will be flagged in the respective EQIA's. Individual schemes will be required to keep these under review, and undertake more specific impact assessments as projects and initiatives progress.

STEP 3 - Procurement and Partnerships

The Public Sector Equality Duty (PSED) requires all public authorities to consider the needs of protected characteristics when designing and delivering public services, including where this is done in partnership with other organisations or through procurement of services. The Welsh Language Standards also require all public authorities to consider the effects of any policy decision, or change in service delivery, on the Welsh language, which includes any work done in partnership or by third parties. We must also ensure we consider the Socio-economic Duty when planning major procurement and commissioning decisions to consider how such arrangements can reduce inequalities of outcome caused by socio-economic disadvantage.

When procuring works, goods or services from other organisations (on the basis of a relevant agreement), we must have due regard to whether it would be appropriate :

- for the award criteria for that contract to include considerations to help meet the General Duty (to eliminate discrimination, promote equality of opportunity and foster good relations);
- to stipulate conditions relating to the performance of the contract to help meet the three aims of the General Duty.

This only applies to contractual arrangements that are “relevant agreements” which means either the award of a ‘public contract’ or the conclusion of a ‘framework agreement’, both of which are regulated by the Public Sector Directive (Directive 2004/18/EC) which regulates the specified EU thresholds. Further information can be found [here](#).

We must consider how such arrangements can improve equal opportunities and reduce inequalities of outcome due to protected characteristics and caused by socio-economic disadvantage, particularly on major procurement and commissioning decisions. The PSED applies to the work that private sector organisations undertake when delivering a public function on our behalf. We therefore need to ensure that those organisations exercise those functions by ensuring our procurement and monitoring of those services complies with the General Duty under Section 149 of the Equality Act 2010. In the same way, the Welsh Language Standards applies to any work undertaken on behalf of, and in the name of, public bodies that are themselves subject to the Standards, and so consideration should be given to how these requirements are monitored and communicated through the procurement documents. The Socio Economic Duty does not pass to a third party through procurement, commissioning or outsourcing. Therefore when we work in partnership with bodies not covered by the Socio Economic Duty, the duty only applies to us as the relevant public body.

20. Is this policy or practice to be carried out wholly or partly by contractors or in partnership with another organisation(s)?

Yes No (Please double click on the relevant box (X) and select 'checked' as appropriate)

If No, please proceed to Step 4

21. If Yes, what steps will you take to comply with the General Equality Duty, Human Rights and Welsh Language Legislation and the Socio-Economic Duty in regard to procurement and/or partnerships? Think about :

Procurement

- Setting out clear equality expectations in Tendering and Specification documentation, showing how promotion of equality may be built into individual procurement projects
- On what you based your decisions in the award process, including consideration of ethnical employment and supply chain code of practice
- Ensure that contract clauses cover the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and socio-economic requirements as well as Welsh Language Duties (remember that any duties from the Welsh Language Measure 2011 and Welsh Language Standards are also applicable to services provided on your behalf under contract by external bodies).
- Performance and Monitoring measures are included to monitor compliance, managing and enforcing contracts

Partnerships

Be clear about who is responsible for :

- Equality Monitoring relevant data
- Equality Impact Assessments
- Delivering the actions from the EqIA
- Ensuring that equality, human rights and Welsh Language legislation is complied with by all partners
- Demonstrating due regard to the Public Sector Equality Duty and the Socio-Economic duty

Page 84

The well-being plan aims to improve outcomes across a small number of partnership areas, where PSB organisations will work together to improve outcomes. This will add value to where the separate organisations may already be working with communities through their own corporate plans.

STEP 4 - Dealing with Adverse or Unlawful Impact and Strengthening the Policy or Practice

22. When considering proportionality, does the policy or practice have a significantly positive or negative impact or create inequalities of outcome resulting from socio-economic disadvantage? (Please give brief details)

Significantly positive impact	Significantly negative impact
The Well-being Plan is specifically intended to have a positive impact as well as reducing inequalities resulting from socio-economic disadvantage.	None identified

Tackling inequality and building fairness is at the heart of the plan and will be a key crosscutting outcome across all the actions, whether generally in terms of working together to gain a detailed understanding of the implications of living in poverty in our communities or more specifically getting a detailed picture of where the lack of access to services is more challenging due to poverty.

23. It is important that you record the mitigating actions you will take in developing your final policy/practice draft. Record here what measures or changes you will introduce to the policy or practice in the final draft which could reduce or remove any unlawful or negative impact or disadvantage and/or improve equality of opportunity/introduce positive change; or reduce inequalities of outcome resulting from socio-economic disadvantage? (This could also inform the Action Plan in Q34)

Unlawful or Negative Impact Identified	Mitigation / Positive Actions Taken in the Policy/Practice	Completed (✓)
	Whilst no negative impacts have been identified it is recognised that further work is required to strengthen and promote ongoing engagement and collaboration with different stakeholders and community groups.	

Page 85

24. Will these measures remove any unlawful impact or disadvantage?

Yes No (Please double click on the relevant box (X) and select 'checked' as appropriate)

25. If No, what actions could you take to achieve the same goal by an alternative means?

Not applicable at this time

26. What other measures or changes could you include to strengthen or change the policy/practice to demonstrate you have given due regard to the Public Sector Equality Duty? (To advance equality of opportunity; help to eliminate unlawful discrimination, harassment or victimisation; and foster good relations and wider community cohesion; as covered by the 3 aims of the General Duty in the Equality Act 2010)

Impact Assessment screening will be undertaken by the Gwynedd and Anglesey PSB during the life of the plan. In addition, each project will be assessed with due regard to the Public Sector Equality Duty individually. More ongoing engagement is planned with the groups that have engaged during the consultation, and we hope to open up to other groups in time.

27. What other measures or changes could you include to strengthen or change the policy/practice to demonstrate you have given due regard to the need to reduce inequalities of outcome as a result of socio-economic disadvantage?

Impact Assessment screening will be undertaken by the Gwynedd and Anglesey PSB during the life of the plan. In addition, each project will be assessed with due regard socio-economic disadvantage individually. More ongoing engagement is planned with the groups that have engaged during the consultation.

28. What other measures or changes could you include to strengthen or change the policy/practice to demonstrate you have given due regard to the need to increase opportunities for people to use the Welsh language, to ensure the Welsh language is not treated less favourably than the English language as set out in the Welsh Language (Wales) Measure 2011 and to reduce or prevent any adverse effects that the policy/practice may have on the Welsh language?

The Gwynedd and Anglesey PSB is committed to delivering the measures set out in the **Welsh Language (Wales) Measure 2011**.

- We are taking the lead for the North Wales PSBs on Welsh language projects, sharing findings and good practice with colleagues across the region.
- All our meetings are held in Welsh with English translation services available. Meeting resources are available in both languages.
- The PSB has completed a successful project on encouraging Welsh speakers to access frontline services through Welsh, with findings and resources being shared across Wales.
- The PSB is about to start another project to improve the methods of recruiting Welsh speakers into Welsh designated roles.
- The Welsh language is a golden thread thorough the Well-being Plan and the individual objectives have specific measures and actions to increase opportunities to use the Welsh language.

29. Do you have enough information to make an informed judgement?

Yes No *(Please double click on the relevant box (X) and select 'checked' as appropriate)*

30. If you answered Yes, please justify:

The Well-being Plan builds on the evidence base provided by the well-being assessments and is complemented by a series of community conversations and widespread consultations which gave a rich insight into the various needs of our communities, both geographically and of interest. The Well-being Plan aims to improve outcomes across a number of areas, where our PSB partners will work together to improve outcomes. We will be reviewing the feedback from the consultation on a regular basis and will be addressing any issues that arise by increasing our engagement with different stakeholders and community groups.

31. If you answered No, what information do you require and what do you need to do to make a decision?

(Note: Should data collection be included in the action plan (Step 6)?)

[You may need to stop here until you have obtained the additional information]

STEP 5 - Decision to Proceed

32. Using the information you have gathered in Steps 1 – 4 above, please state on the table below whether you are able to proceed with the policy or practice and if so, on what basis?

(Please double click on the relevant box (X) and select 'checked' as appropriate)

Decision	
<input type="checkbox"/> Yes	Continue with policy or practice in its current form
<input type="checkbox"/> Yes	Continue with policy or practice but with amendments for improvement or to remove any areas of adverse impact identified in Step 4
<input type="checkbox"/> Yes	Continue with the plan as any detrimental impact can be justified
<input type="checkbox"/> No	Do not continue with this policy or practice as it is not possible to address the adverse impact. Consider alternative ways of addressing the issues.

33. Are there any final recommendations in relation to the outcome of this Equality Impact Assessment?

--

STEP 6 - Actions and Arrangements for Monitoring Outcomes and Reviewing Data

The EqIA process is an ongoing one that doesn't end when the policy/practice and EqIA is agreed and implemented. There is a specific legal duty to monitor the impact of policies/practices on equality on an ongoing basis to identify if the outcomes have changed since you introduced or amended this new policy or practice. If you do not hold relevant data, then you should be taking steps to rectify this in your action plan. To review the EHRC guidance on data collection you can review their [Measurement Framework](#).

34. Please outline below any actions identified in Steps 1-5 or any additional data collection that will help you monitor your policy/practice once implemented:

Action	Dates	Timeframe	Lead Responsibility	Add to Service Plan (✓)

Page 88

35. Please outline below what arrangements you will make to monitor and review the ongoing impact of this policy or practice including timescales for when it should be formally reviewed:

Monitoring and Review arrangements (including where outcomes will be recorded)	Timeframe & Frequency	Lead Responsibility	Add to Service Plan (✓)

STEP 7 - Publishing the Equality Impact Assessment

Please arrange for this completed EqIA to be agreed by your Head of Service/Department and arrange for translation and publishing with a copy sent to the Equality Officer.

Isle of Anglesey County Council	
Report to:	COUNTY COUNCIL
Date:	23rd MAY 2023
Subject:	CORPORATE SELF-ASSESSMENT 2023
Portfolio Holder(s):	COUNCILLOR CARWYN E. JONES
Head of Service / Director:	CARYS EDWARDS, HEAD OF PROFESSION HR & TRANSFORMATION
Report Author:	GETHIN MORGAN
Tel:	01248 752111
E-mail:	GethinMorgan@anglesey.gov.wales
Local Members:	n/a

A –Recommendation/s and reason/s

As part of the Local Government and Elections (Wales) Act 2021 the following duty is recognized on Anglesey County Council –

... to keep its performance under review

- 1) must keep under review the extent to which -
- (a) it is exercising its functions effectively,
 - (b) it is using its resources economically, efficiently and effectively, and
 - (c) its governance is effective for securing the matters set out in paragraphs (a) and (b)

and, in connection with all financial years,

make a report setting out its conclusions as to the extent to which it met the performance requirements (a, b and c above) during that financial year.

To meet the expectation above, the County Council’s draft Self-Assessment (SA) for 2022/23 was prepared. The report evidences the output of the Councils corporate planning and performance management framework and is the end of a process that merges several different aspects together.

The draft was considered by the Leadership Team during the week of May 4th – 12th.

It is therefore recommended that the County Council adopts the attached document as a ‘working draft’ and invites further consideration as to its content by the Audit and Governance Committee in its meeting of June 29th, 2023.

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

Other options were not considered as this expectation is one of the core changes of the new legislation - the Local Government and Elections (Wales) Act 2021

C – Why is this a decision for the Executive?

This process is to elicit the attention and comments of the Executive and Governance & Audit Committee before the final Self-Assessment is considered by the full County Council in September this year.

It is a process which is in accordance with the Local Government and Elections (Wales) Act 2021

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

Yes - an ordinance different from what the full Council approved in April last year when changes to the Constitution were adopted on how the Council is to deal with the Self-Assessment will create a governance risk.

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

It is anticipated that the associated work program (depicted at tail-end of the SA and inclusive of those areas rolled over into 2023/24) and its realisation is placed under the leadership and ownership of the Leadership Team (LT) within time in accordance with the County Council's financial year 2023/24.

Dd – Assessing the potential impact (if relevant):

1	How does this decision impact on our long term needs as an Island?	Affects our long-term needs by recognizing related areas that require further attention as a council.
2	Is this a decision which it is envisaged will prevent future costs / dependencies on the Authority? If so, how?	In part - yes, regarding the expected improvements that are needed in the performance of some areas etc.
3	Have we been working collaboratively with other organisations to come to this decision? If so, please advise whom.	A specific part of the self-assessment recognizes all the collaborative work that takes place across the range of the Services
4	Have Anglesey citizens played a part in drafting this way forward, including those directly affected by the decision? Please explain how.	The citizens of Anglesey through the corporate scrutiny committees have a quarterly opportunity to express their opinion and challenge the corporation on its performance. The content also states how the different services involve citizens in its decisions.

Dd – Assessing the potential impact (if relevant):		
		The content of the draft SA is to be consulted upon with Trade Unions over the coming months prior to full adoption of final draft by County Council in September 2023.
5	Note any potential impact that this decision would have on the groups protected under the Equality Act 2010.	It is not anticipated that the work program will have an impact 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.	N/A
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)	This was considered by the Chief Executive / Leadership Team (LT) and their comments are reflected in the report
2	Finance / Section 151 (mandatory)	The comments of the Section 151 Officer as a member of the LT have also been included
3	Legal / Monitoring Officer (mandatory)	Monitoring Officer's comments as a member of the LT have been included
4	Human Resources (HR)	Comments are reflected in the report
5	Property	
6	Information Communication Technology (ICT)	
7	Procurement	
8	Scrutiny	

E – Who did you consult?		What did they say?
9	Local Members	Not applicable

F - Appendices:

Anglesey County Council Draft Self-Assessment – 2023

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

- Local Government and Elections (Wales) Act 2021
- [Self-Assessment Improvement Actions 2022](#)
- [Record of an Executive Decision taken by the Leader, 12 May 2023](#)



CYNGOR SIR
YNYS MÔN
ISLE OF ANGLESEY
COUNTY COUNCIL

Self Assessment - 2023

The County Council's annual self-assessment as expected under
Local Government and Elections Act 2021

DRAFT

Prepared by – Transformation Service

Publication date: April 2023

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

The Council's Annual Self-Assessment as a result of –

**Service Performance Reviews (SPR's) / Performance Reports /
Annual Governance Statement (AGS) / External Reviews /
Stakeholder Engagement**

Self-Assessment Category	Performance	Reasoning
Performance Management	Good	<p>Good performance against key indicators highlighted within the quarterly Corporate Scorecard Report</p> <p>An ever improving and modernised customer service provision through a newly installed CRM</p>
Use of Resources	Good	<p>Lower than inflation Council Tax increase, balanced budget and healthy balances during the current cost of living crisis</p> <p>Collaboration improved on an already excellent rating during the previous year</p>
Risk Management	Good	<p>Many positive external audit reports throughout Council provision including from Estyn, Care Inspectorate Wales and Audit Wales</p> <p>New risk management strategy in place</p>

Introduction

This report reflects the Isle of Anglesey County Council's second self-assessment as expected under the Local Government and Elections (Wales) Act 2021.

It reflects the output of the corporate planning and performance management framework and provides an evidential basis of -

- how the Council has performed
- using its available resources whilst
- managing and mitigating associated risks

during a challenging and changing time for local government.

The new national performance and governance framework aims to support a cultural and organisational change within local government. The aim is to build on existing strengths and create a more innovative, open, honest, transparent and ambitious sector, which challenges and assesses itself and collectively drives up service delivery outcomes and standards across Wales. The Isle of Anglesey County Council recognises and adheres to such expectations and the following report is drafted as such.

The Local Government and Elections Act requires each council to keep under review the extent to which it is fulfilling the 'performance requirements', that is the extent to which it is:

- exercising its functions effectively;
- using its resources economically, efficiently and effectively;
- has effective governance in place for securing the above.

Last year's assessment was the first of its kind, the realisation of associated improvements has taken great strides during 2022. This is encouraging and shows the maturity of the political and operational discussion which continued apace in a year that saw the establishment of a revised Leadership Team within the Council together with a new (coalition) administration led by Plaid Cymru. The associated improvements can be demonstrated through our recent report considered by the [Corporate Scrutiny committee in April 2023](#).

Following the consideration of this report it is acknowledged that the following work-streams will continue to be progressed and developed as part of this Self-Assessment into 2023 –

Performance Management -

- Improve the indicator in terms of the percentage of Waste Reused, Recycled or Composted indicator and meet Welsh Government targets as soon as possible
- Utilise software to become more data aware and informed to make even more effective evidence-based decisions.
- Modernising our approach from customer service to a more rounded customer experience
- Develop a means by which Council performance can be communicated to a wider audience of staff

Use of Resources -

- Minimise future housing subsidy with-holds by agreeing a suitable timetable with external auditors and reviewing staffing capacity;
- Increase the opportunity for residents and stakeholders to ensure their voice is heard, through the adoption of a revised, revamped and post pandemic public participation strategy

Risk Management -

- Implement the 'three lines of assurance' model as one method to collect information to assist with assurance mapping for the Council;

In coming to the conclusions of the assessment this year the Council once again used the core elements of the Corporate Planning & Performance Management Framework (CPPMF) and the function and purpose of the service review process were an essential element of the strong corporate governance arrangements adopted.

Self-evaluation is an integral part of any organisation's improvement process and its primary purpose is for self-assurance; however, it is recognised within the Isle of Anglesey County Council that if self-evaluation is done well, it can also provide assurances to external audiences, including partners, regulators and indeed residents.

Each Service (of which Anglesey County Council has 9) was asked to complete a self-evaluation - scoring their performance on identified areas deemed important as to measure the general performance of services. They were asked to evaluate their performance against one of the 4 criteria listed below and were thereafter challenged as to their findings by a group of officers and elected members:

1. **Excellent** – Many strengths, including significant examples of sector-leading practice
2. **Good** – Many strengths and no important areas requiring significant improvement
3. **Adequate** – Strengths outweigh areas for improvement
4. **Unsatisfactory** – Important areas for improvement outweigh strengths

The Council have been continuously improving and maturing it's evolution of the performance management framework throughout the last 9 years.

This self-assessment summarises the conclusion of that work for 2022/23 and evaluates the overall performance of the Council, answering at the simplest level, the following questions –

- How well are we doing?
- How do we know?
- What and how can we do better?

A. Performance Management

How well are we doing?

To have a thorough, fair and rounded view of performance management within the Council, this section of the self-assessment will bring together information on Performance Reporting, Customer Service and Governance & Compliance. By bringing these together as evidenced in 2022, our organisational performance, our appetite for change management and the culture of improvement adopted demonstrates the overall conclusion that the County Council is performing well and at a level which staff, councillors and residents should be proud.

How do we know?

Evidence from the following reports and activities throughout the year demonstrates positive outputs and emphasises an achieving culture which is embedded across a workforce which has faced increasing demands and expectations:

- [Annual Performance Report](#)
- [Annual Governance Statement and Local Code of Governance](#)
- Service Reviews (output)
- [Anglesey and Gwynedd Public Services Board Annual Report 2021/22](#)
- [Annual Directors Report on the effectiveness of Social Services 2021-22](#)
- [Scrutiny Social Services Progress Report](#)
- [STAR survey results 2021](#)
- [Quarterly Scorecard Reporting](#)
- Staff attendance levels

From these reports we can demonstrate that key performance indicators are operating at an appropriately robust level. Staff compliance rate with updated policies and procedures has improved. Staff compliance with mandatory e-learning training has also improved whilst formal Council meetings are broadcast and the 'annual conversation' amongst staff has been embedded further. We can also evidence that the customer experience is improving across a range of services.

We can also confirm that the Scrutiny committee and Executive are satisfied with the pace of progress and improvements made to date in Social Services, together with the current performance of the Council following a positive reports from Estyn and Care Inspectorate Wales (CIW). The report itself noted that the robust quality and effectiveness of the Learning Service leaders within Isle of Anglesey Authority contribute very effectively towards ensuring high quality education services.

It is also evidenced that the County Council has a revised and new Council Plan to guide direction of the organisation for the five-year period 2023-2028 inclusive. This was developed and adopted after a very comprehensive engagement and consultation exercise which gained feedback and input from residents, partners, staff and newly elected members.

What and how can we do better?

Whilst this a positive story and encapsulates a developing ethos under a newly structured Leadership Team and political dynamic, improvements as recognised by the Council are always required. The improvements noted for 23/24 are as follows:

1. Review and revise the corporate scorecard provision to identify relevant and prioritised indicators to be tracked and managed through the life-course of the current administration.

2. Improve the indicator in terms of the percentage of Waste Reused, Recycled or Composted to meet Welsh Government targets as soon as possible, whilst also reviewing and revising the Planning Improvement Plan to ensure sustainability of change into the future
3. Utilise software to become more data aware and informed to make even more effective evidence-based decisions and by using such data, effectively communicate performance levels across the Authority to staff.
4. Continue to modernise our approach from customer service to a more rounded customer experience
5. Review and revise the service review process to ensure that it remains current and aligns with the expectations of the Corporate Self-Assessment

DRAFT

B. Use of Resources

How well are we doing?

To fulfil its responsibility of utilizing its resources economically and efficiently, the Council shares details on its management of personnel, finances, and partnerships aimed at accomplishing its goals. The information presented showcases the Council's strong and successful performance, particularly in navigating a challenging cost of living crisis.

How do we know?

The coronavirus pandemic, which brought extreme sadness throughout the world, provided an opportunity for organisations to come together for the good of the people. The current cost of living crisis has also meant that costs for all including the Council have increased recently. In response the Council has undoubtedly improved partnership working, planned well for workforce challenges and implemented many cost saving initiatives over a number of years which has meant that whilst there is a financial hit, the Council are in a much better situation than many others at this current time. Evidence for these can be found in the following:

- Staff attendance – benchmarked to be amongst the best for Local Authorities in Wales
- Staff retention – turnover is lower than the industry standard at 8%
- Workforce Development Plans – plans in place for all services
- [Medium Term Financial Strategy and Budget 2023/24](#) – “The Council's general financial position is still fairly strong”
- [Statement of Accounts](#) – Final accounts for 2021/22 published before deadline
- [Annual Governance Statement \(AGS\) and Local Code of Governance](#) – AGS published in accordance with CIPFA requirements alongside the statement of accounts, and the Local Code of Governance is in place
- [Welsh Housing Awards 2021 - Individualised Environmental Projects and First Time Buyers Empty Homes Grants](#), [Construction Excellence Wales Awards](#) - Housing national recognition for 2021/22
- [Anglesey and Gwynedd Public Services Board Annual Report 2021/22](#) – the report outlines many collaborative projects the Council have contributed to during the year
- [Annual Directors Report on the effectiveness of Social Services 2021-22](#) the report notes many key findings and examples of good work carried out by Social Services
- [Estyn Inspection of the Isle of Anglesey County Council](#) – many examples of good or better work being undertaken by the Council as noted by Estyn
- [Care Inspectorate Wales – Performance evaluation inspection](#) – many positive examples are highlighted throughout the report by CIW

Services clearly felt that their collaborative and integrated way of working and providing services for the benefit of Anglesey residents was excellent as demonstrated in the [matrix below](#). In addition, some of the comments within the reports above which support the conclusion include –

“The robust quality and effectiveness of the Learning Service leaders within Isle of Anglesey authority contribute very effectively towards ensuring high quality education services. They set high expectations, lead teams effectively and co-operate well to drive strategic priorities.

The way in which the authority's leaders, officers and different departments consider the long term and work very closely with schools and external partners and each other is a strong feature.

There is a clear vision in terms of improving the quality of education, and education budgets have been protected from cuts compared with other departments within the authority.” [Estyn Inspection of the Isle of Anglesey County Council](#)

“Reducing the need for formal care and support is clearly a priority for IACC and we found successful joint working at a strategic level to drive forward the prevention agenda.

IACC demonstrates a strong enthusiasm and readiness to work with partners. We heard examples of successful joint working with partners at a strategic level with plans then implemented on an operational level for the benefit of people. We saw good examples of joint working on an operational level” [Care Inspectorate Wales – Performance evaluation inspection](#)

“A number of local authorities are similarly focusing their efforts on mobilising community capacity and empowering communities to identify their own needs and priorities and produce workable solutions. A good example of this is the work of Isle of Anglesey Council with Medrwn Môn, an independent agency providing support and advice to voluntary organisations and community groups. Under the ‘network of alliances’ initiative, Medrwn Môn is helping to create a system of local coalitions across the island which are empowered to identify the problems in their area, the assets that are available to help tackle these problems and the solutions needed to address them.” [Audit Wales, ‘Together we can’ Community Resilience and self-reliance](#)

“The Council recognises that it is ‘unable to change the world on its own’ and actively seeks to partner with organisations that can help it to deliver real benefits, but it recognises that some partnerships provide more added value than others.” [Audit Wales, Springing Forward](#)

Some of the comments that support the [overall good](#) use of our resources can also be seen below -

“We heard a consistent, positive message from the workforce regarding the quality of leadership and the culture across children and adult services. Feedback included managers being visible, approachable, providing regular and dependable support, with access and opportunities for professional development... Retention of social workers and occupational therapists across services remains positive... IACC’s commitment to provide a Welsh language service is positive. We saw consistent and encouraging evidence that people were receiving the “Active Offer” to speak Welsh, and people’s wishes were considered regarding language choice.” [Care Inspectorate Wales – Performance evaluation inspection](#)

“The Council has a vision and key delivery themes for its workforce which can be strengthened by more prominent consideration of applying the sustainable development principle and further embedding the lessons learnt from the pandemic... The Council is of the view that effective workforce management is more important than ever, especially during and after the pandemic and ensuring business continuity is an essential part of designing resilient services.” [Audit Wales, Springing Forward](#)

What and how can we do better?

Whilst the above are positive examples of the good performance in the way the Council uses its resources and works in partnership, improvements identified for 2023/24 can be noted as follows:

1. Working together with partners to reduce the effects of the cost of living crisis and protect those in poverty

2. Reduce electricity and energy costs across the Council thereby consequently reducing carbon emissions to aid the Council's drive to become net zero by 2030
3. Identify opportunities to reduce costs/level of service and increase income by raising prices, improving services and the use of grants where appropriate
4. Develop the Council's Asset Management Strategy that demonstrates consideration of the sustainable development principle
5. Minimise future housing subsidy with-holds by agreeing a suitable timetable with external auditors and reviewing staffing capacity
6. Increase the opportunity for residents and stakeholders to ensure their voice is heard, through the adoption of a revised, revamped and post pandemic public participation strategy

DRAFT

C. Risk Management

How well are we doing?

Effective implementation of risk management is crucial for a complex organization like a County Council to ensure that decision-making, performance, and service delivery are carried out in the most efficient and effective way possible. This section combines findings from completed Internal Audits, External Auditors and Peers which highlight risks needed to be mitigated as well as the Council's Risk Management and Corporate Safeguarding arrangements. The evidence available points towards a solid performing council in respect to its risk management arrangements.

How do we know?

In recent years, the Council has made improvements to its use of risk management and its Corporate Safeguarding arrangements and the evidence available in the following reports provides assurance of this:

- [Corporate Safeguarding Annual Report](#)
- Medium Term Financial Plan
- Statement of Accounts
- [Annual Governance Statement and Local Code of Governance](#)
- Service Reviews (output)
- [National reviews and their related recommendations update December 2022](#)
- Internal Audit Updates (reported to the Governance and Audit Committee throughout the year) – [Up to 31 March 2023](#)
- Internal Audit Annual Report – [June 2022](#)
- Outstanding Issues and Risks – [Up to March 2023](#)
- [Audit Wales Annual Audit Summary 2022](#)
- [Estyn Inspection of the Isle of Anglesey County Council](#)
- [Care Inspectorate Wales – Performance evaluation inspection](#)
- [Review of Risk Management Framework](#)
- [Annual Report of the Standards Committee](#)

Services felt that the management of risks, corporate safeguarding and responding to audit reports was good. Some comments from the various reports listed above which supports the [overall good rating](#) can be found below -

“For the 12 months ended 31 March 2022, the Isle of Anglesey County Council’s Head of Audit and Risk’s opinion is that the organisation has an adequate and effective framework for risk management, governance and internal control. While I do not consider any areas of significant corporate concern, some areas require the introduction or improvement of internal controls to ensure the achievement of objectives, and these are the subject of monitoring. There are no qualifications to this opinion.” [Head of Internal Audit, Annual Governance Statement 2021/22](#)

“IACC actively promotes a reflective learning culture with quality audit approaches throughout. We saw examples of good practice in audit work to identify practice which was good and where improvements are required. Corporate scrutiny and support is strong and helps to challenge performance across the local authority.” [Care Inspectorate Wales – Performance evaluation inspection](#)

“The Council is making good progress developing its arrangements to meet the requirements

of the Local Government and Elections (Wales) Act 2021.” [Audit Wales, The Local Government and Elections Act \(Wales\) 2021 \(letter\)](#)

“The Auditor General gave an unqualified true and fair opinion on the Council’s financial statements on 31 January 2023.” [Audit Wales, Audit of Isle of Anglesey County Council’s 2021-22 Accounts](#)

Through open, regular and thorough self-evaluation processes, they have a good understanding of the education provision and identify sensibly the strengths and areas for improvement. Leaders, including elected members, are prepared to make difficult and timely decisions by changing and refining plans and priorities as circumstances require. For example, when making decisions about school modernisation or when responding to the COVID-19 pandemic crisis.” [Estyn Inspection of the Isle of Anglesey County Council](#)

What and how can we do better?

To continue on the improvement journey and the positive arrangements already in place, improvements can be noted as follows:

1. Implementing post-inspection action plans for Estyn, Care Inspectorate Wales and Audit Wales reports when and where they arise
2. Implement the ‘three lines of assurance’ model as one method to collect information to assist with assurance mapping for the Council
3. Adopt a new risk management framework and ensure that new procedures are implemented and adhered to by services
4. Extend the understanding and use of the Trauma Informed model throughout the island
5. Prepare for the arrival of the Liberty Protection Standards
6. Provide training and guidance to officers on the General Power of Competence

The Council's Service Position Statement – 2023

Please note below the response of each service against the categories of evidence for 2022/23:

Self-Assessment Category	Evidence Categories	Adults	Children	Council Business	Regulation & Econ Dev	Highways, Waste & Property	Housing	Learning	Resources	Transformation
Performance Management	Performance Reporting	Good	Good	Good	Good	Good	Good	Good	Good	Excellent
	Customer Service	Good	Good	Good	Good	Good	Good	Excellent	Adequate	Good
	Governance and Compliance	Good	Good	Good	Good	Adequate	Good	Good	Good	Good
Use of Resources	Workforce Development and People Management	Good	Good	Adequate	Good	Good	Good	Good	Good	Excellent
	Financial Health	Good	Good	Good	Good	Excellent	Good	Excellent	Good	Excellent
	Collaboration and Integration	Excellent	Excellent	Good	Excellent	Excellent	Excellent	Excellent	Good	Excellent
Risk Management	External regulatory reports / peer input	Good	Good	Good	Good	Good	Good	Excellent	Adequate	Good
	Internal Audit	Good	Good	Good	Good	Good	Good	Good	Good	Good
	Corporate Safeguarding	Excellent	Excellent	Good	Good	Good	Good	Good	Good	Good

Identified Areas for Improvement

Below are all of the areas identified as needing improvement and monitoring throughout 2023/24

Area of improvement	Leading Service
1. Review and revise the corporate scorecard provision to identify relevant and prioritised indicators to be tracked and managed through the life-course of the current administration.	Transformation
2. Improve the indicator in terms of the percentage of Waste Reused, Recycled or Composted to meet Welsh Government targets as soon as possible, whilst also reviewing and revising the Planning Improvement Plan to ensure sustainability of change into the future	Highways, Waste and Property Regulation and Economic Development
3. Utilise software to become more data aware and informed to make even more effective evidence-based decisions and by using such data, effectively communicate performance levels across the Authority to staff.	Transformation
4. Continue to modernise our approach from customer service to a more rounded customer experience	Transformation
5. Review and revise the service review process to ensure that it remains current and aligns with the expectations of the Corporate Self-Assessment	Transformation
6. Working together with partners to reduce the effects of the cost of living crisis and protect those in poverty	Transformation / Housing
7. Reduce electricity and energy costs across the Council thereby consequently reducing carbon emissions to aid the Council's drive to become net zero by 2030	Chief Executive's Office / Highways, Waste and Property
8. Identify opportunities to reduce costs/level of service and increase income by raising prices, improving services and the use of grants where appropriate	Resources
9. Develop the Council's Asset Management Strategy that demonstrates consideration of the sustainable development principle	Highways, Waste and Property
10. Minimise future housing subsidy with-holds by agreeing a suitable timetable with external auditors and reviewing staffing capacity	Resources
11. Increase the opportunity for residents and stakeholders to ensure their voice is heard,	Transformation

Area of improvement	Leading Service
through the adoption of a revised, revamped and post pandemic public participation strategy	
12. Implementing post-inspection action plans for Estyn, Care Inspectorate Wales and Audit Wales reports when and where they arise	All services
13. Implement the 'three lines of assurance' model as one method to collect information to assist with assurance mapping for the Council	Resources / Transformation
14. Adopt a new risk management framework and ensure that new procedures are implemented and adhered to by services	Resources
15. Extend the understanding and use of the Trauma Informed model throughout the island	Learning / Social Services
16. Prepare for the arrival of the Liberty Protection Standards	Social Services
17. Provide training and guidance to officers on the General Power of Competence	Council Business

DRAFT