

Public Document Pack



CYNGOR SIR
YNYS MÔN
ISLE OF ANGLESEY
COUNTY COUNCIL

Mr Dylan J. Williams
Prif Weithredwr – Chief Executive
CYNGOR SIR YNYS MÔN
ISLE OF ANGLESEY COUNTY COUNCIL
Swyddfeydd y Cyngor - Council Offices
LLANGEFNI
Ynys Môn - Anglesey
LL77 7TW

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

RHYBUDD O GYFARFOD	NOTICE OF MEETING
PWYLLGOR SGRIWTINI PARTNERIAETH AC ADFYWIO	PARTNERSHIP AND REGENERATION SCRUTINY COMMITTEE
DYDD MERCHER, 13 MAWRTH, 2024 am 2.00 o'r gloch yp	WEDNESDAY, 13 MARCH, 2024 at 2.00 pm
CYFARFOD HYBRID – YN YSTAFELL BWYLLGOR 1, SWYDDFEYDD Y CYNGOR, LLANGEFNI AC YN RHITHIOL DRWY ZOOM	HYBRID MEETING – IN COMMITTEE ROOM 1, COUNCIL OFFICES, LLANGEFNI AND VIRTUALLY THROUGH ZOOM
Swyddog Pwyllgor	Mrs. Mairwen Hughes 01248 752518 Committee Officer

AELODAU / MEMBERS

Cynghorwyr / Councillors:-

Y Grwp Annibynnol/ The Independent Group

Gwilym O Jones (Is-gadeirydd/Vice-Chair)

Plaid Cymru / The Party of Wales

Non Dafydd, Euryrn Morris, John I Jones, Dylan Rees (**Cadeirydd/Chair**), Margaret M Roberts, Ken Taylor, Sonia Williams

Annibynnwyr Môn/Anglesey Independents

Paul Ellis, Jeff Evans, Derek Owen

Llafur Cymru/Welsh Labour

Pip O'Neill

Aelodau Ychwanegol/Additional Members (gyda hawl pleidleisio ar faterion addysg/with voting rights in respect of educational matters) Mrs Wenda Owen (Yr Eglwys yng Nghymru/The Church in Wales), Gillian Thompson (Rhiant Llywodraethwr – Sector Ysgolion Cynradd/Parent Governor – Primary Schools Sector), Sedd Wag/Vacant Seat-(Rhiant Llywodraethwyr – Sector Ysgolion Uwchradd ac ADY/Parent Governor – Secondary Schools Sector and ALN) Mr John Tierney (Yr Eglwys Babyddol Rufeinig/The Roman Catholic Church)

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

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

A G E N D A

1 DECLARATION OF INTEREST

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

2 MINUTES (Pages 1 - 6)

To submit, for confirmation, the minutes of the meeting held on 6 February, 2024.

3 TACKLING POVERTY STRATEGY PLAN - 2024-2029 (Pages 7 - 26)

To submit a report by the Director of Social Services.

4 STRATEGIC CORPORATE SAFEGUARDING UPDATE (Pages 27 - 48)

To submit a report by the Director of Social Services.

5 LEVELLING UP PROGRAMME - HOLYHEAD - MEASURE PROGRESS (Pages 49 - 60)

To submit a report by the Head of Regulation and Economic Development.

6 ANNUAL EQUALITY REPORT - 2022/2023 (Pages 61 - 102)

To submit a report by the Director of Function (Council Business)/Monitoring Officer.

7 COMMITTEE FORWARD WORK PROGRAMME - 2023/2024 (Pages 103 - 110)

To submit a report by the Scrutiny Manager.

PARTNERSHIP AND REGENERATION SCRUTINY COMMITTEE

Minutes of the hybrid meeting held on 6 February 2024

PRESENT: Councillor Dylan Rees (Chair)
Councillor Gwilym O Jones (Vice-Chair)

Councillors Non Dafydd, Jeff M Evans, John Ifan Jones,
Euryr Morris, Derek Owen, Ken Taylor, Sonia Williams.

Co-opted Members:

Mrs Gillian Thompson (Parent Governor – Primary Schools Sector)
Mrs Wenda Owen (The Church in Wales)

Portfolio Members

Leader of the Council – Councillor Llinos Medi (for item 4)

IN ATTENDANCE: Chief Executive,
Deputy Chief Executive,
Head of Democracy (DS),
Senior Manager (Secondary Schools) (AE),
Policy & Welsh Language Manager (FO),
Scrutiny Manager (AD),
Scrutiny Officer (EA),
Committee Officer (MEH).

APOLOGIES: Councillors Pip O'Neill and Margaret Murley Roberts

Councillor Alun Roberts – Portfolio Member for Adults' Services

Director of Education, Skills and Young People

ALSO PRESENT: Portfolio Members

Councillor Carwyn Jones – Portfolio Member for Corporate &
Customer Experience;
Councillor Gary Pritchard – Deputy Leader & Portfolio Member for
Children, Youth & Housing Services;
Councillor Dafydd Roberts – Portfolio Member for Education &
Welsh Language;
Councillor Dafydd R Thomas – Portfolio Member for Highways,
Property & Waste.

1 APOLOGIES

As noted above.

2 DECLARATION OF INTEREST

None received.

3 MINUTES

The minutes of the meeting held on 18 January, 2024 were confirmed as correct.

4 EDUCATION SCRUTINY PANEL - PROGRESS REPORT

Submitted – a progress report by the Chair of the Education Scrutiny Panel.

The Chair of the Education Scrutiny Panel, Councillor Gwilym O Jones said that Education is one of the six key strategic aims of the Council Plan, and it is considered that Elected Members have a crucial role in realising this aim by scrutinising and holding to account and the work of the Education Scrutiny Panel contributes towards this aim. He noted that this is the Panel's third progress report and covers the period September 2023 – January 2024. The Panel met on 4 occasions during this period and considered the following matters :-

- Integrated Joint Working Model;
- Wellbeing/Mental Health/Safeguarding;
- Additional Learning Needs and Inclusion;
- Schools Placed in Category, Estyn Follow Up or Receiving Additional Support;
- Scrutiny Panel work programme for the period May 2023 – April 2024.

During consideration of the report questions were raised as to how to health and welfare of pupils are monitored. The Senior Manager (Secondary Schools) responded that there have been many examples of good practice in schools on Anglesey as regards to health and welfare and schools share good practices. Further questions were raised as to whether the Panel has considered, within their forward work programme, as to how the budgetary savings will have an effect on the progress of schools and also whether the Panel has a strategy to monitor the effects. The Deputy Chief Executive responded that continued monitoring will be undertaken on the effect of the budgetary savings by the Learning Service and the Scrutiny Panel will receive regular reports. He noted that the Panel Members will have an opportunity to visit the schools and invite representatives from the schools before the Panel. The Chief Executive said that a joint meeting of the Finance Scrutiny Panel and the Education Scrutiny Panel will meet at the end of this month to consider the impacts of the potential efficiency savings on the education provision. He also said that there are uncertainties as regards to grant funding to schools and discussions will be undertaken within the joint meeting of both Panels on the impact from the next financial year onwards.

Reference was made as to what suggestions can the Partnership and Regeneration Scrutiny Committee have to further strengthen the work of the Education Scrutiny Panel. The Chair of the Panel responded that it would be advantageous for the Panel to receive suggestions as to the areas within the Learning Service from Members of this Committee who are not members of the Panel. Questions were raised as to whether to 'voice of the pupil' and 'voice of the parents/guardians' are considered as part of the scrutiny process. The Scrutiny Manager responded that as part of the Panel's Forward Work Programme the Panel will be scrutinizing the matter raised as to the 'voice of the learner'. Further questions were raised as to whether the Panel consider that they need to receive specific areas of work that they are not having the opportunity to consider. The Chair of the Panel responded that the Panel meets on a regular basis and discusses with the relevant Officers as to the areas within the Learning Service that they wish to receive and to scrutinize. He noted that the Learning Service has provided the Education Scrutiny Panel with reports on each area of work the Panel have requested. He emphasised that the meetings of the Panel are confidential as matters are discussed as regards to individual schools. The Senior Manager (Secondary Schools) noted that the School Improvements Guidelines should become statutory in September 2024 and the Education Scrutiny Panel will have an opportunity to discuss and scrutinize the arrangements.

Reference was made to the effect on social media and protection of children whilst viewing different websites and the potential bullying that can arise from social media. Questions were raised as to whether web-safety issues are considered. The Senior Manager (Secondary Schools) responded that all matters relating to safeguarding are important, including web-safety within the schools and a Data Protection Officer and Safeguarding Officer are available to support schools within the Learning Service. . He noted that there are policies, guidelines and processes available to support web-safety.

Reference was made that the progress report discusses availability of the latest data on school attendance, exclusions, and de-registrations in the Local Authority schools. Questions were raised as to what concerns does this data raise. The Senior Manager (Secondary Schools) responded that school attendances are lower than pre-covid and whilst there are concerns this has been the trend across Wales since the pandemic. He noted that it is important to work with the schools and the governors to raise school attendances and to monitor exclusions within the schools. Further questions were raised as to whether there are trends in the school absences. The Senior Manager (Secondary Schools) responded that there are no specific trends identified by the Learning Services, but that the Learning Service are using designated Officers to engage with families to target the issues of school attendances.

Questions were raised as to whether there are positive effects within the schools are regards to 'Trauma Informed'. The Senior Manager (Secondary Schools) responded that considerable work has been undertaken within schools as regards to 'Trauma Informed' and every school is committed to the work being undertaken. He noted that it was too soon to report on the effects and it will take a few years to be able to gauge the effect that it will have on the schools.

Further questions were raised as to how the Learning Service will be able to monitor the cap in the achievement of pupils who receive free school meals and those who do not receive free school meals in the future as all primary school children will receive free school meals in Wales. The Senior Manager (Secondary Schools) responded that the guidelines, which are non-statutory at the moment, put the responsibilities on the governing bodies of schools to ensure that schools priorities reflects the need to ensure equality within education for each individual pupil with the support of the Learning Service. The Deputy Chief Executive said that the 'Free School Meals Measure' has been approved by Welsh Government that all primary school children in Wales will get free school meals by the end of 2024. He further said that discussions continue with Welsh Government as regards to the specific challenges within the 'Measure'.

Questions were raised as to the long-term strategy of the Learning Service for the future. The Deputy Chief Executive responded that whilst there will be financial challenges for schools and the governing bodies and the Learning Service will need to evaluate the short-term and long-term strategies within the schools. He gave an example that each school has a Schools Development Plan which evaluates the short and long-term programmes within the schools and working with GwE is an important element for the success within schools. He further said that collaboration within the schools is important and to be able to share good practice is an important element for improvements. Further questions were raised whether there are concerns to the reduction of the support from GwE. The Chief Executive responded that there will be a reduction in grants and there will a review of the middle tier provision of GwE. Details of the timetable as regards to the changes to the support from educational consortia is awaited. He noted that there will be significant changes in the responsibilities that GwE currently has within the six local authorities they support at present. The Chief Executive said that there has been discussion taking place between the six local authorities over the last few months to protect the important provision afforded by GwE. He further said that significant changes will need to be dealt with in the future as regards to the changes that will affect the schools and the Education Scrutiny Panel will be informed of the challenges that will need to be address for the best provision for the pupils in the schools.

Reference was made to the shortage of Educational Psychologist. Questions were raised to how long pupils are now having to await to be assessed. The Senior Manager (Secondary Schools) responded that there is a shortage of Educational Psychologist, especially bilingual psychologists, and children are having to wait to be assessed for a period of time. The Chair of the Education Scrutiny Panel said that discussion have taken place within the Panel as regards to the shortage of Educational Psychologist throughout Wales.

It was RESOLVED to note the progress made during the last period in terms of the work of the Education Scrutiny Panel.

ACTION : As noted above.

5 STRATEGIC EQUALITY PLAN : 2024-2028

Submitted – a report by the Director of Function (Council Business)/Monitoring Officer.

The Leader of the Council said that the Strategic Equality Plan is a key publication that aligns with the Council Plan and will contribute to the achievement of its strategic objectives and vision. She noted that the Strategic Equality Plan is an ambitious Plan so as to build a fairer society for the people of Anglesey. Creating an Anglesey where people can thrive means recognising that there are many causes of inequality and doing all possible to address them and to make sure that everyone is treated equally. She noted that an Annual Equality report will be submitted in due course to this Committee.

During consideration of the report reference was made that the draft plan contains eight equality objectives. Questions were raised that in view of the current economic climate, whether this is too ambitious. The Leader of the Council responded that it is important that the people of Anglesey are at the forefront in the services provided by the Council. She said that it will be challenging to achieve the objectives within the Plan, however, the Council is currently committed to strengthening equality and examples have already been given when discussing the previous item as regards to education. Further questions were raised as to how it is intended to measure the progress to reach the objectives contained within the Plan. The Head of Democracy responded that there will be an internal Steering Group who will monitor the Annual Action Plan with the main task to develop performance indicators. He noted that the membership of the Steering Group is yet to be agreed until the Equality Plan has been approved. The Leader of the Council said that the Steering Group will show who has the corporate ownership regarding each equality objective to ensure that each department takes its part in developing the objectives.

Questions were raised as to what is intended over the next four years to raise awareness and increase knowledge of equality and diversity within the Council. The Policy and Welsh Language Manager responded that it is hoped that there will be increased focus on equality within the Council with regular reminders/messages distributed, as is similar with the Welsh language, to staff and elected members. She noted that there has been progress with equalities and diversity as it has been included as a general principle within the Council's Plan which highlights expectations as equalities is an expectation across the Council. The Steering Group will set out a strategic direction for equalities within the Council. She further said that it is important that when new employees are employed by the Authority that they are made aware of the expectations towards equalities and diversity and managers have also a central role in promoting the expectations.

Reference was made the objective 3 : Social Care and Wellbeing within the Equality Plan. Questions were raised as to what the challenges the Authority will face in seeking to deliver this equality objective due to cost-of-living crisis and making sure that that aspirations of the Council to make sure that everyone can have a place to call a home and to develop and thrive. The Leader of the Council responded that this Council wishes to show their ambitions to improve the lives of

the residents of Anglesey. She expresses strongly that she wishes to see equality across the services of the Council and to have the ambition to improve the lives of the residents of the Island. The Vice-Chair said that it is important that the Strategic Equality Plan refers to the objectives for older people in society. He referred to the importance of the membership of the Council in the Older Peoples Forum and the Welsh Health Organisation – Older People. He expressed that it is important to note that people need to be given the opportunity to be able to respond to consultation processes as not everyone is able to communicate on-line and need paper copies of documentation. The Leader of the Council responded that copies of consultation documents i.e., consultation on the budget, are available within the local libraries as it is important that everyone has the opportunity to respond.

Reference was made to Objective 3 within the Plan as regards to 'living standards. An example was given as regards to housing developments through the planning process. It was expressed that there is a need for improvements as regards to communicating with people and developers when proposed large developments can have a detrimental effect on small villages. Comments were also made as to the need for affordable housing for young people, but they must be affordable when they are built on the border of expensive areas on the Island. The Leader of the Council responded that it is important to conform with the legal policies as regards to the planning process. She noted that it is important that residents within local communities have the opportunity to express their opinions with the planning process. The Chief Executive said that it is important that the landowners and developers need to engage effectively within rural local communities when proposed planning development are submitted. Further questions were raised as empty social housing on the Island whilst people are in dire need of a home. The Leader of the Council responded that the Corporate Scrutiny Committee have raised the issue of empty homes through the Corporate Scorecard and a Task and Finish Group has been established to improve the process to enable the empty homes being let.

Reference was made to Objective 2 : Work within the Strategic Equality Plan. Questions were raised as to how action will be undertaken to ensure equal opportunities and to reduce the pay gaps. The Leader of the Council gave an example as regards to the Free Port status and the reasons as to why the Authority delayed in expressing their interest in a Free Port status at the beginning of the process as was in England. She said that worker's rights were not safeguarded at the beginning of the process and as an Authority worker's rights are a core principle within the consultation process with developers. The Chief Executive said that whilst the Equality Plan refers to the action to ensure that the Council is an equal opportunities employer and to reduce the pay gap and this can result as an indirect influence on others as the Leader has referred to as part of the Free Port process. He noted that Task and Finish Group could discuss the matter in detail over the next 18 months to ensure that workers are appreciated and respected for their work.

It was RESOLVED to recommend to the Executive that the draft Strategic Equality Plan 2024-2028 be approved.

ACTION : Consider the appropriateness of adapting the title Equality Objective (Work) in order to provide clarity regarding the Council's role as an employer.

6 COMMITTEE FORWARD WORK PROGRAMME - 2023/2024

The report of the Scrutiny Manager setting out the Partnership and Regeneration Scrutiny Committee's indicative Forward Work Programme 2023/2024 was presented for consideration.

It was RESOLVED to :-

- **Agree the current version of the forward work programme for 2023/2024;**
- **Note the progress thus far in implementing the forward work programme.**

The meeting concluded at 3.30 pm

**COUNCILLOR DYLAN REES
CHAIR**

This page is intentionally left blank

ISLE OF ANGLESEY COUNTY COUNCIL	
Committee:	Partnership & Regeneration Scrutiny Committee
Date:	13 March 2024
Subject:	Tackling Poverty Strategic Plan 2024-2029
Purpose of Report:	To present the draft plan for comment before it is submitted to the Executive and full Council for approval
Scrutiny Chair:	Councillor Dylan Rees
Portfolio Holder(s):	Councillor Llinos Medi
Head of Service:	Fôn Roberts - Director of Social Services
Report Author: Tel: Email:	Alun T Roberts, Corporate Programme Manager 01248 752 814 AlunRoberts@ynysmon.llyw.cymru Antony W Jones, Project Manager 01248 752 972 antonyjones@ynysmon.llyw.cymru
Local Members:	Relevant to all Elected Members

1 - Recommendation/s

The Committee is invited to comment on the draft Tackling Poverty Strategic Plan 2024-2029 before it is presented to the Executive and full Council for approval.

2 – Link to Council Plan / Other Corporate Priorities

The Tackling Poverty Strategic Plan is a key publication that aligns with our Council Plan and will contribute to the achievement of its strategic objectives and vision. Our draft priorities are particularly relevant as they align with the Council Plan strategic objectives for 2023 to 2028:

- Education: Ensuring an effective provision for today and for future generations
- Social Care and wellbeing: Providing the right support at the right time
- Housing: Ensuring that everyone has the right to call somewhere home
- Economy: Promoting opportunities to develop the island's economy

3 – Guiding Principles for Scrutiny Members

To assist Members when scrutinising the topic:-

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

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

3.3 A look at any risks [focus on risk]

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

3.5 Looking at plans and proposals from a perspective of:

- Long term
- Prevention
- Integration
- Collaboration
- Involvement

[focus on wellbeing]

3.6 The potential impacts the decision would have on:

- protected groups under the Equality Act 2010
- those experiencing socio-economic disadvantage in their lives (when making strategic decisions)
- opportunities for people to use the Welsh language and treating the Welsh language no less favourably than the English language

[focus on equality and the Welsh language]

4 - Key Scrutiny Questions

1. Who did you consult with in preparing this Tackling Poverty Strategic Plan?
2. The draft plan contains six priorities. In view of the current economic climate, to what degree is this too ambitious?
3. How will actions within the six objectives be monitored / governed?
4. How will the data be collected to shape / increase the Council knowledge on poverty areas on Anglesey?

5 – Background / Context

The need for this Tackling Poverty Strategic Plan has been recognised as a priority and is driven by the 2023-28 Council Plan.

This report presents the draft Tackling Poverty Strategic Plan for 2024-2029. The Plan provides clear direction and sets out a vision and key priority areas in tackling poverty over the next five years, and the steps the Council intends to take with our external partners to ensure delivery of our services remain sustainable and effective in tackling poverty.

In developing this Strategic Plan, we have considered the Council's current financial position, which is an ever-reducing core and grant funding position, combined with an ever-increasing demand for services. We therefore must achieve more with less, hence the need for the Strategic Plan. Facilitating the plan will be the newly launched cost of living dashboard; providing a strong, integrated, evidence-based data and information set. This will be kept accurate and up to date, enabling the Council to make correct, informed decisions in tackling poverty on Anglesey.

The Council has engaged with, and welcomed comments from, internal officers at all levels, and various stakeholders in preparing this strategic plan. Much of it requires their continued support and partnership working in delivering the content.

We will utilise our Early Intervention & Prevention Operational Group as a tool to engage with relevant partners, in particular the 3rd Sector, making sure relevant matters are on everyone's agenda, striving to provide the best possible support to the residents of Anglesey.

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

6.1 Potential impacts on protected groups under the Equality Act 2010

The aim of the Tackling Poverty Strategic Plan is to strengthen and advance equality for the people of Anglesey and our staff.

We will progress the principles of equality and diversity for people of all backgrounds and circumstances in all aspects of our work.

6.2 Potential impacts on those experiencing socio-economic disadvantage in their lives (strategic decisions)

The Tackling Poverty Strategic Plan will help improve inequalities of outcome resulting from socio-economic disadvantage.

6.3 Potential impacts on opportunities for people to use the Welsh language and treating the Welsh language no less favourably than the English language

No Impact - All services offered for Anglesey residents will be bilingual.

7 – Financial Implications

Not applicable

8 – Appendices:

Draft Tackling Poverty Strategic Plan 2024-2029

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



Ynys Môn
THE ISLE OF
Anglesey

Tackling Poverty Strategic Plan 2024-2029



CYNGOR SIR
YNYS MÔN
ISLE OF ANGLESEY
COUNTY COUNCIL

Foreword



Cllr Llinos Medi
Council Leader and
Portfolio Holder for
Poverty agenda



Dylan J Williams
Chief Executive

The Council is currently facing significant challenges; increased demand, increasing public expectations and ever-decreasing core and grant funding, all of which makes the choices available to the Council very difficult. The financial outlook is bleak with Welsh Government funding unlikely to increase, whilst service demand and costs are expected to rise further.

The Council must therefore continue to support people to become more resilient and achieve the outcomes they want to see in their daily lives, which in turn will reduce demand on services.

The need for this Tackling Poverty Strategic Plan has been recognised as a priority and is driven by the Council Plan 2023-2028. It outlines the Council's key priorities in tackling poverty over the next five years, and the steps we intend to take to ensure the delivery of our services remain sustainable and effective in tackling poverty.

We recognise that no one person or organisation holds all the levers to address poverty. It is now more important than ever that we work together to take tangible actions to tackle poverty. We all have a shared responsibility to ensure that no one gets left behind.

What is Poverty and its impact?

Page 12

There is no single definition of poverty. It can be experienced in various ways by different people, touching on all aspects of their lives. Its exact nature can depend on individual circumstances; from not having enough money to pay for basic essentials such as food, clothes, housing, heating, to a lack of awareness of the support that is available.

The Council has adopted the following definition:

“Poverty means not having enough resources and opportunities to meet basic needs, including needs associated with being part of society”

Poverty can have wide ranging impacts on residents, including but not limited to:

- **Poor mental health** – particularly stress, anxiety and depression caused by worrying about money and how to meet basic needs.
- **Poor physical health** – health problems associated with poor or insufficient nutrition, living in cold or damp homes, being unable to exercise regularly or participate in activities. Overall unhealthy life and reduced life expectancy.
- **Reduced educational attainment** – children and young people experiencing poverty are likely to fall behind their peers. The gap widens the longer the child or young person is in poverty.

Poverty on Anglesey

The Council has developed an internal Cost-of-Living Dashboard, where external and internal data is collected, and KPIs are presented. This dashboard enables the Council to make informed decisions from a strong, integrated, evidence based data and information set. The dashboard is regularly updated and live, thereby ensuring the data is accurate and up to date.

- The median age of this population is 48 years. This has increased from 45 years since 2011, and is significantly higher than the Wales median figure of 42 years. Therefore, an ever-increasing proportion of the population is not of working age.
- Only 76% of the working-age population of Anglesey is economically active.
- Average gross pay for people in full-time employment: £589 per week (which is lower than the Wales average of £603 per week)
- Anglesey foodbank in Holyhead distributed 51,134 kg in 2023, and Amlwch foodbank distributed 9,088 kg. This figure is up by 4.8% compared with the previous year.
- The number of people claiming Universal Credit in Anglesey as of December 2023 was 6,267, accounting for 9% of the population. Among these claimants, 62% (3,910) were not in employment, while 38% (2,359) were employed.
- The number of households presenting as homeless in 2022-23 reached 876, reflecting a significant 30% increase from the 2021-22 figure of 672.

THIS WILL BE AN INFOGRAPHIC IN FINAL VERSION

<See Appendix 1 “The island’s demographics” for further detail>

Council Plan 2023-2028 Strategic Objectives

The Council Plan is the key document serving as a focal point for decision-making at all levels; providing a framework to plan and drive forward priorities; shape annual spending; monitor performance and progress.

At its core is our desire to work with Anglesey residents, communities and partners to ensure the best possible services, improve the quality of life for all and create opportunities for future generations.

Its six main objectives reflect the key areas the Council should be focusing its efforts on.

The Council Plan's vision is to:

Page 14

Create an Anglesey that is
healthy and prosperous
where people can thrive.'



The Welsh Language

Increase the opportunities to learn and use the language.



Social Care and Wellbeing

Providing the right support at the right time.



Education

Ensuring an effective provision for today and for 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 net zero organization by 2030.



[Council Plan 2023 to 2028 \(gov.wales\)](https://gov.wales/council-plan-2023-to-2028)

Council Plan 2023–2028 – Values

The Council Plan 2023-28 is underpinned by the organisation's core values, which are used to develop and guide the vision, strategic plans and services.



Respect

We are respectful and considerate towards others regardless of our differences .



Collaborate

We work as a team, with our communities and partners to deliver the best outcomes for the people of Anglesey.



Honesty

We are committed to high standards of conduct and integrity.



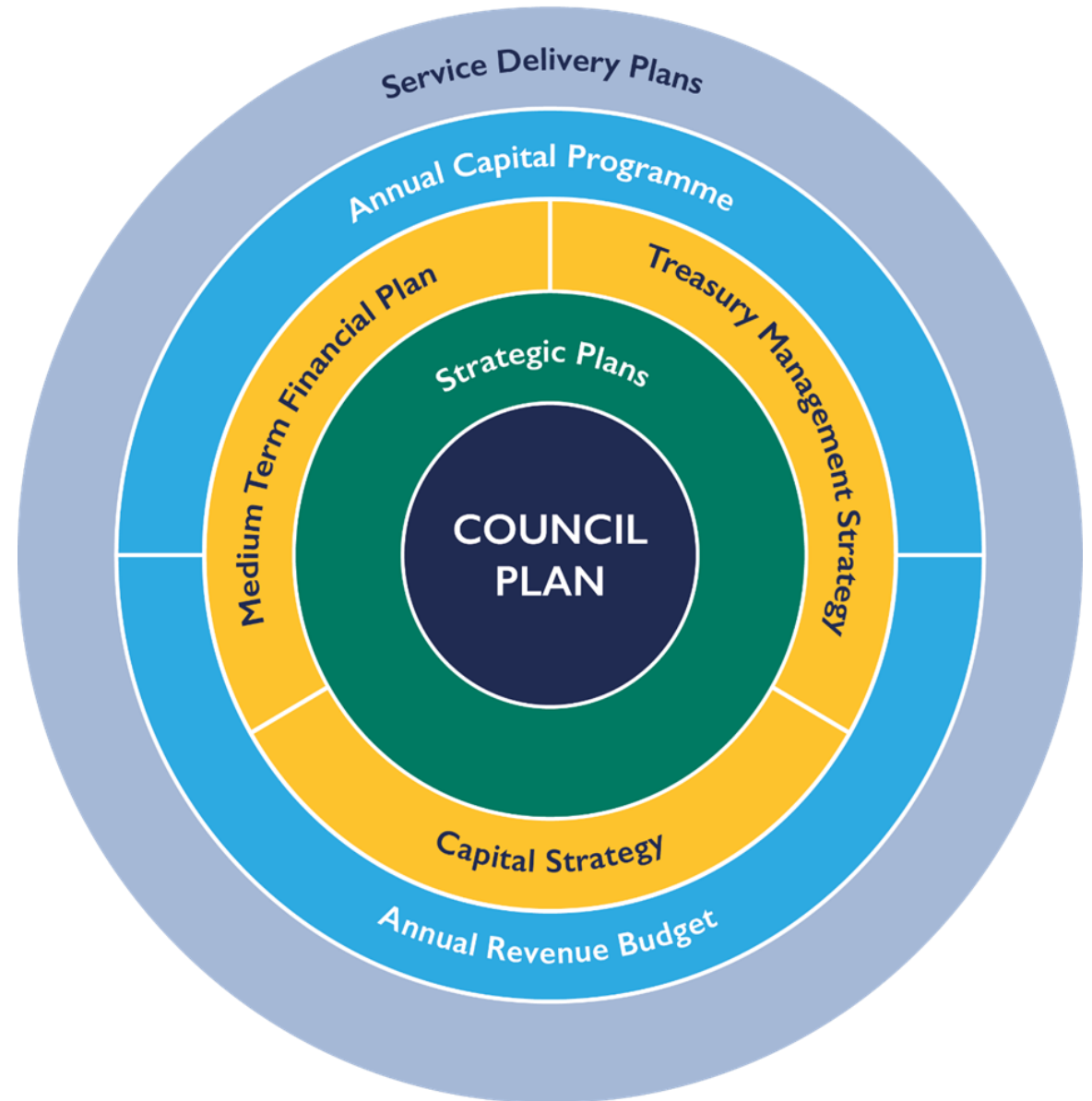
Champion the Council and the island

We create a sense of pride in working for the Council and present a positive image for the Council and the Island.

Strategic circle

The strategic circle identifies the plans in place to ensure we are able to achieve our priorities and objectives.

This plan is a key strategic plan that aligns with the Council's Plan and contributes to the achievement of the strategic objectives and vision.



Wellbeing Objectives

This strategic plan sets out an ambitious direction that builds on what has already been done by recognising that everyone has a role to play in the preventative agenda.

It is important to note here that this strategic plan is aligned with our corporate wellbeing objectives set out in the 2023-2028 Council Plan:

- The people of Anglesey are educated to reach and fulfil their long-term potential.
- The people of Anglesey are safe, healthy and as independent as possible.
- The people of Anglesey and its communities enjoy, protect and enhance their built and natural environment for future generations.

The strategic plan also recognises current legislation:

- The Wellbeing and Social Services Act (Wales) 2014
- The Wellbeing of Future Generations Act (Wales) 2015
- Anglesey and Gwynedd Wellbeing Plan (2023-28)

Key priorities

1. Provide access to support to manage expenditure and debt
2. Ensure that children and young people are able to achieve their full potential
3. Collaborate to ensure local people can access and take advantage of local employment opportunities
4. Ensure that the population is healthy, safe and independent
5. Support our communities to be age friendly
6. Work in partnership to ensure the provision of quality, affordable and accessible homes

Provide access to support to manage expenditure and debt

Why is this important?

- The Council's funding is decreasing, but the amount of people needing support is increasing.
- All residents of Anglesey should have access to sufficient resources to acquire their basic needs, such as food, accommodation, and heat and light.

What are we going to do?

- Raise awareness of the support available across Anglesey, including money management and budgeting skills, ensuring residents know how they can access this support

How are we going to do this?

- By promoting and raising awareness of cost-of-living events held by the Council, and in partnership with our external stakeholders.
- By ensuring residents are aware of their entitlement to benefits; from Citizen's Advice Bureau's "Help to Claim" and "Claim what's Yours" services, the Financial Inclusion Team and the Welfare Rights Unit.
- Promoting cookery and produce growing skills to residents in partnership with our stakeholders, enabling our residents to make wiser, healthier choices, and make the most efficient use of the limited resources available to them.
- By raising awareness of the risks of accumulating debt to source basic provisions such as food, and tackling the stigma attached to asking for help to access food, avoiding the need for further support further down the line.
- By collating and mapping data to provide meaningful information to fully understand where support is most needed on Anglesey, and targeting these areas.

Ensure that children and young people are able to achieve their full potential

Why is this important?

- “It takes a community to raise a child”.
- Studies have shown that Adverse Childhood Experiences (ACEs) suffered in childhood, have a prolonged effect and continue to influence a person’s life into adulthood.

What are we going to do?

- Develop the “Trauma Informed Island” delivery model and action plan.
- Create the best possible safe base environment to enable people to learn effectively.
- Support families’ wellbeing, and make sure children and young people know their rights.
- Make sure all children, young people and families are treated with dignity and respect.
- Utilise the Early Intervention & Prevention Operational Group as a tool to engage with relevant partners, in particular the 3rd Sector, by making sure relevant matters are on everyone’s agenda.

How are we going to do this?

- By raising awareness of the support available to children and families, such as Team around the Family (TAF) and the Flying Start Programme, ensuring children go on to reach their full potential at as early an age as possible, reducing the need for support in later years.
- Rolling out our trauma informed professional training to key partners and communities to ensure consistency in modelling the approach, language used with children, young people and families.
- By providing services and support to young carers, enabling them to take advantage of the positive experiences of early life as well as developing local networks of like-minded accessible carers to help them socialise at community events.
- Support the Modernising Learning Communities and Developing the Welsh Language strategy.
- Increasing opportunities to learn and use the Welsh language.
- For children with a disability to have their needs met.
- By modernising our stock of schools and developing our existing provision to provide the best possible space to promote positive learning opportunities in a helpful, positive and tolerant environment, including the latest digital infrastructure to allow the most efficient learning possible with the best possible resources.
- Provide services to our communities through Community focused Schools
- By providing breakfast clubs across the county to offer a nutritious, daily meal to those who need it.
- By offering a variety of support to pupils who find it difficult to cope in a secondary educational environment by providing counselling support and running lunchtime and after school clubs to offer a supportive, positive and safe provision.

Collaborate to ensure local people can access and take advantage of local employment opportunities

Why is this important?

- Half of Anglesey's population is of working age and we recognise the need to improve job opportunities on the island. Residents are eager to see greater opportunities in the computing and technology, energy, manufacturing, tourism and health sectors.

What are we going to do?

- Promote opportunities to develop the island's economy.
- Support existing businesses, attract appropriate new investment, increase the number of new businesses and ensure that the island continues to have one of the lowest business closure rates across Wales.

How are we going to do this?

- By collaborating with key stakeholders and partners to strengthen the role of Holyhead and the port as a key international gateway.
- By developing and delivering activities to create jobs, increase prosperity and support vibrant and resilient communities.
- By motivating unemployed 16–24-year-olds in Anglesey to increase their confidence in their skills to support them to overcome their barriers to progress as a full member of society.
- By mentoring, up-skilling, offering advice and guidance through the council's own services, and in conjunction with local 3rd sector organisations who specialise in providing this support.
- By providing support for residents who wish to start their own businesses and become self-employed.
- Continue to work in partnership through the North Wales Economic Ambition Board to create new local and regional opportunities.

Ensure that the population is healthy, safe and independent

Why is this important?

- The Wellbeing of Future Generations (Wales) Act 2015 requires the Council to actively increase participation in sport and recreation, as well as improve residents' physical and mental health.
- Promoting and supporting people to be more independent enables them to support themselves, rather than relying on statutory and other support services.

What are we going to do?

- Maintain and provide quality, flexible, accessible and affordable facilities to meet the current and future wellbeing needs of Anglesey.

How are we going to do this?

- Support the Council's Môn Actif Strategic Plan, by maintaining and improving leisure facilities, which make a direct and significant contribution to community wellbeing.
- By providing the best possible facilities and activities for people of all ages and abilities to live their lives in a healthy way.
- By ensuring sufficient public and Active Travel transport links exist throughout Anglesey, particularly in rural areas, enabling residents to travel independently to access support services, and for social, employment and educational purposes.
- By promoting and protecting a safe, fair and healthy living and working environment for the Island's residents and businesses.
- By continuing to support children and young people to continue to live at home safely, by offering intensive support through a variety of interventions, rather than bringing children into care e.g. support for young carers, emotional well-being, domestic violence etc.

Support our communities to be age friendly

Why is this important?

What are we going to do?

How are we going to do this?

- It is important to understand the issues faced by older people, the support they need to live fulfilled lives, and gain the necessary skills to age well.
- Older people need more tailored support to the rest of the population in terms of tackling poverty, e.g. digital inclusivity is important, but won't benefit this age group as well as others.

- To better understand the issues faced by older people.
- Ensure community hubs are accessible to this age group, and to enable independence, minimise loneliness and improve people's health and wellbeing.

- Support the Anglesey Ageing Well Strategy.
- Create opportunities for older people to access social, environmental, and financial resources to enable them to age well, for instance community hubs/surgeries, and community transport; and increase ability and confidence to access support.
- Ensure that future generations of older people are prepared for later life by encouraging them to recognise possible future changes and requirements they may face and offer training.
- Increase opportunities available in communities for inter-generational activity; for disabled people and older people to share and gain knowledge, create support networks and combat loneliness, by increasing opportunities available locally for different generations to come together.

Work in partnership to ensure the provision of quality, affordable and accessible homes

Why is this important?

- “To ensure that the people of Anglesey have a place to call home”.

What are we going to do?

- Remain committed to working with the Welsh Government and partners, such as registered housing associations, to respond to local housing challenges, and work together to identify the island’s housing needs so that we can provide for the recognised need and the required tenures.

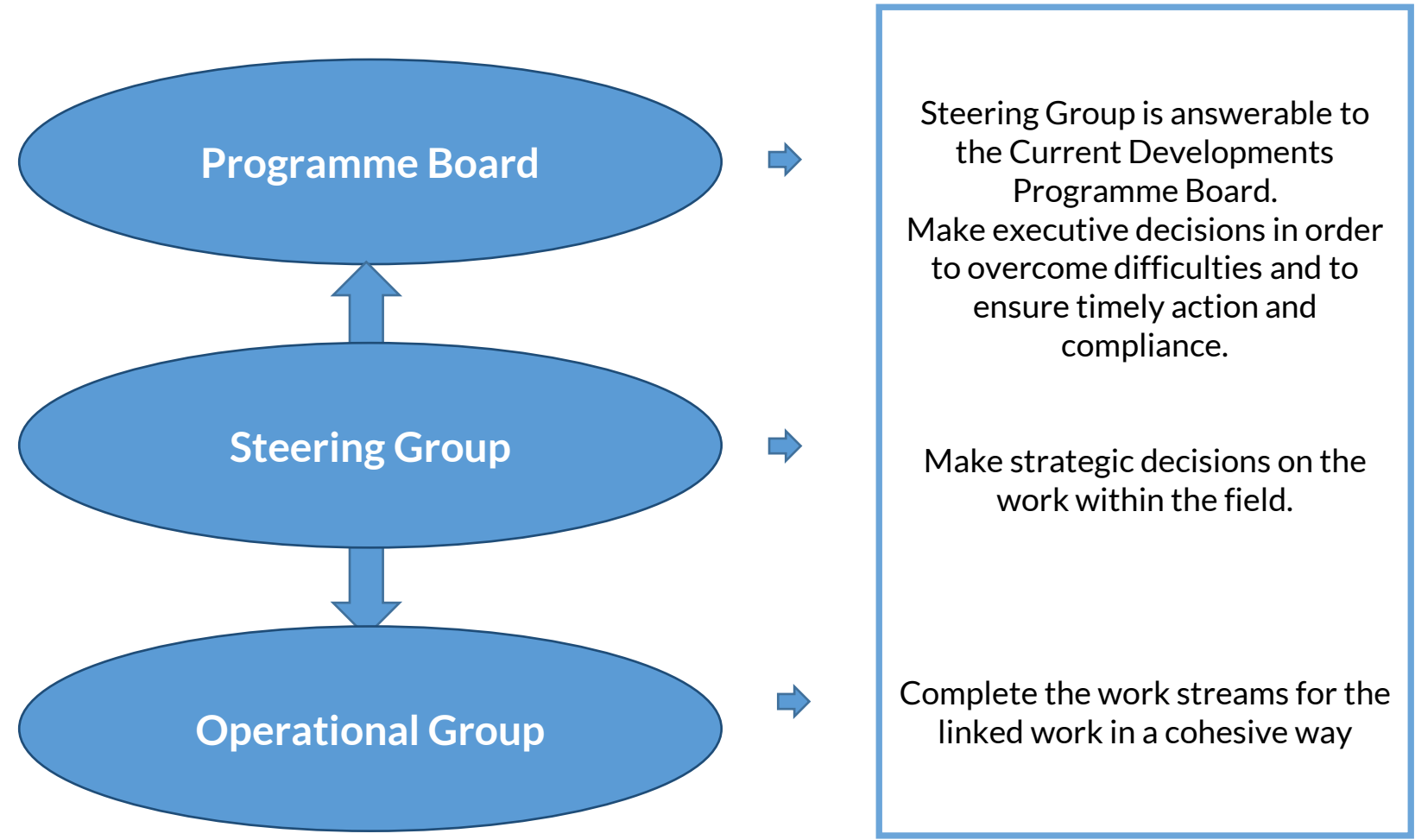
How are we going to do this?

- By adding to our housing stock and making suitable improvements to the existing stock to ensure they are fit for purpose for our tenants.
- By increasing the offer of extra care housing that will provide a home for life for people who wish to live independently in a safe, secure and welcoming community, with on-site care and support services.
- By effective planning and management of resources for future provision, i.e. the Empty Homes Strategy, and available grants, ensuring the island’s housing stock is utilised in the most efficient way possible.
- By providing homes for people with a learning or physical disability.
- By ensuring that our homelessness prevention provision continues to be implemented in a timely manner so that our vulnerable citizens are protected.
- Using the Council Tax premium collected to provide financial support to first time buyers unable to afford to buy a home on the open market.

Governance and accountability

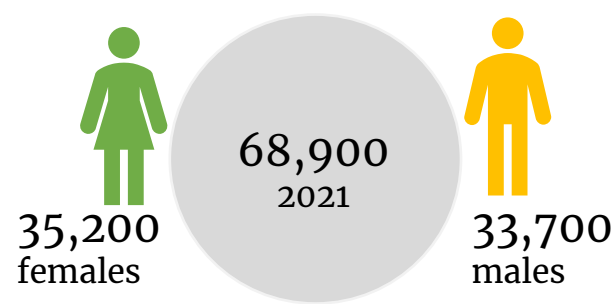
Robust arrangements have been established to ensure this Strategic Plan is realised. This structure ensures clarity, accountability, and co-ordination to monitor progress effectively. The cost-of-living dashboard provides live, accurate data and information across the Council to facilitate this.

Page 25



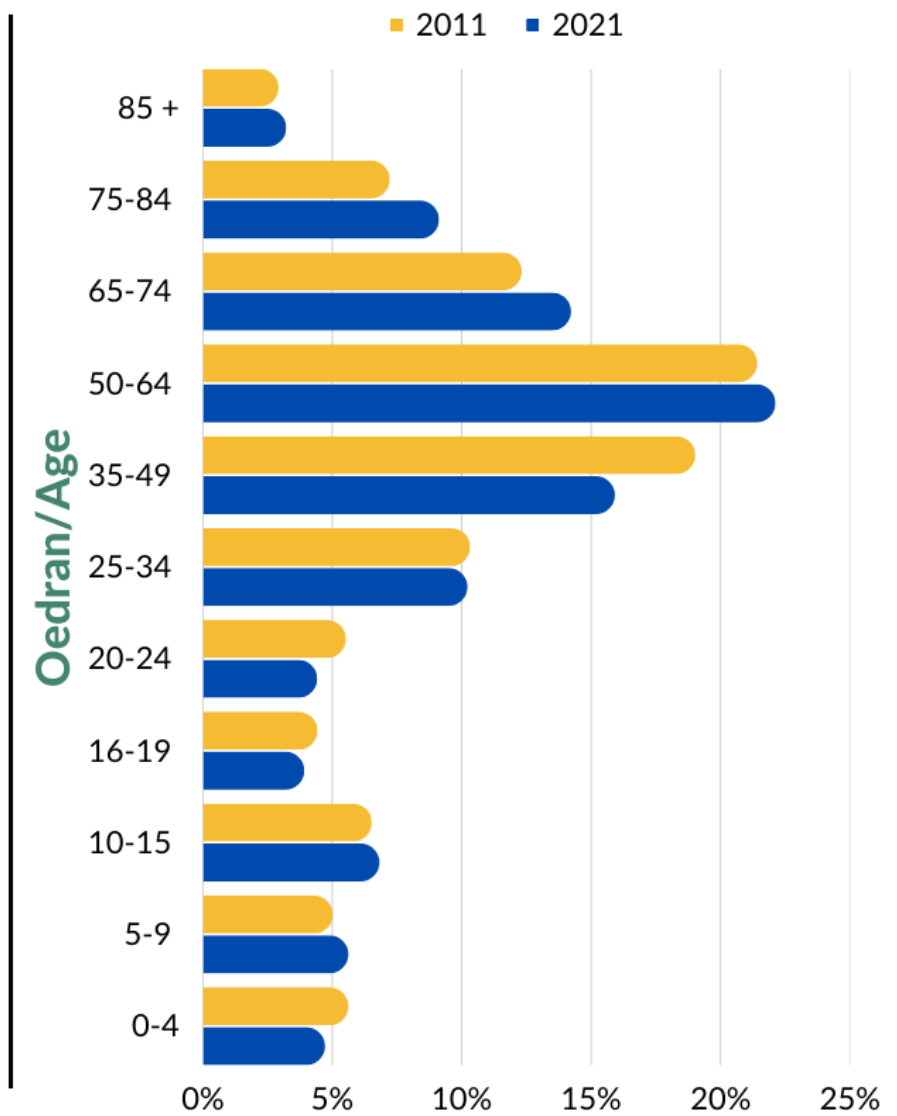
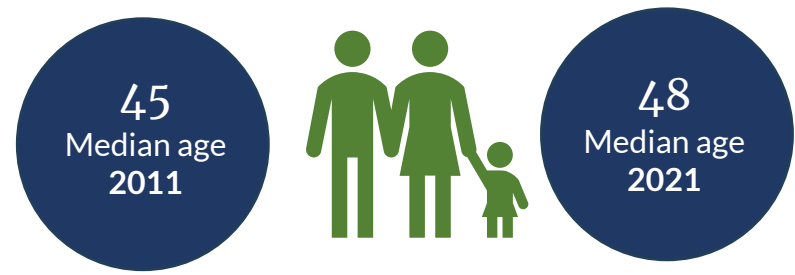
Appendix 1: The island's demographics (2021 Census)

Page 26



26.5%
aged 65 and over

20.1%
between the ages of 0-17



ISLE OF ANGLESEY COUNTY COUNCIL <u>Scrutiny Report Template</u>	
Committee:	Partnership and Regeneration Scrutiny Committee
Date:	13 th March 2024
Subject:	Strategic Corporate Safeguarding Update
Purpose of Report:	To update the committee on the corporate safeguarding work during the past 12 months.
Scrutiny Chair:	Cllr Dylan Rees
Portfolio Holder(s):	Cllr Gary Pritchard, Deputy Leader and Portfolio Holder for Children, Youth and Housing Service Cllr Alun Roberts, Portfolio Holder for Adults' Services and Community Safety
Head of Service:	Fôn Roberts, Director of Social Services & Head of Children & Families Service
Report Author:	Emma Edwards, Business Manager
Tel:	01248 751887
Email:	emmaedwards@anglesey.gov.uk
Local Members:	

25

1 - Recommendation/s
<p>The Committee is requested to:</p> <p>R1 - Examine the information shared, reviewing the developments over the past 12 months offers reassurance that the council are meeting their safeguarding obligations.</p>

2 – Link to Council Plan / Other Corporate Priorities
<p>Linked to the Councils Six strategic Objectives, Prevention & Safeguarding is listed in the Corporate Plan 2023-28 as one of the Councils key General Principles -</p> <p><i>“Safeguarding is everyone’s responsibility. All Council Services and employees, regardless of their role or title, have a responsibility to safeguard people. The Council believes that every child and adult has the right to be safe from harm”.</i></p>

3 – Guiding Principles for Scrutiny Members
<p>To assist Members when scrutinising the topic:-</p> <p>3.1 Impact the matter has on individuals and communities [focus on customer/citizen]</p>

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

3.3 A look at any risks [focus on risk]

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

3.5 Looking at plans and proposals from a perspective of:

- Long term
- Prevention
- Integration
- Collaboration
- Involvement

[focus on wellbeing]

3.6 The potential impacts the decision would have on:

- protected groups under the Equality Act 2010
- those experiencing socio-economic disadvantage in their lives (when making strategic decisions)
- opportunities for people to use the Welsh language and treating the Welsh language no less favourably than the English language

[focus on equality and the Welsh language]

4 - Key Scrutiny Questions

1. What measures are in place to ensure full compliance with corporate safeguarding training requirements? How is this monitored?
2. Appendix 1 highlights a notable increase in domestic abuse cases on Ynys Môn. To what extent is the Authority currently fully equipped to deal with this?
3. Objective 2 of the Corporate Safeguarding Action Plan 2022/24 discusses a workforce equipped to discharge their safeguarding duties effectively at a level adequate with their roles and responsibilities. What assurance can be given that arrangements are in place to fully meet this Objective?

5 – Background / Context

Please find attached the Safeguarding Report 23-24 with further details.

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

6.1 Potential impacts on protected groups under the Equality Act 2010

N/A

6.2 Potential impacts on those experiencing socio-economic disadvantage in their lives (strategic decisions)

N/A

6.3 Potential impacts on opportunities for people to use the Welsh language and treating the Welsh language no less favourably than the English language

N/A

7 – Financial Implications

N/A

8 – Appendices:**APPENDIX 1 - Report 2023-24****APPENDIX 2 – Work Programme 2022/24****APPENDIX 3 - NSW Schedule****9 - Background papers (please contact the author of the Report for any further information):**

None

Safeguarding Report 2023/24

- Llinos Williams (Housing Dept) has been Chairing the Board for 6 months and there is good attendance from all Service areas in the Council.
- A successful Safeguarding week was had in November, please see attached.
- In the main, the focus has been on the safeguarding action plan and ensuring that services remain focused with mandatory training for all Council officers.
- A notable increase in domestic abuse cases on Ynys Môn was discussed at the Safeguarding Board to which an action was to escalate matters via our Director of Social Services, Head of Housing & Deputy Chief Executive Officer at the Anglesey & Gwynedd Community Safety Partnership. This is not an unique situation for Ynys Mon as other Local Authorities are noticing a rise also. We will continue to work closely with the third sector groups on this matter.
- It is apparent that there are various topical leads within the Council to which we're not aware of who those leads are. Work will be completed over the next few months to ensure clarity on topical leads, in order to support staff when queries arise within particular work streams.
- We will be developing a new Corporate Safeguarding Strategy over the coming months together with a forward work programme.
- We will also be reviewing the Terms of Reference for both the Strategic and Operational Groups,

Corporate Training Data.

There data highlights an increase in the number of staff who have completed corporate training.

Service	Violence Against Women %	GDPR %	Modern Slavery %	Cyber Awareness %	Prevent%	Average
Adults	100%	99%	100%	97%	99%	99%
Children & Families	99%	100%	98%	96%	99%	98%
Transformation	100%	100%	100%	100%	100%	100%
Council Business	100%	100%	100%	100%	100%	100%
Highways, Waste & Property	81%	69%	68%	91%	67%	75%
Housing	84%	85%	84%	81%	83%	83%

APPENDIX 1

Education	94%	94%	91%	92%	94%	93%
Provider Unit	88%	86%	85%	82%	84%	85%
Regulation & Economic Development	99%	99%	99%	99%	99%	99%
Resources	100%	100%	100%	98%	97%	99%
Schools	67%	56%	59%	47%	46%	55%
Total	82%	76%	77%	68%	71%	75%

CORPORATE SAFEGUARDING ACTION PLA 2022 -2024

The Corporate Safeguarding Action Plan builds upon the achievements of its predecessor and embeds the wider agendas. This plan focuses on whole authority action. Individual actions that can be contained at individual service level are not included in this action plan: as they will be reflected in the Services' Delivery Plans for the year: and will monitored thus. This plan focuses on cross services matters: and key areas where the Corporate Safeguarding Board should maintain an overview. In addition to the Safeguarding Duties included in the Social Services and Wellbeing Act 2014 there is reference to wider safeguarding matters. A brief summary of those areas can be found at the rear of this plan.

Structure of the Action Plan

The action plan will be presented against 6 themes: assisting a coordinated approach to delivery of the actions across the Local Authority.

Theme	Objective Number	Outcome
Corporate Leadership and governance	Objective 1	High-level support, policies and reporting procedures within the Organisation
Communication and Awareness: Training and Staff Skills	Objective 2	A workforce equipped to discharge their safeguarding duties effectively – through safeguarding awareness and training at a level commensurate with their roles and responsibilities
Safe Workforce	Objective 3	A workforce recruited and managed in full compliance with statutory requirements and with the Isle of Anglesey County Council's Recruitment and Selection Policy, DBS Policy and Safer Recruitment Policy.
Effective Support and Interventions	Objective 4	Relevant Processes, Procedures and Systems in place that reflect current legislation, statutory guidance and expectations and accepted best practice so that officers are clear what must or may be done in specified circumstances and define the limits of professional discretion

Partners, volunteers and commissioned services	Objective 5	Procurement Strategy and Contract Management Strategy aligns with the Welsh Government's Code on Ethical Employment in Supply Chains Ensuring safe practices in commissioned services and that all providers exercise their safeguarding responsibilities effectively.
--	-------------	---

RAYG Status Indicators referring to progress of Programmes/Projects

	RED	Overdue Delays against actions/objectives or critical success factors of more than four weeks Significant issues/risks that may prevent the project from being completed on time or within budget.
	AMBER	Behind Schedule Delays against actions/objectives or critical success factors of more than two weeks Decisions required by SRO/Director and/or Board
	YELLOW	On Track Project is on track and expected to be completed on time
	GREEN	Completed Completed action/task/project
	BLUE	NOT STARTED

Corporate Leadership and governance Objective 1 - High-level support, policies and reporting procedures within the Organisation					
	Key Task	Who	By When	Progress	RAYG
1.1	Channel, as a local authority statutory function (Section 36 of the CTSA), is included within the local authority's constitution.	Deputy Chief Executive/ Director of Social Services/ Monitoring Officer (Head of Council Business)	31 December 2022	Requires Strategic Board action to ensure completion	
1.2	Channel (as part of Prevent reporting) is included within the local authority's governance arrangements: Director of Social Services report regularly to members on safeguarding arrangements within the authority and how these arrangements work, and what needs to be improved	Director of Social Services	31 December 2022	Requires Strategic Board action to ensure completion	
1.3	Strengthen annual self-evaluation for services and reporting to operational and strategic boards- - Role of the Director of Social Services within Service Challenge process.	Programme, Business Planning & Performance Manager	31 October 2023	Completed October 2023	
1.4	Each Service to report to the Operational Board on progress in implementing this action plan and the Corporate Safeguarding Policy	Corporate Safeguarding Delivery Board members	Ongoing	More services reporting and this action is gaining momentum. To date Housing: Learning Services: Highways, Property and Waste: Regulation: Community Safety have reported.	

1.5	The Services carry out dip sample/assurance activity to ensure that services are consistently implementing safeguarding policies and practices:- Suggested areas:- Ask and Act Training Risk Assessments – Safe workforce	Director of Social Services	31 October 2023	Currently considering which area to focus on this time.	
2	Communication and Awareness A workforce equipped to discharge their safeguarding duties effectively –through safeguarding awareness and training at a level commensurate with their roles and responsibilities				
	Key Task	Who	By When	Progress	
2.1	Ensure that all staff complete the policy acceptance of the revised Corporate Safeguarding Policy	Directors and Heads of Service	31 October 2023		95% @ October 2023 +
2.2	Ensure that all staff complete Basic Awareness – Modern Slavery	Directors and Heads of Service	31 October 2023		75% @ October 2023 +
2.3	Ensure that all staff complete Basic Awareness – Prevent	Directors and Heads of Service	31 October 2023		75% @ October 2023 +
2.4	Coordinate a programme of activities for National Safeguarding Week.	Corporate Safeguarding Group - information to follow when confirmed	31 October 2023	Programme in place/being coordinated	
2.6	Review the external facing information on Safeguarding on the Local Authority's web site	Task Group	30 September 2023		

2.7	Complete the review of and implement the Corporate Safeguarding Training Framework	Directors and Heads of Service	31 October 2023	Awaiting the publication of the Wales Safeguarding Training Framework before we finalise our framework.	
	VAWDASV & National Training Framework				
2.8	Senior leaders of the Local Authority – Members and Senior Officers – complete the Level 6 of the National Training Framework Ask and Act – via a series of video clip.	Senior Leadership Team Heads of Service Members	30 October 2023	1 completed – e-mail to be sent to others to complete before end October 2023	
2.9	Ensure that all staff complete the Level 1 National Training Framework VAWDASV via ELearning or the booklets – including those staff new to the authority	Directors and Heads of Service	31 October 2023	77% -	
2.10	Roll out Level 2 Ask and Act <ul style="list-style-type: none"> Services will have to identify those who are in a position to ask and act Establish a plan for roll out of Level 2 across services in priority groups to inform regional plan 	Directors and Heads of Service with the support of the Workforce Development Unit	31 October 2023	Group 2 being rolled out	
3	Safe Workforce Objective 3 - A workforce recruited and managed in full compliance with statutory requirements and with the Isle of Anglesey County Council's Recruitment and Selection Policy, DBS Policy and Safer Recruitment Policy.				
	Key Task	Who	By When	Progress	
3.1	Heads of Service must ensure robust arrangements to <ul style="list-style-type: none"> Maintain a central record of posts that require a DBS check: including sufficient check and control to provide a trigger in the case of non-compliance. 	Directors and Heads of Service	31 October 2023	Service representatives on the Operational Board have not report concerns around the implementation of this action within their service - ongoing	

	<ul style="list-style-type: none"> - Obtaining and checking of references in relation to regulated activity posts - Take up of safeguarding training - Whether formal risk assessments are completed and measures in place before an employee starts work in exceptional circumstances where a DBS disclosure is not to hand - Whether formal risk assessments and measures are in place when safeguarding concerns are suspected or known in relation to existing employees 				
3.2	<p>Support for staff working in child and adult safeguarding following a critical event.</p> <p>Mapping out relevant arrangements in each service against the requirements in the guidance, and identifying any actions required.</p>	Corporate Safeguarding Delivery Board to set up a task and finish group	31 October 2023		
Effective Support and Interventions Objective 4 - Relevant Processes, Procedures and Systems in place that reflect current legislation, statutory guidance and expectations and accepted best practice so that officers are clear what must or may be done in specified circumstances and define the limits of professional discretion					
	Key Task	Who	By When	Progress	
4.1	<p>Maintaining Professional knowledge</p> <ul style="list-style-type: none"> - Remind Practitioners - resources available on the NWSCB website - Staff should sign up for the weekly newsletter from the NWSB 	Corporate Safeguarding Delivery Board to remind their services of the need to comply	31 September 2022	Dolen Message sent out week commencing 13 10 22 Will ask NWSB in a week or so whether the registrations from IOACC has increased.	

	- Wales Safeguarding App downloaded on PCs/laptop <i>MAPF Wrexham</i>			Operational board members asked to promote within their service	
4.2	Raise awareness and understanding of the Multi-Agency Protocol – Working with Families Who Display Disguised Compliance - NWSCB During Safeguarding Week <i>MAPF Wrexham</i>	Corporate Safeguarding Delivery Board Children and Families Service: Adults Services :Housing Services: Learning Service	31 October 2022	Session offered by NWSB during safeguarding week	
4.3	Raise awareness of the NWSCB Safeguarding Disabled Children Policy During Safeguarding Week <i>MAPF Wrexham</i>	Corporate Safeguarding Delivery Board	31 October 2022	Not part of the NWSB offer for this year – will need to consider local awareness raising event.	
4.4	Hoarding Promote the awareness of the NWSCB Hoarding Protocol. During Safeguarding Week <i>MAPF Wrexham</i>	Corporate Safeguarding Delivery Board	31 December 2022	A session with Michael Preston Shoot – who is an authority in this area – completed	
4.5	Raise awareness of the North Wales Safeguarding Board's, Supporting Children, Supporting Parents; A North Wales Multi Agency protocol – Parents with severe mental health problems and/or substance misuse. During Safeguarding Week <i>MAPF Wrexham</i>	Corporate Safeguarding Delivery Board	31 December 2022	Staff signposted to NWSB offer for safeguarding week. Sessions are full – completed	

4.6	Learning Service Protocol for managing attendance plans and the handover process to ensure a seamless transition of responsibility between the school and the EW service Protocol for recording absences EW should monitor children absent from school and those recorded as present but with approved educational activity Home tutors should receive supervision and attend safeguarding training <i>MAPF Wrexham</i>	Director of Education	31 October 2023	Each catchment area has a named EWO who supports schools to identify and support pupils with attendance issues. Strong partnership working is robust and in line with attendance policy which is reviewed at least every two years The recording absence protocol is included in the attendance policy Home Tutors have access to safeguarding training in line with other inclusion staff	
4.7	Raise awareness through training of the referral pathways and a good practice guidance to raise awareness regarding modern slavery and the duty to refer through to the NRM where there is concern of trafficking for the purpose of exploitation.	Practice Improvement Officer Social Services	31 October 2023	Regional pathway agreed in November 2022 and training delivered	
4.8	Corporate Restraint Policy requires review	Corporate Safeguarding Delivery Board to set up Task and Finish Group	February 2024		
4.9	Good Practice Guidelines for the non-specialist Public Services in Wales on working with adults that commit offences against women and	Corporate Safeguarding Delivery Board	31 December 2023		

	perpetrators of domestic violence and sexual violence. – Each Service to consider the obligations of the Guidelines for them. Whilst some matters are specific to some services, others are relevant to the whole organisation – Health and Safety Issues; Workforce Domestic Abuse Policy issues; Training and raising awareness.				
--	--	--	--	--	--

Partners, volunteers and commissioned services

Objective 5 Ensuring safe and ethical practices in procurement and contract management in commissioned services so that safeguarding requirements are met.

	Key Task	Who	By When	Progress	
5.1	Produce an annual written statement to ensure that slavery and human trafficking are not taking place in the organisation and supply chain,	Deputy Chief Executive	30 September 2023		
5.2	Provide training on the Code of Practice to relevant officers to improve their knowledge and practice in terms of ensuring that we are not employing, or using contractors who are not acting lawfully	Corporate Safeguarding Delivery Board	31 December 2023	Training being sourced This action may not be delivered by the milestone in the previous column. Risk is low. Aim to deliver in q3 and q4	
5.3	Following adoption of the Safeguarding Standards for Procurement and Contract Management all Services to put in place a programme for the review of existing contracts to ensure that they meet the standards/requirements identified, including how they propose to	Directors and Heads of Service	31 December 2023	Service representatives on the Operational Board have discussed the challenge in this action as the contract management arrangements and resources within each service area is varied.	

monitor compliance by the providers with the requirements				
---	--	--	--	--

CONTEXT

Prevent Duty	<p>Legal duties under the Counter Terrorism and Security Act 2015. We aim to: -</p> <ul style="list-style-type: none"> ▪ Prevent people from being drawn into terrorism', whilst exercising our various functions. ▪ Identify and support vulnerable people as part of our broader safeguarding responsibilities. ▪ Have appropriate policies and procedures in place. ▪ Ensure that staff are well-informed about what they are required to do in the event that they should encounter or become aware of a people being drawn into or planning a terrorist act ▪ Maintaining full and proper records of action taken are maintained that will withstand scrutiny. <p>The North Wales Contest Board has in place a Regional Action Plan: and the action contained in this plan supports the Local Authority to meet the relevant requirements of the Regional Plan.</p> <p>The Deputy Chief Executive does receive and review the Counter Terrorism Local Profile and will inform the SLT of any new/increased risk of radicalisation or extremism so that the corporate risk register can be updated</p>
Modern Slavery	<p>Legal Duties under the Modern Slavery Act 2015. We aim to: -</p> <ul style="list-style-type: none"> ▪ Publish an Annual Statement, that slavery and human trafficking is not taking place in the organisation or in our supply chain ▪ Appoint an Anti- slavery and Ethical Employment Champion, ▪ Identify and support vulnerable people as part of our broader safeguarding responsibilities. ▪ Notify the Home Office of Potential Victims of Modern Slavery. ▪ Refer potential victims as a first responder to a competent authority, (the Modern Slavery Human Trafficking Unit – MSHTU), via the National Referral Mechanism, (NRM) ▪ Refer any potential child victims of trafficking to the Independent Child Trafficking Advocates, (ICTAs). ▪ Have appropriate policies and procedures in place. ▪ Ensure that staff are well-informed about what they are required to do in the event that they should encounter or become aware of a people being drawn into or planning a terrorist act ▪ Maintaining full and proper records of action taken are maintained that will withstand scrutiny. <p>In undertaking these duties, we will also be mindful of the links to the County Lines (organised drug gangs) agenda, which requires joint working to tackle the issues related to County Lines activity, such as Human trafficking, CSE, criminality, violent crime, drug crime, financial crime, exploitation of vulnerable adults. As this agenda develops, additional duties can be mainstreamed into these safeguarding standards/activity</p>

	<p>The North Wales Vulnerability and Exploitation Board has in place a Regional Action Plan: and the action contained in this plan supports the Local Authority to meet the relevant requirements of the Regional Plan.</p> <p>Deputy Chief Executive is the Anti-Slavery and Ethical Employment Champion</p>
Child sexual exploitation (CSE)	<p>We aim to: -</p> <ul style="list-style-type: none"> ▪ Protect children and adults in our area who may be experiencing, or at risk of abuse, neglect and other kinds of harm and; - ▪ Prevent children and adults in our area from becoming at risk of abuse, neglect and other kinds of harm. ▪ Ensure safeguarding practice, strategic planning and commissioning of services across all partner agencies continuously improves and promotes good outcomes for children and adults who may be at risk in the local area. ▪ Robustly safeguard children and young people through a multi-agency approach with partners and communities. <p>This Action Plan reflects the requirements of the North Wales CSE Strategy. Isle of Anglesey County Council is committed to playing a full part within the North Wales CSE Executive Group, and supporting regional and national working groups to cascade and develop models of best practice in respect of tackling CSE.</p> <p>In undertaking these duties, we will also be mindful of the links to the County Lines (organised drug gangs) agenda, which requires joint working to tackle the issues related to County Lines activity, such as Human trafficking, CSE, criminality, violent crime, drug crime, financial crime, exploitation of vulnerable adults. As this agenda develops, additional duties can be mainstreamed into these safeguarding standards/activity</p>
Violence against Women, Domestic Abuse and Sexual Violence	<p>Legal Duties - Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015</p> <ul style="list-style-type: none"> ▪ Ask and Act - National targeted enquiry across Public Authorities in Wales for violence against women, domestic abuse and sexual violence. Organisational duty to encourage relevant professionals to “Ask” potential victims in certain circumstances (targeted enquiry); and to “Act” so that harm as a result of the violence and abuse is reduced ▪ Delivery of the National Training Framework for Violence against Women, Domestic Abuse and Sexual Violence ▪ Involves communications, training, policy development, info sharing, referral pathways to specialist services, data collection & review <p>The North Wales Violence against Women, Domestic Abuse and Sexual Violence Board is the regional partnership board: providing a partnership approach to preventing serious harm caused by violence against women, domestic abuse and sexual violence in the North Wales. They lead and support the implementation of the act; develop, approve and monitor the regional strategy; ensure that matters are effectively and strategically addressed in North Wales.</p> <p>This Action Plan reflects the regional strategic priorities in terms of awareness and delivery of the National Training Framework</p> <p>Statutory Director of Social Services is the Lead role for Ask and Act and ????????? - Ask and Act Champion</p>

--	--

Everybody's Responsibility

Directors and Heads of Service will include in their Service Delivery Plans, Safeguarding targets for the year and report on progress within corporate performance reviews.

Communication within the Organisation

Representatives at the various Regional Boards referred to above and others must ensure that they advise the Corporate Safeguarding Board (strategic) of key matters discussed on a regional basis: that require a local response on a corporate basis. Key officers to provide when required by the chair of the Corporate Safeguarding Board (strategic), updates on delivery, key risk issues for children and adults at risk, including collation and monitoring of the number, nature and outcome of referrals

The Deputy Chief Executive and the Director of Social Services will ensure that Council Members and senior leaders, other members of the SLT and Penaethiad are provided with regular briefings to make them aware of their responsibilities in terms of safeguarding

Where necessary safeguarding information/ bulletins/ articles for staff in relevant internal staff communication will be provided. This will be the responsibility of the Corporate Safeguarding Board (Operational),

Training

All Directors and Heads of Service must ensure that all staff attend Basic, General or Specialist Safeguarding training at the level relevant to their role. Other specific training requirements are identified in this action plan. Some services will have specific training needs related to the roles they hold. This is not reflected in this plan – as the focus currently is on corporate awareness raising; and compliance where mandatory whole organisation learning/training is directed.



ATODIAD 3 / APPENDIX 3

National Safeguarding Week

13 – 17 November 2023

Programme of Events

Date	Time	Title	Overview	Platform	Booking Via:
13.11.2023	11:00 to 12:30	CSA – Managing Risk & Trauma after online sexual offending Facilitator: Natasha Sabin. Practice Improvement Advisor, Centre of expertise on CSA	Hundreds of families find out a parent or carer has accessed child sexual abuse material each month. The impact on children and families can be devastating, but professionals can make a difference. This session will highlight the research evidence on this type of offending and provide practical advice for professionals on how to safeguard and support families at a time of great emotional distress.	Online	Regionalsafeguarding@denbighshire.gov.uk
13.11.2023	10:00	National safeguarding training, learning and development framework launch	Launch of the National safeguarding training, learning and development framework.	online (Zoom)	Booking via Eventbrite
13.11.2023	10:00 to 11:30	Modern slavery within Care Homes – Alys Jones CCBC	A local authority perspective and learning following a GLAA modern slavery investigation within care homes In Conwy. The session is directed at social care and statutory partners, and regional care home and domiciliary care providers.		Regionalsafeguarding@denbighshire.gov.uk
13.11.2023	13:30 to 15:00	Understanding so called 'honour' based abuse (Stori Cymru)	Session to aid understanding of so called honour-based abuse (also referred to as harmful practices) in order to recognise and respond to the whole family. The course	Online	Eventbrite – Limited Spaces https://www.eventbrite.co.uk/e/understanding-so-called-honour-based-abuse-tickets-731804746697?aff=oddtcreator

			aims to increase the confidence of individuals to identify and respond to disclosures of or situations of suspected so called "honour" based abuse.		
14.11.2023	09:30 – 11:30	HSB - Centre of expertise on CSA Facilitator: Lorraine Myles	This session will highlight some of the work undertaken and new resources that have been published by the Centre of expertise on HSB.	Online	Regionalsafeguarding@denbighshire.gov.uk
14.11.2023	13:00	Improving safeguarding processes of dog bites in children and Young people (Marie Wright BCUHB)	Raising awareness around: <ul style="list-style-type: none"> • new risk assessment across BCU • reducing variation in practice across sites • improving partnership working across health , social care and police • sharing good practice • improve the quality of care This event will run on 14/11 in the afternoon and will be open to health , police and social care .	Online	Regionalsafeguarding@denbighshire.gov.uk
14.11.2023	13:30 to 15:00	SP-OT Suicide Prevention – Overview Tutorial (PAPYRUS Young Suicide Prevention)	SP-OT Suicide Prevention – Overview Tutorial. What EVERYONE needs to know. The key objectives are to understand the prevalence and impact of suicide. To explore the language, and the challenges, when talking openly about suicide. To recognise the 'signs' that may indicate someone is having thoughts of suicide.	Online	THIS SESSION IS OPEN TO BOARD PARTNER ORGANISATIONS ONLY. Email Regionalsafeguarding@denbighshire.gov.uk for more information
15.11.2023	09:30 to 11:30	CSA Education Safety Planning		Online	Regionalsafeguarding@denbighshire.gov.uk
15.11.2023	10:00 to 11:30	Recognising Abuse of Older People (Stori Cymru)	This session will raise understanding of the dynamics of abuse. Family dynamics and the impacts on abuse, how age can impact the experience of abuse.	Online	Booking Via Eventbrite – Limited Spaces https://www.eventbrite.co.uk/e/recognising-abuse-of-older-people-tickets-731813091657?aff=oddtcreator

			The common types of abuse for older people e.g. financial & economic, controlling and coercive behaviour & barriers to support.		
15.11.2023	11:30 to 12:00	Poverty, Cost of Living & Safeguarding	The cost of living crisis is having an impact on everyone, but it is also 'severely' affecting people accessing children's and adults' services, fuelling a host of issues including poverty, debt, mental ill-health and domestic conflict.	Online	Regionalsafeguarding@denbighshire.gov.uk
15.11.2023	14:30 to 16:00	Fluctuating Capacity in the Context of the Mental Capacity Act 2005 (Dr Laura Pritchard Jones)	This session will look at the legal framework in situations where it appears a person's mental capacity to make decisions may 'fluctuate'. Such fluctuations can happen over a short period of time and be short lived, or may happen over a longer period, and many such situations will bring with them significant harm to - and possibly safeguarding concerns about - the person whose capacity is thought to fluctuate. Beginning with case studies, this session will therefore include a consideration of the different ways in which a person's mental capacity might fluctuate, as well as what legally and ethically literate practice looks like in such situations using the relevant legal framework, its statutory guidance, and associated case law from the Court of Protection.	Conwy Business Centre (Open to other regions)	Regionalsafeguarding@denbighshire.gov.uk
15.11.2023	15:00 to 16:00	CSA Signs & Indicators Facilitator: Nici Evans, Practice Improvement Advisor, Centre of expertise on CSA	Most children who are being sexually abused do not tell anyone about it at the time; instead, they may show other emotional, behavioural and physical signs and indicators of their abuse. This session will highlight some of the work undertaken and new resources that have been published by the Centre of expertise on CSA	Online	Regionalsafeguarding@denbighshire.gov.uk

16.11.2023	09:30 to 12:00	Cultural Diversity & Harmful Practices Training (BASWSO)	The session will cover the following: Culture, Diversity, Equality the do's and don'ts of working with BME communities and harmful practices.	Online	Regionalsafeguarding@denbighshire.gov.uk
16.11.2023	13:30 to 15:00	SP-OT Suicide Prevention – Overview Tutorial (PAPYRUS Young Suicide Prevention)	SP-OT Suicide Prevention – Overview Tutorial. What EVERYONE needs to know. The key objectives are to understand the prevalence and impact of suicide. To explore the language, and the challenges, when talking openly about suicide. To recognise the 'signs' that may indicate someone is having thoughts of suicide.	Online	THIS SESSION IS OPEN TO BOARD PARTNER ORGANISATIONS ONLY. Email: Regionalsafeguarding@denbighshire.gov.uk for more information.
17.11.2023	09:30 to 11:30	Engaging with Fathers in the Safeguarding Arena - including child practice reviews Facilitator: Paul Jones	Working with fathers in child protection: good practice and learning from practice reviews Failure to engage with fathers and father figures has been evidenced in research and case reviews for decades. The NWSB are holding a workshop for practitioners to gain a greater knowledge of learning from practice reviews concerning engagement with fathers. Attendees will also learn good practice tips for when working with father's/ father figures.	Online	Regionalsafeguarding@denbighshire.gov.uk
17.11.2023	10:00 to 11:30	Hourglass – supporting victims of Elder Abuse	Awareness raising session about the charity and services they offer, the types of calls and cases they deal with. Including some case studies/examples.	Online	Regionalsafeguarding@denbighshire.gov.uk
17.11.2023	13:00 to 15:00	Professional Curiosity Facilitator: Paul Jones	Professional curiosity is the capacity and communication skill to explore and understand what is happening within a family rather than making assumptions or accepting things at face value. The workshop will refer to learning from practice reviews and will also go through the NWSCB Professional Curiosity Guidance.	Online	Regionalsafeguarding@denbighshire.gov.uk

This page is intentionally left blank

ISLE OF ANGLESEY COUNTY COUNCIL <u>Scrutiny Report Template</u>	
Committee:	Partnership & Regeneration Scrutiny Committee
Date:	13.03.2024
Subject:	Levelling Up Fund – Holyhead: A culture and heritage driven transformation
Purpose of Report:	To provide an update on the Levelling Up Programme
Scrutiny Chair:	Cllr. Dylan Rees
Portfolio Holder(s):	Cllr Llinos Medi - Economic Development Portfolio Holder
Head of Service:	Christian Branch - Head of Regulation and Economic Development
Report Author:	Efan Milner
Tel:	2138
Email:	efanmilner@ynysmon.llyw.cymru
Local Members:	Relevant to all Elected Members

1 - Recommendation/s
<p>The Committee is requested to:</p> <p>That the Scrutiny Committee:</p> <p>R1. Notes progress in the development and delivery of the LUF programme in Holyhead</p> <p>R2. Notes the implementation of the LUF Programme in line with UK Government guidance</p> <p>R3. Recognises the role of the Council in supporting the Programme's Delivery Partners</p> <p>As agreed, the focus of this update to the Scrutiny Committee will be LUF project being delivered by the Ucheldre Centre.</p>

2 – Link to Council Plan / Other Corporate Priorities
<p>The Levelling Up Fund has been developed against the context of our corporate priorities with other key local, regional and national policies and strategies informing the Plan (i.e. Regional Economic Framework for North Wales, the Welsh Government Programme for Government and the Levelling Up White Paper).</p> <p>Local strategies:</p> <ul style="list-style-type: none"> • Council Plan 2023 -2028 (Isle of Anglesey County Council, 2023) • Isle of Anglesey & Gwynedd Well-being Plan (Gwynedd & Anglesey Public Service Board, 2018) • Isle of Anglesey County Council Strategic Equality Plan 2020 –2024 (Isle of Anglesey County Council, 2020) • Anglesey and Gwynedd Joint Local Development Plan 2011 –2026 (Isle of Anglesey County Council, 2017)

- Isle of Anglesey County Council toward Net Zero Plan 2022-2025 (Isle of Anglesey County Council, 2022)

3 – Guiding Principles for Scrutiny Members

To assist Members when scrutinising the topic:-

- 3.1** Impact the matter has on individuals and communities [focus on customer/citizen]
- 3.2** A look at the efficiency & effectiveness of any proposed change – both financially and in terms of quality [focus on value]
- 3.3** A look at any risks [focus on risk]
- 3.4** Scrutiny taking a performance monitoring or quality assurance role [focus on performance & quality]
- 3.5** Looking at plans and proposals from a perspective of:
- Long term
 - Prevention
 - Integration
 - Collaboration
 - Involvement
- [focus on wellbeing]
- 3.6** The potential impacts the decision would have on:
- protected groups under the Equality Act 2010
 - those experiencing socio-economic disadvantage in their lives (when making strategic decisions)
 - opportunities for people to use the Welsh language and treating the Welsh language no less favourably than the English language
- [focus on equality and the Welsh language]

4 - Key Scrutiny Questions

1. What benefits are there for local suppliers in realising the Anglesey Local Prosperity Fund Programme?
2. To what extent is the ability of key partners to deliver a risk to the success of the whole Programme?
3. What communication arrangements are in place to promote the Programme and how can they be strengthened?
4. The report discusses the challenging timetable regarding delivery on the individual projects. When is it anticipated that the benefits will be achieved?
5. To what extent is the budget sufficient to deliver the entire Programme to the timetable set?

5 – Background / Context

Introduction to the Levelling Up Fund (LUF)

The LUF is the flagship funding pot from UK Government. The capital only fund is designed to invest in core, social-economic infrastructure that improves everyday life across the UK. The £4.8 billion fund – launched in March 2021 – has a focus on 3 key areas:

1. Support town centre and high street regeneration,
2. Local transport projects, and
3. Cultural and heritage assets.

The County Council determined that a bid centred on the 'heritage; culture and townscape' attributes of Holyhead rather than the Island's wider regeneration needs would likely be more appealing to the UK Government.

It cannot be underestimated the volume and complexity of work that went into developing the bid. This resulted in significant, intensive collaborative working by the County Council with partners from Holyhead on a level and detail not done for some time.

Developing the bid also involved securing further information and a rigorous, high degree of supporting each of the 5 EOI's (Môn CF, Holyhead Town Council, Ucheldre Centre, the County Council (Heritage) and Church of Wales) and having detailed discussions with them to assess each project's maturity, viability and alignment to the LUF principles and requirements.

In June 2022, a Portfolio Holder decision was secured to endorse the submission of the County Council's application to the UK Government's Levelling Up Fund (LUF).

The "Holyhead: A culture and heritage driven transformation" bid was submitted on 6th July 2022.

The bid includes a package of projects for Holyhead to increase employment; improve the town centre offer and visitor experience; increase footfall and spending; provide modern floor space to meet business needs, and increase access to the arts, culture and leisure.

As outlined above the Programme's Delivery Partners are:

- MônCF
- The Ucheldre Centre
- Diocese of Bangor
- Holyhead Town Council
- Heritage Regeneration - Regulation & Economic Development Service

Confirmation of the successful bid came on the 18th January 2023.

1) Project Updates

Annex A provides an overview of progress on the Holyhead Town Council, Môn CF, Diocese of Bangor (Church of Wales), and Heritage Regeneration Projects.

The LUF Delivery Team are working closely with each of the Delivery Partners to progress their projects and to monitor key issues and risks. Meetings are held every 4 weeks with the Partners where key concerns can be raised.

We have taken part in the evaluation of all the tenders submitted to date and provided additional guidance where required. In one instance a contract had to be re-tendered to adhere to the Council's procurement rules.

The Delivery Team are also liaising regularly with UK Government to update them on progress, highlight areas of concern and completing the quarterly monitoring and reporting forms.

Programme Board meetings are scheduled every 6 weeks and provide an opportunity for the delivery team to update Senior Officers, Leader of the Council and the Member for Parliament. The Board retain oversight of all key decisions and updates to the Procurement Dashboard, Programme Dashboard and the Risk Register.

The table below provides a more detailed update in relation to the Ucheldre Centre project.

The Ucheldre Centre is Holyhead's main arts and cultural asset. It currently struggles with insufficient space/capacity to host its extensive events programme which ranges from children-parent activities to theatre and opera screenings. Expansion of the centre will increase the number and type of events it can hold.

The project's agreed outputs are:

- a. Visitor numbers to increase.
- b. The number of annual events to increase.
- c. Employment to increase either directly employed by the centre or as external tutors.
- d. Additional volunteering opportunities
- e. Greenhouse gas savings - Carbon reduction

Progress	Next steps	Value
<p>Tender for the Ucheldre project was posted on Sell2Wales from the 21st August to 15th September</p> <p>2 Stage tender process adopted. First stage for repairs and renewals and the second stage for the main works.</p> <p>Both tenders were within the original costs agreed for the project</p>	<p>Monitoring of ongoing costs to ensure delivery within budget.</p> <p>Work on the extension to begin on site in April/May including break through into the existing building.</p> <p>Need to monitor delivery timetable to recognise any possible delays to the deadline.</p>	£4,050,000.00

Both stages were won by Grosvenor Construction Ltd (Kinmel Bay).

Work commenced on site in November 2023 starting with repairs to the roof and repointing of the masonry on the existing building.

Both flat roofs have been re-surfaced and supporting beams replaced where necessary.

Drains have had to be re-designed following the discovery that foul water and surface water were in the existing drains.

Footings for the extension have been completed.

Specialist suppliers for the timber and steel frames have been secured.







2) Programme Priorities

Tender returns have been received for five projects and four design contracts. The majority of project tender return costs have been above the original estimates and the completion dates have exceeded the UK Government deadline of March 2025.

Three projects are currently underway, and these are:

- a. Ucheldre Centre
- b. 9 Stanley Street
- c. Newry beach kiosks

Negotiations are underway with the preferred tenderer for the HSBC and the tender for the Empire Complex has had to be reposted.

The LUF Delivery team are working with the Delivery partners involved to identify possible savings in the tender submissions but in some instances this may not be possible. One tender has had to be readvertised following a savings review and this had increased the delivery timeline.

Key issues on the programme are the funding and timeline to deliver projects. From recent tender submissions, costs are likely to increase on pending tenders and the timeframe is forecasting beyond the current deadline of March 2025.

3) Local Procurement Opportunities

All recent tenders have been shared on Sell2Wales, as required under Council procurement rules, and promoted locally. An average of three submissions have been received for each tender which is reassuring. Evaluation of the tenders has been carried out by the delivery partners with Council LUF officers present.

The submissions have come from businesses on Anglesey as well as businesses from along the North Wales coast.

The Delivery partners and the LUF delivery team will also release information related to tendering opportunities on Social Media channels when applicable.

Contracts have recently been awarded to

- a. Grosvenor
- b. Anglesey Builders
- c. OBR Construction

4) Local Engagement

A community event was held January 17th in the Ucheldre Centre with open invitation to everyone in the community. Delivery partners were present and displayed their proposals and were available to answer questions. Approximately 60 people attended the event between 15:00 and 18:00 including County and Town Councillors. There were still some misconceptions about the proposals. Concerns were raised about the closure of the Church yards during development and the proposals for the HSBC and former Careers Wales Building. The majority of the concerns were resolved during the open day.

There will be further community events to stimulate further interest in the programme and ensure that residents and businesses benefit as well as a continuing, concentrated and coordinated marketing exercise via social media channels.

The LUF Delivery Team are working with UK Government on the production of promotional material highlighting all the key LUF projects in Holyhead. It will include one panel noting the locations of all the projects. A promotional video of the project locations before works commence has been prepared and will be shared with Partners. Site notices are also being placed at locations where work is currently underway.

Facebook and X are used regularly to raise awareness of the LUF Programme

The LUF Delivery Team will soon be working with the Regeneration Manager on the development of the Local Place Plan for Holyhead. This will be an opportunity to identify and raise awareness of other regeneration projects in Holyhead and identify potential funding opportunities. Holyhead is now eligible to apply for WG Transforming Towns strategic funding, and this relies on having a town centre regeneration plan.

Opportunities to Increase learning for local schools and for them to engage with the Holyhead area and locally important buildings, as part of their 'cynefin' curriculum will also be explored.

5) Risks associated with LUF

As part of the submission the Council has prepared a Programme Risk Register which is monitored regularly. The Risk Register has been developed to recognise that the initial scope of some projects may not be delivered. As noted in the Programme Priorities, tender

returns have highlighted that the funding available is not sufficient and that certain elements may not be achieved. These will have to be communicated to UK Government.

The Key risks that have been identified in the delivery of the LUF on Anglesey include:

- a. Insufficient funds within the funding profile to complete all the projects completely.
- b. Delivering the programme within the timeframe set out by UK Government
- c. Need to review current scope of the Programme
- d. Reduction in the amount of agreed Outcomes and Outputs that can be achieved if insufficient funds available.
- e. Reputational risk for the Council as the Accountable Body responsible for managing the LUF on Anglesey should any of the projects not be delivered. External interest in this is extremely prominent.
- f. Being dependent on external delivery partners who don't necessarily have experience in the delivery of such schemes and the risk of those underdelivering on approved projects.
- g. The need to adapt to changes in circumstances of beneficiaries during the programme.
- h. The Council not taking full advantage of the opportunity presented by LUF.

6) Other Funding Sources

Whilst the LUF funding secured is only for Holyhead it is important to note that other funding sources remain for the other areas on Anglesey. The Shared Prosperity Fund (SPF) is currently in progress of being assessed and scored with later rounds expected, Welsh Government has Town Centre funds available and we can also access NDA funding specifically for North Anglesey. It should be noted that the Service's capacity to develop projects for other areas is now severely limited due to resource constraints and the need to deliver on our existing, competing priorities

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

6.1 Potential impacts on protected groups under the Equality Act 2010

None – applications by and for protected groups under the Equality Act 2010 will be dealt with exactly the same and funding could be targeted towards those groups

6.2 Potential impacts on those experiencing socio-economic disadvantage in their lives (strategic decisions)

Positive – this funding has the potential to be targeted towards those at a socio-economic disadvantage

6.3 Potential impacts on opportunities for people to use the Welsh language and treating the Welsh language no less favourably than the English language

Positive – by creating employment opportunities in the area it is hoped that more Welsh speakers will be able to benefit and stay in the locality.

7 – Financial Implications

Neutral – there are no financial implications on the County Council as the cost of the bid development and staffing implications have been paid for and will be met through external sources.

8 – Appendices:**Annex A – LUF Programme Update and Outputs****9 - Background papers (please contact the author of the Report for any further information):**

<https://www.anglesey.gov.wales/en/Business/Economic-development/Holyhead-Levelling-Up-Fund/Welcome.aspx>

Annex A - LUF Programme Update and Outputs

Description	Update	Outcomes and Outputs
A substantial extension by Holyhead Town Council to the Empire Play Centre, the town's main indoor attraction, to cater for increasingly higher demand and the renovation of the Newry Beach Frontages improving facilities for locals and visitors alike.	OBR have been appointed to carry out the redevelopment of the Kiosks on Newry beach and work is expected to start on the 26th February for a period of four months. The tender for the work on the Empire had to be reviewed and republished following higher than expected costs proposed in the first tenders. Following an evaluation of the costs a new tender was released at the end of January with a closing date of the 19th February. The Town Council and LUF Delivery team will review any new submissions.	Community space created or improved Play Centre and Beach frontages/ Kiosks for Newry Beach
Môn CF will embark on a property restoration programme, targeting some of the largest and most prominent vacant properties and creating sustainable vibrant new community uses, ensuring that these buildings are saved for future generations.	Work has commenced on 9 Stanley Street and is expected to be complete by the end of June. The tender for the HSBC was released on Sell2Wales for a period of 6 weeks and only 1 submission was received. MonCF are reviewing the tender with their Architects to review the submitted costs as they are higher than expected. The Tender for the Central Building closes on the 27th February and will be reviewed once complete. Design contractors are currently reviewing 14 Stanley Street to identify required works	Leisure space provided (Dance Studio) Town centre floorspace created or improved New and improved residential units New holiday-lets Dilapidated buildings improved Additional commercial units with broadband access of at least 30Mbps Heritage buildings renovated/restored
Bangor Diocese are renovating St Cybi's Church, the Grade 1 listed star of Holyhead's heritage assets. Redevelopment of Eglwys Y Bedd, which will expand into a community hub, helping local people and bringing	Scheduled Monument Consent has been approved for both elements following extensive archaeological excavations. A planning application for the revised works on Eglwys	Cultural space created or improved Heritage buildings renovated / restored

more activity into the heart of the town.	y Bedd is to be submitted in March 2024.	
<p>The Council has extended the Townscape Transformation programme in Holyhead to include the refurbishment of dilapidated town centre heritage properties and improvements to shopfronts on Stanley Street.</p> <p>This will help reverse the decline of the town centre and provide new residential properties in the town centre. It will also transform the public realm around St Cybi's by improving access which will draw people into the town centre.</p>	<p>Design teams have now been appointed for all the projects and it is hoped that tenders for the works will be in place by April.</p> <p>Owner agreements are nearing completion and will be issued soon.</p> <p>First stage of the iron railings repairs underway following the removal of the Arch.</p> <p>Further investigations required for shopfront improvements to properties under the Conservative Club</p>	<p>Town centre floorspace created or improved</p> <p>Dilapidated buildings improved</p> <p>Public realm created or improved</p> <p>Public amenities/facilities created, improved or relocated</p> <p>Additional commercial units with broadband access of at least 30Mbps</p> <p>Additional residential units with broadband access of at least 30Mbps</p> <p>Heritage buildings renovated/restored</p>

Isle of Anglesey County Council	
Committee:	Partnership and Regeneration Scrutiny Committee
Date:	13 March 2024
Subject:	Annual Equality Report 2022-23
Purpose of Report:	To present the report for comment before it is submitted for delegated approval for publication.
Scrutiny Chair:	Councillor Dylan Rees
Portfolio Holder(s):	Councillor Llinos Medi
Head of Service:	Lynn Ball, Director of Function – Council Business / Monitoring Officer
Report Author:	Ffreuer Owen, Policy and Welsh Language Manager
Tel:	01248 752520
Email:	FfreuerOwen@ynysmon.gov.wales
Local Members:	Not applicable

1 - Recommendation/s

The Committee is invited to provide comments on the Annual Equality Report 2022-23, before it is submitted for delegated approval by the Portfolio Holder for publication.

2 – Link to Council Plan / Other Corporate Priorities

Our Strategic Equality Plan 2020-2024 was approved by the full Council on 10 March 2020. The Strategic Equality Plan includes links to our Council Plan.

3 – Guiding Principles for Scrutiny Members

To assist Members when scrutinising the topic:-

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

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

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

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

3.5 Looking at plans and proposals from a perspective of:

- Long term
- Prevention
- Integration
- Collaboration
- Involvement

[focus on wellbeing]

4 - Key Scrutiny Questions

1 - To what extent did the Council fully deliver on its equality objectives and priorities for 2020-2024?

2 – How much of a risk to the Council is it that data gaps persist in the equality information we have about our staff?

3 - The annual report notes that robust governance and accountability arrangements will be established for 2024-2028. How will these arrangements affect the Council's future annual equality reports?

5 – Background / Context

Under the Equality Act 2010 Statutory Duties (Wales) Regulations 2011, the Council must publish an annual report on equality. The main purpose of the report is to show how the Council meets its equality duties. The report must be published by 31 March in the year following the reporting period.

There are specific requirements in terms of what must be reported annually. In accordance with one of these requirements, the employment information in this year's report is based on the period between 1 April 2022 and 31 March 2023. The remainder of the report provides a more recent picture.

We said in last year's report that our main priority during 2023 would be developing a new strategic equality plan and equality objectives for the next four years. This has now been done and it is expected that our new plan and equality objectives for 2024-2028 will be published by the end of March 2024 (subject to approval by our full Council at its next meeting). This year will therefore be the last time that we report on activities related to our 2020-2024 objectives.

This report outlines:

- the steps we have taken to identify and collect relevant information and how we have used this information in meeting the three aims of the general equality duty, namely:

- eliminating unlawful discrimination, harassment and victimisation
 - advancing equality of opportunity
 - fostering good relations between different groups
- employment information for the period between 1 April 2022 and 31 March 2023, including our gender pay gap report for 2023
 - progress towards fulfilling each of our equality objectives for 2020-2024 and how we developed our strategic objectives for 2024-2028

More detailed information can be found about the following in our accompanying documents:

- The legal basis for preparing this annual report (Appendix 1)
- Our employment, training and recruitment data (Appendix 2)
- Our gender pay gap report for 2023 (Appendix 3)
- Progress towards achieving our equality objectives for 2020-2024 (Appendix 4)

The 2020-2024 SEP includes 20 indicators of what we should expect to see when these actions are completed. We have used the information in Appendix 4 to assess our progress to date against these indicators and it is concluded that we are generally on the right track:

1	Completed.
18	Continuous process and/or is on track.
1*	Some issues / risks identified.
0	Significant issues / risks identified.
20	Total number of indicators

What we intend to do next

*Issues have been identified with regard to the following indicator (under objective 2: Work):

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

To be able to identify and address any inequalities, we need accurate information about our staff. However, gathering enough data continues to prove difficult, as we depend on colleagues to provide this information voluntarily. If we are to have a better understanding of our workforce, we will need to redouble our efforts to encourage more staff to provide personal information. This issue has therefore been prioritised in our 2024-2028 SEP.

As part of developing our new SEP, we took the opportunity to reconsider and strengthen our governance and accountability arrangements. Our intention is to ensure that equality is an integral part of our work across the organisation and does not sit apart as a separate project.

Robust arrangements will be established for 2024-2028, focusing on annual action plans. A new equality, diversity and inclusion group will also be established. The group's aim will be to provide strategic direction and leadership to uphold our public sector equality duty and deliver our equality objectives.

We will report to our Corporate Management Team and to this Committee.

Our arrangements will ensure clarity, accountability, co-ordination and the structure to monitor progress effectively.

We will report on progress in future annual equality reports.

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

6.1 Potential impacts on protected groups under the Equality Act 2010

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

6.2 Potential impacts on those experiencing socio-economic disadvantage in their lives (strategic decisions)

See above.

6.3 Potential impacts on opportunities for people to use the Welsh language and treating the Welsh language no less favourably than the English language

See above.

7 – Financial Implications

Not relevant.

8 – Appendices:

Draft Annual Equality Report 2022-23

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




CYNGOR SIR
YNYS MÔN
ISLE OF ANGLESEY
COUNTY COUNCIL

Annual Equality Report 2022-23

This report includes employment information for the period between 1 April 2022 and 31 March 2023

The remainder of the report provides a more up-to-date picture of progress in achieving our 2020-2024 objectives and developing our new Strategic Equality Plan for 2024-2028

Mae'r cyhoeddiad hwn hefyd ar gael yn Gymraeg 
This publication is also available in Welsh

Publication date: March 2024

This is the Isle of Anglesey County Council's Annual Equality Report for 2022-23. It is available on our website:

www.anglesey.gov.wales.

If you require this publication in another format and/or language, or have any questions about its contents, please contact us.

Policy and Welsh Language Team
Isle of Anglesey County Council
Council Offices
Llangefni
LL77 7TW

Tel: 01248 75 25 20

E-mail: equality@anglesey.gov.wales

We welcome calls and correspondence in Welsh and English. Using Welsh will not lead to a delay in responding.

Related documents (also available on our [website](#))

Strategic Equality Plan (SEP) 2020 - 2024

Strategic Equality Plan (SEP) 2024 - 2028

Introduction: An overview of our annual equality report

This is the Isle of Anglesey County Council's annual equality report for 2022-23. In this report, we outline:

- the steps we have taken to identify and collect relevant information and how we have used this information in meeting the three aims of the general equality duty, namely:
 - eliminating unlawful discrimination, harassment and victimisation
 - advancing equality of opportunity
 - fostering good relations between different groups
- employment information for the period between 1 April 2022 and 31 March 2023, including our gender pay gap report for 2023
- progress towards fulfilling each of our equality objectives for 2020-2024 and how we chose our new objectives for 2024-2028

We said in last year's report that our main priority during 2023 would be developing a new strategic equality plan and equality objectives for the next four years. This has now been done and it is expected that our new plan and equality objectives for 2024-2028 will be published by the end of March 2024 (subject to approval by our full Council at its next meeting). This year will therefore be the last time that we report on activities related to our 2020-2024 objectives.

More detailed information can also be found about the following in our accompanying documents:

- The legal basis for preparing this annual report (Appendix 1)
- Our employment, training and recruitment data (Appendix 2)
- Our gender pay gap report for 2023 (Appendix 3)
- Progress towards achieving our equality objectives for 2020-2024 (Appendix 4)

Identifying, collecting and using relevant information

Our communities

We are continuing to take positive steps to identify and collect relevant equality information. It helps inform our decisions and is the basis of our corporate and service strategies and plans. We summarise below the specific information sources we considered when developing our new strategic equality plan (SEP) for 2024-2028:

- The findings of a comprehensive engagement and consultation process undertaken in 2022 to develop strategic priorities for our 2023-2028 Council Plan
- Equality in North Wales: Data and evidence report (April 2023) commissioned by the North Wales Public Sector Equality Network (NWPSSEN)
- Feedback from consultation on our North Wales regional objectives carried out by NWPSSEN (September 2023)
- Equality and Human Rights Monitor: Is Wales Fairer? (Equality and Human Rights Commission - November 2023)

We acknowledge that data gaps persist and that further work is required to identify and meaningfully engage with many of our protected groups. We need to do more with those sharing gender reassignment, race, religion and belief and sexual orientation protected characteristics, in particular. We explain our intentions in more detail in our new SEP under equality objective 6: Participation.

Our staff

We are always striving to strengthen the diversity of our workforce and offer an inclusive culture that values difference, where all staff have the chance to succeed. As a result, we are committed to collecting accurate information relating to different protected characteristics.

In this report, consideration has been given to the protected characteristics of sex, age, ethnicity, sexual orientation and disability of current staff, where that information is known and has been shared with us. There is also an analysis of those who have applied for vacant posts within the Council.

The employment information available to us as at 31 March 2023 can be found in our accompanying documents (Appendix 2).

An analysis of that data is given below:

Recruitment and retention

Positive work has been undertaken with local organisations such as Môn Communities First, the Department for Work and Pensions, Coleg Llandrillo Menai and schools to provide recruitment and careers advice and opportunities to encourage and support individuals into the workforce. We have also been working in collaboration with We Care Wales and their engagement work within the care sector.

We collate equality data as a standard part of the recruitment process. To encourage applicants to share information, there is also an option to select 'prefer not to say'. This allows us to monitor and analyse recruitment trends and act upon the findings of this data.

Current employees can include or update their equality information through the Council's self-service system, My View. Work continues to update the data and to share with employees the reasoning around the collation of this data. There is a commitment to carry on ensuring the information held is as current as possible.

Equality Monitoring

The gender profile again confirms that we employ significantly more females than males, which is consistent with the trend across many local authorities. Compared to last year, there appears to be an increase in the number of both male and female employees and across all age ranges. The data appears fairly consistent across the remaining equality characteristics.

We are required by law to publish an annual gender pay gap report. Our mean gender pay gap as at 31 March 2023 was 10.8%, which is below the UK average figure. Further details can be found in our accompanying documents (Appendix 3).

We provide a system for individuals to declare any equality information they want to provide, but a gap in the data persists for current staff. It is recognised that a fuller picture is needed to help us identify any inequalities between people with different characteristics. However, we must also accept the rights of individuals not to disclose personal information.

Managers are reminded regularly of the equality duties via various communication methods and are asked to ensure staff are aware of where they can add or amend their equality information. For 2024-2028 we aim to address this through the actions we have identified in our new SEP, under equality objective 2: the workplace.

Training

In accordance with our People Strategy, we are committed to the development of employees and elected members, ensuring equitable access to learning, training and development opportunities. This is undertaken through a variety of methods including qualifications, classroom-based and online short courses, e-learning, blended learning, self-directed learning, shadowing and on-the-job learning.

Equality and diversity training remains an integral element of the training and development programme. In order to deliver services effectively, all staff and elected members need to be aware of the general and specific equality duties to ensure that it is given due regard in the work they undertake. Tutor-led and e-learning training are available for employees, managers and elected members. Equality is also a key topic within the corporate induction for new employees. Training sessions delivered this year have included:

Online training:

- Equality impact assessments
- Unconscious bias
- Equality, diversity and inclusion

e-learning modules:

- Equality and diversity for elected members
- Equality in the workplace
- Equality and diversity in social care

Corporate induction for new employees:

- Equality and diversity

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

Our Equality Objectives for 2020-2024

Our 2020-2024 SEP sets out our current equality objectives and how we chose them. It also identifies some actions to help us achieve them. Appendix 3 provides updates on the progress made with these actions up to December 2023.

The 2020-2024 SEP also includes some 20 indicators of what we should expect to see when these actions are completed. We have used the information in Appendix 4 to assess our progress to date against these indicators and have concluded that we are generally on the right track:

1	Completed.
18	Continuous process and/or is on track.
1	Some issues / risks identified.
0	Significant issues / risks identified.
20	Total number of indicators

However, issues have been identified with regard to one indicator in particular:

2: We will take action to ensure we are a fair employer and reduce pay gaps	
The Council routinely collects and uses employee monitoring data around all protected groups to identify and reduce pay gaps and other inequalities.	

To be able to identify and address any inequalities, we need accurate information about our staff. However, gathering enough data continues to prove difficult, as we depend on colleagues to provide this information voluntarily. If we are to have a better understanding of our workforce, we will need to re-double our efforts to encourage more staff to provide personal information. This issue has therefore been prioritised in our 2024-2028 SEP.

What we intend to do next

From the end of March 2024, the 2020-2024 SEP will be replaced by a new SEP and objectives for 2024-2028.

For over a decade, NWPSSEN, the North Wales Public Sector Equality Network (which includes all North Wales' local authorities and other public sector organisations) has collaborated to develop and agree a set of shared objectives for the region. These objectives are based on the 'domains' used by the Equality and Human Rights Commission to monitor progress in equality in the UK. The latest review carried out by NWPSSEN in the summer of 2023 brought us to the conclusion that the original top-level objectives remain relevant. The 2024-2028 regional objectives therefore cover broadly the same themes as those chosen for 2020-2024. More information about our latest regional consultation can be found in the accompanying documents to our new SEP for 2024-2028.

We have chosen once again to adopt the shared objectives for 2024-2028. This is because working towards shared objectives with our partners enables us to make effective use of resources and expertise. Also, the more partners work together towards the same end, the greater the impact we will achieve.

We have also retained our local objective – working practices – to help us ensure that our colleagues, regardless of their roles, have a greater understanding of their equality responsibilities.

Our new SEP is a key publication that aligns with our Council Plan for 2023 to 2028 which was approved by our full Council on 9 March 2023. Our draft equality objectives 1, 3 and 4 are particularly relevant as they align with three Council Plan strategic objectives:

- Education: Ensuring an effective provision for today and for future generations
- Social Care and wellbeing: Providing the right support at the right time
- Housing: Ensuring that everyone has the right to call somewhere home

Our equality objectives for 2024-2028 are:

1: Education: Take action to address gaps in educational attainment and support the well-being of school pupils

2: The workplace: Take action to ensure we are an equal opportunities employer and reduce pay gaps

3: Living standards: Take action to improve the living standards of protected groups

4: Health, well-being and social care: Take action to improve health, well-being and social care outcomes

5: Personal security: Take action to safeguard protected groups

6: Participation: Increase access to participation and encourage diversity in decision making

7: Socio-economic disadvantage: Take action to address disadvantage

8: Working practices: Improve our internal practices to ensure fairness for all

As part of developing our SEP, we took the opportunity to reconsider and strengthen our governance and accountability arrangements. Our intention is to ensure that equality is an integral part of our work across the organisation and does not sit apart as a separate project.

Robust arrangements will be established for 2024-2028, focusing on annual action plans. A new equality, diversity and inclusion group will also be established. The group's aim will be to provide strategic direction and leadership to uphold our public sector equality duty and deliver our equality objectives.

We will report to our Corporate Management Team and our Partnership and Regeneration Scrutiny Committee.

Our arrangements will ensure clarity, accountability, co-ordination and the structure to monitor progress effectively. We will keep you informed of progress in our future annual equality reports.

It is important to note, however, that our commitment to equality is not limited to the priorities contained in our SEP. Many of the actions identified under our equality objectives for 2020-2024 will continue to be addressed and we will take every opportunity to progress equality through our work at all levels within the Council. This will help us build a fairer society for all our citizens. We are committed, within our capabilities and influence, to:

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

March 2024

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

Appendix 1: Legal basis

Why do we need an annual equality report?

The statutory basis for developing this report is contained in the Equality Act 2010 and the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011. The 2010 Act places a general duty on public bodies to give due regard to the following in all aspects of their work:

- Eliminating unlawful discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations between different groups

The 2011 Regulations include specific duties to help public bodies in Wales meet the general duty. These specific duties include a requirement to publish annual equality reports by 31 March each year. The main purpose of annual equality reports is to show how we have met our general and specific duties.

Who is protected under the Equality Act 2010?

The Equality Act 2010 is about ensuring fairness for all. It protects the following characteristics, which are also known as 'protected groups':

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

The Act also aims to reduce inequalities of outcome which result from socio-economic disadvantage.

Appendix 2: Employment, training and recruitment data

The employment data we currently hold relates to some 3,203 Council employees (including teaching staff).

Note: It is not mandatory for employees or applicants to provide data regarding disability, race, religion or belief, or sexual orientation. The category 'unknown' in the following graphs indicates the number of individuals that have chosen not to provide any data regarding those particular protected characteristics.

People employed by the Council as at 31 March 2023

Male: 951 Female: 2630 Total: 3581

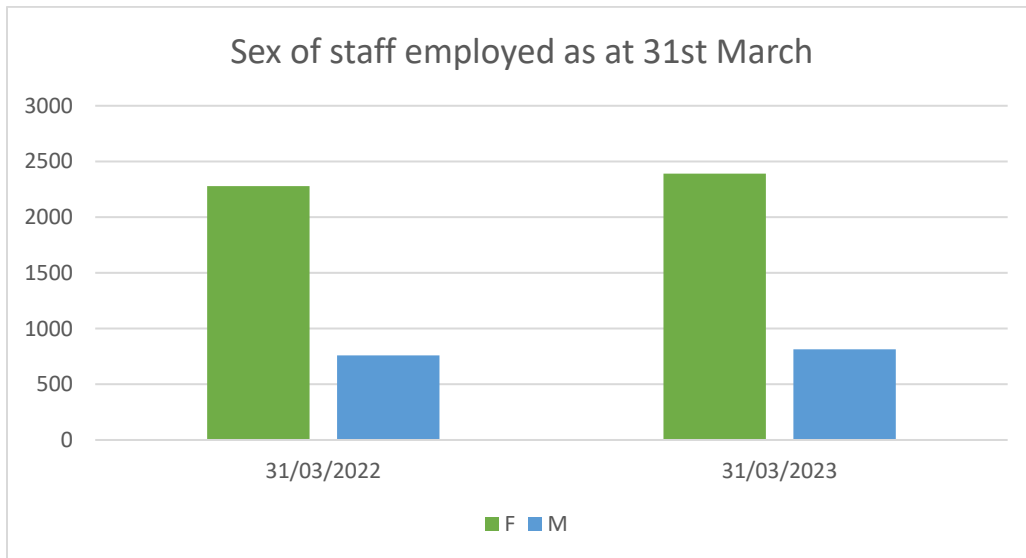
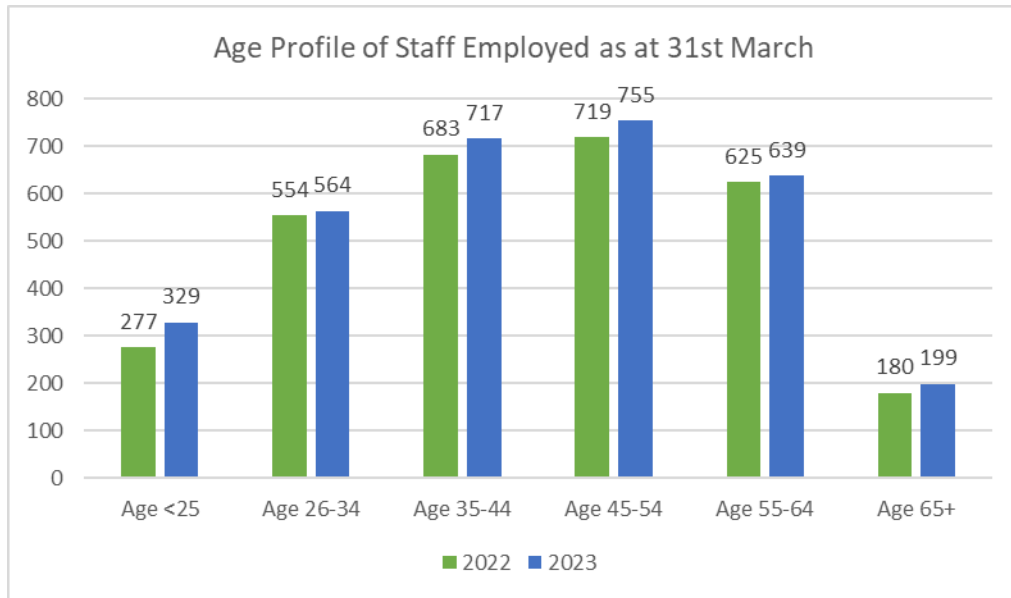
Age:

Below 25 : 370
26 to 34 : 599
35 to 44 : 762
45 – 54 : 805
55 to 64 : 715
65 and over : 330

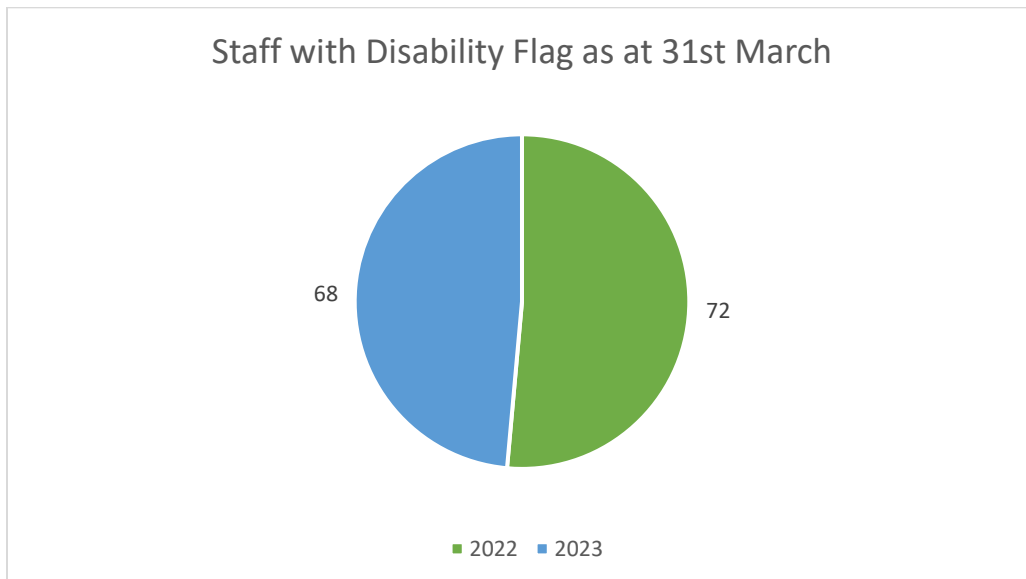
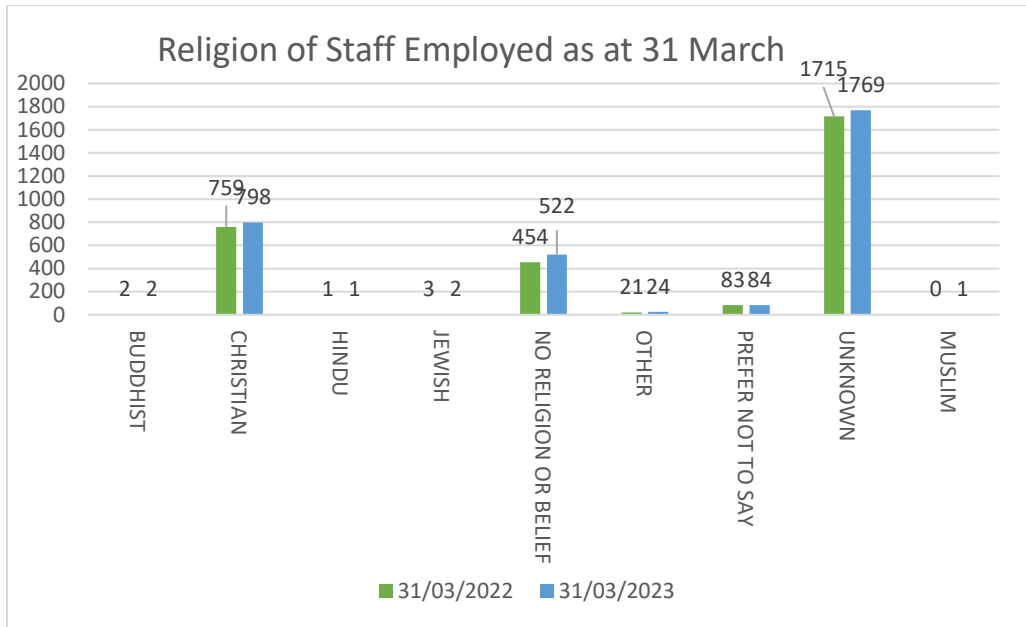
It is not mandatory for employees or applicants to provide data for the following. Of those who have declared, this is the breakdown:

Disabled : 68
Black and minority ethnic: 13
Lesbian, gay, bisexual: 29

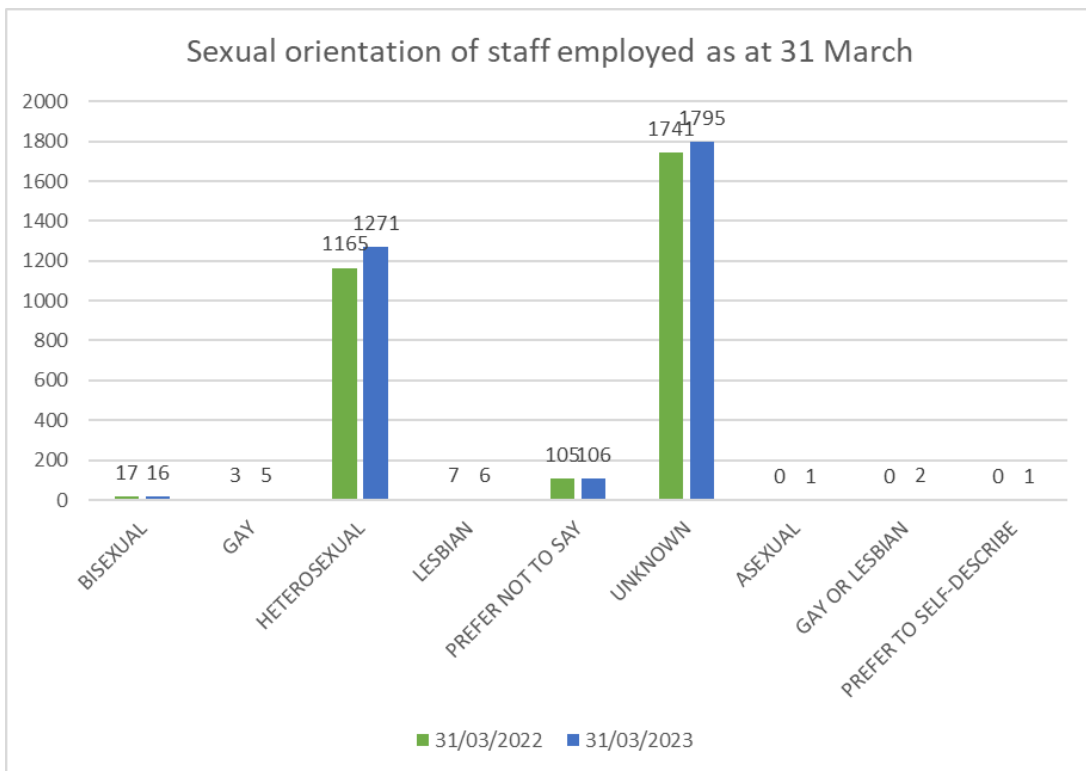
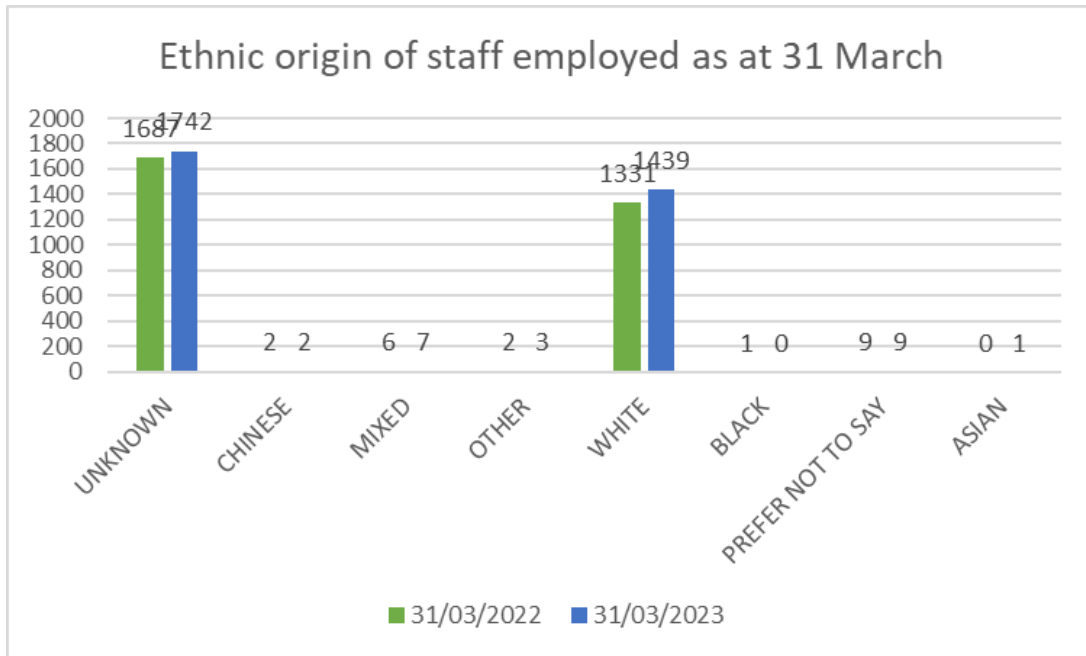
Annual Equality Report 2022-23



Annual Equality Report 2022-23



Annual Equality Report 2022-23



People who successfully changed roles in 2022-23

The figures in the following table include those who have been promoted, changed roles at the same level or taken on second jobs with the Council:

Male: 241 Female: 631 Total: 872

Age:

Below 25 : 223

26 to 34 : 202

35 to 44 : 185

45 – 54 : 145

55 to 64 : 96

65 and over : 21

It is not mandatory for employees or applicants to provide data for the following. Of those who have declared, this is the breakdown:

Disabled : 11

Black and minority ethnic: 5

Lesbian, gay, bisexual: 13

Training

Number of participants that have completed short course training in 2022-23:

Male: 424 (27%) Female: 1161 (73%) Total: 1585

Grievance

This is a formal procedure for raising issues of concern that cannot be resolved informally. The table below contains information in relation to employees who raised formal grievances between 1 April 2022 and 31 March 2023 and is presented for each of the protected characteristics. As one was a collective grievance, the data regarding that particular case has not been included below:

Number of formal grievance cases: 6

Annual Equality Report 2022-23

Age	Disability	Gender reassignment	Pregnancy and maternity
16-24: 0 25-34: 2 35-44: 0 45-54: 1 55-64: 1 65+: 1	None recorded	None recorded	None recorded
Race	Religion or belief	Sex	Sexual orientation
Information recorded for 1 out of 5: White: 1	Information recorded for 1 out of 5: Christian: 1	Male: 1 Female: 4	Information recorded for 1 out of 5: Heterosexual: 1

Disciplinary

The table below contains information in relation to employees subject to disciplinary procedures between 1 April 2022 and 31 March 2023 and is presented for each of the protected characteristics:

Number of employees subject to disciplinary procedures: 11

Age	Disability	Gender reassignment	Pregnancy and maternity
16-24: 0 25-34: 2 35-44: 1 45-54: 2 55-64: 5 65+: 1	None recorded	None recorded	None recorded
Race	Religion or belief	Sex	Sexual orientation
Information recorded for 2 out of 11: White: 2	Information recorded for 2 out of 11: No religion or belief: 2	Male: 4 Female: 7	Information recorded for 2 out of 11: Heterosexual: 2

People who have applied for jobs in 2022-23

Male: 537 Female: 780 Total: 1338

Age:

Below 25 : 183

26 to 34 : 140

35 to 44 : 156

45 – 54 : 94

55 to 64 : 59

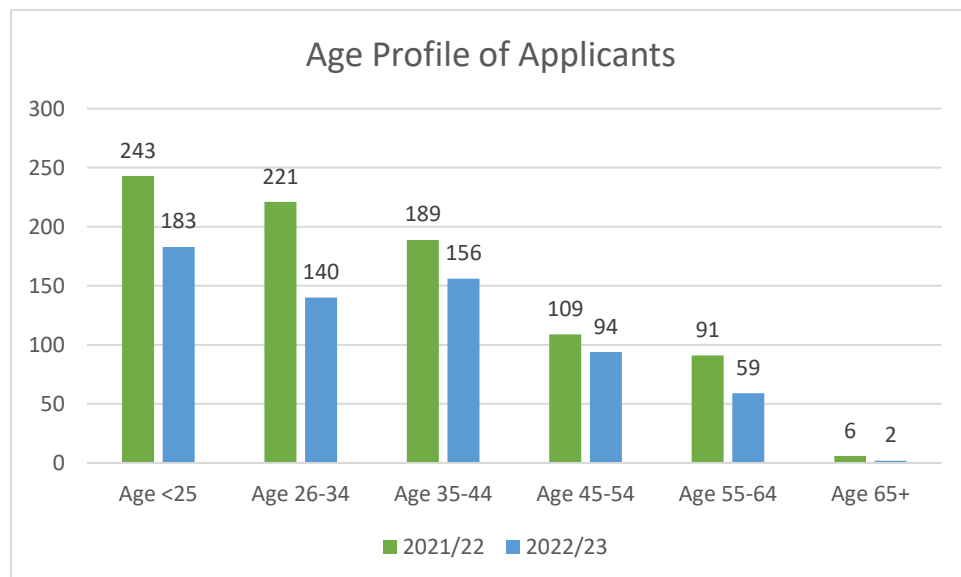
65 and over : 2

It is not mandatory for employees or applicants to provide data on the following categories. Of those who have declared, this is the breakdown:

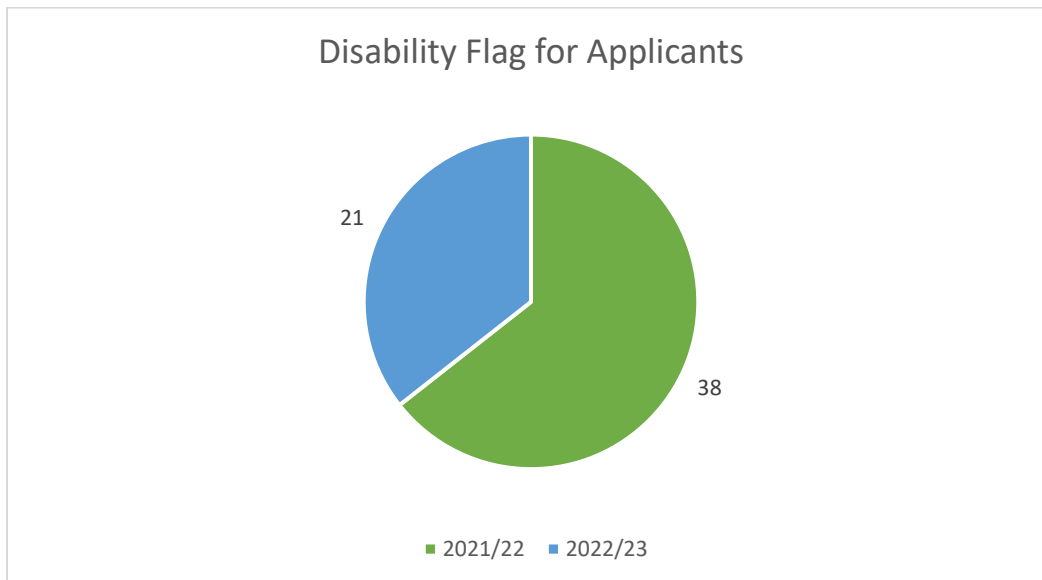
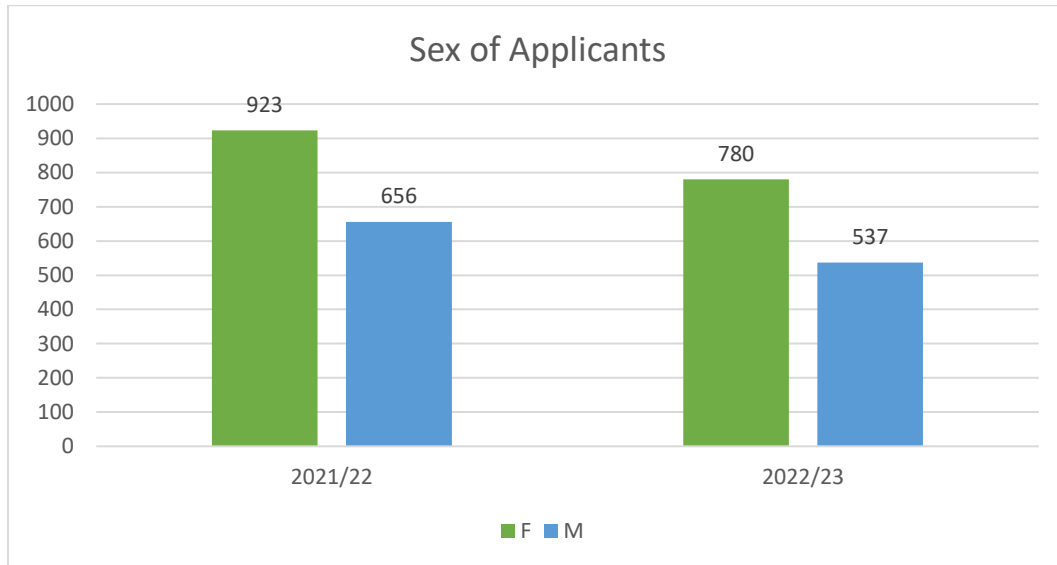
Disabled : 21

Black and minority ethnic: 50

Lesbian, gay, bisexual: 33



Annual Equality Report 2022-23



Appendix 3: Gender pay gap report 2023

The Council is required by law to publish an annual gender pay gap report. This is our report for the snapshot date of 31 March 2023. It includes statistics for all our employees apart from those employed in schools. The results are as follows:

- The mean gender pay gap for Isle of Anglesey County Council is 10.8%.
- The median gender pay gap for Isle of Anglesey County Council is 13.6%.

As we do not pay any bonuses to our employees, any gender bonus gap indicators are not applicable.

What are the underlying causes of the Council's gender pay gap?

We support the principle of equal pay for equal work of equal value and recognise that there should be a pay and grading structure which is free from bias and based on objective criteria. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex. All job roles are evaluated as necessary to ensure a fair structure. We are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work and are pleased to report that our mean gender pay gap, at 10.8% is below the national average of 13.2% (ONS ASHE Provisional figures 2023).

Our gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract. Across the UK economy, men are more likely than women to be in senior roles, while women are more likely than men to be in front-line roles at the lower end of the organisation. These roles do not score high within job evaluation schemes thus are afforded lower grades of pay. A higher percentage of part-time workers are women and women continue to be more likely to have unpaid caring responsibilities than men. The pattern from the UK economy is reflected in the make-up of our workforce, where the majority of our employees are female and a large proportion of these work part-time hours.

How does this Council's gender pay gap compare with that of other organisations?

Many organisations and local authorities have a gender pay gap. The mean gender pay gap for the whole economy (ONS provisional 2023 figures) was 13.2%. At 10.8%, our mean gender pay gap is below the UK average figure.

Annual Equality Report 2022-23

The median gender pay gap for the whole economy (ONS provisional 2023 figures) was 14.3%. At 13.6%, our median gender pay gap is lower than this average. There has only been a marginal change in our gender pay gap year on year. The table below shows the data for the period 2019 – 2023:

Year	Mean gender pay gap	Median gender pay gap
March 2023	10.82%	13.63%
March 2022	11.66%	14.65%
March 2021	11.24%	14.65%
March 2020	11.33%	14.65%
March 2019	11.40%	14.24%

What are we doing to address our gender pay gap?

Although our gender pay gap remains below the UK average, we remain committed to continuing to reduce our gender pay gap where we can. We recognise that our scope to act is limited, as pay scales are agreed nationally and we therefore have no direct control over salaries. We do not operate any performance related pay or bonus schemes. We recognise that the pay and grading of all jobs must be fair, transparent and non-discriminatory. We operate a job evaluation scheme, adhering to equality principles and maintaining the integrity and fairness of our pay and grading structure on an ongoing basis.

We provide a wide range of flexible working opportunities to support, develop and retain employees at work. We have been working to provide opportunities for young people, by establishing traineeships, ensuring young people are developing skills in areas of growth and demand, which enhances employability. We have ensured wider marketing of these traineeships and all our vacancies, improving and expanding our social media presence. We have several schemes ongoing in a bid to try and attract more people, particularly women, into senior roles including the Arweinyddion Môn, Academi Môn and the Twf a Datblygu programmes. As part of these programmes, it is hoped to encourage more people, particularly women to apply for and attain leadership roles.

We are committed to work life balance and provide a wide range of flexible working opportunities to support, develop and retain employees at work. The hybrid working policy, introduced during the Covid-19 pandemic, has now been formally adopted. It is hoped that this will increase flexibility and remove barriers to progression for women and the whole workforce.

Annual Equality Report 2022-23

We have taken steps to promote gender diversity in all areas of our workforce and continue our gender monitoring to understand:

- the numbers of male and female applicants for specific roles.
- the numbers of men and women in each role and pay band.
- take-up of flexible working arrangements by gender and level within the organisation.
- the proportions of men and women leaving the organisation and their reasons for leaving.

We continue to be committed to:

- reviewing our flexible working and other family friendly policies.
- reviewing our recruitment and retention strategies and establishing different methods to attract talent. The new recruitment system - which is currently at the development stage and due for implementation during the spring of 2024 - will enable improved quality of recruitment information to be reported.
- monitoring equal pay information and undertaking equal pay audits.
- monitoring adherence to job evaluation processes.
- reviewing terms and conditions regularly with the recognised trade unions.
- reviewing our exit interview information to better understand the reasons for leaving and if one gender is leaving for specific reasons compared to the other.

The hybrid working policy has proved successful in supporting the work life balance of staff, whilst continuing to provide the same standard of service to clients and customers.

None of these initiatives will, in isolation, remove the gender pay gap and it may be several years before we see a significant impact. We are committed to:

- being a fair and equitable employer
- being an employer that ensures its employees are not subjected to unfair discrimination.
- continuing to report on an annual basis on what we are doing to reduce the gender pay gap and any further progress that we are making.

We are committed to the principles of equality, diversity, fairness and inclusion. We continue to engage in discussions and research options that may support our drive to improve the gender pay gap. We will continue to encourage more staff to complete the optional equality data questionnaire via the self-service portal, in order to increase the data we have. This will assist in identifying any gaps in the workforce.

Appendix 4: 2020–2024 Equality objectives – progress as at December 2023

Objective 1: Education

The agreement not to publish attainment performance data since 2020 remains. Schools continue to monitor data internally and use this data to report on pupils' progress during the year. The data is used to plan specific intervention for reducing any gap in attainment, and the key role of governors remains important in challenging this. Visits and meetings with school improvement support consultants have continued, supporting schools to scrutinise the data and support any further action.

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

The Additional Learning Needs (ALN) and Inclusion service continues to promote full inclusion and equality for vulnerable learners. This includes specific training and collaboration on the use of the ALN capital grant to promote an inclusive learning environment. Anglesey and Gwynedd have a dedicated website, available to support schools, pupils and their parents – we continue to upload new resources on the website on a regular basis.

Since 2021 a hub grant has been used to fund 4,800 Chromebooks and 400 digital screens across the island's schools. From September 2023 to December 2023 the two secondary schools impacted with RAAC have received an additional 60 Chromebooks and additional Google licences to record sessions for children who have had to learn from home.

In addition, other grants were allocated to try to ensure that schools were able to reduce learning and teaching gaps, including a National Music Grant. This year £93K of the grant has been used to develop music experiences across all catchment areas to ensure all primary children receive first experiences on a variety of instruments and mass lessons on a variety of instruments. This means that all children have the same experiences throughout the island.

In secondary schools, Music Pathways similarly provides experiences for all children over the period 2022-2025, with 20K allocated to secondary school schemes. We also pay for music lessons for any pupil taking GCSE and A-Level music courses on Anglesey.

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

We are unable to provide a full evaluation of pupils' educational outcomes. In line with the Minister for Education's statement of 21st June 2021, the Authority does not use qualification award data to report attainment outcomes at school, authority or regional consortium level. This is due to the impact of the Covid-19 pandemic, which caused inspections of schools and most other education providers to be suspended since March 2020.

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

Schools are carefully planning to use the pupil Development grant to ensure that pupils entitled to free meals are not adversely affected by poverty. Each school implements an expenditure plan that shows the extra support this cohort of pupils is given to reduce the impact of poverty on achievement.

The Welsh Government has decided to offer free meals to all primary school children and this has now been fully implemented. This scheme has made it harder to identify the children eligible for free meals under the old regime. Schools are being encouraged to continue sharing the free meals form with parents and encouraging its completion. We are also in discussions with benefits and finance departments to discuss improving processes that recognise the children who were eligible for free meals under the old regime.

In line with [School improvement Guidance: framework for evaluation, improvement and accountability](#) by the Welsh Government (2022) schools must consider the 'national priorities' set out in the school development planning regulations when setting improvement priorities themselves. One is to reduce the impact of poverty on learners' progress and attainment.

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

During 2023, the Learning service has remained very active in promoting workshops to support relationships and sexuality education. Procedures such as this develop resilience in schools to address the challenges of preventing identity-based bullying in education.

The Council has robust processes to support schools to provide various interventions to prevent incidents of bullying at school. In addition, the processes ensure that children's rights and processes that address equality feature prominently in action plans.

By collaborating with Healthy Schools, the Learning service consistently shares up-to-date resources through newsletters and, as a result, schools are very confident in their procedures to prevent identity-based bullying.

Use of the My Concern system by the schools is a good way to track any concerns that arise within the schools and the data can be transferred from primary to secondary schools. Annual safeguarding reports are monitored annually and reported incidents of bullying remain consistently low.

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

In 2022, a new agreed syllabus for Anglesey, aligned with Curriculum for Wales requirements was introduced to schools. The syllabus provides robust guidance to schools within the humanities and health and well-being themes on raising awareness of hate crime.

Circulating information to schools during all Wales hate crime awareness week continues to be a great opportunity to bring these important topics to the attention of schools. Sharing resources such as Show Racism the Red Card, Schoolbeat.Cymru and resources from NSPCC enables schools to highlight this area. We also include any suitable updates within weekly bulletins for schools.

We continue to encourage schools to ensure that these important themes are addressed continuously within our schools. Schools are notified and encouraged to use a range of relevant resources on HWB.

Objective 2: Work

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

We have a number of policies which facilitate flexible working and support employees. These include hybrid working, flexible working, career break, disability leave, carer and special leave and flexible retirement. The policies and guidance are regularly reviewed and updated to ensure best practice. The hybrid working policy has now become embedded and allows staff the flexibility to work from home or from the office, in line with business needs. The scope of the carers' leave policy has also been extended to include both planned and unforeseen caring needs. There are also numerous examples of flexible retirement agreements which have successfully met the needs of the individual and at the same time allowed the service to retain the skills and experience of the employee.

We have also strengthened partnership work with Môn Communities First and held recruitment days to share information regarding vacancies and provide support to complete applications. The Steps to Care project with Coleg Llandrillo-Menai has also been successful in providing work placements to students and provides a talent pipeline for the future.

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

We continue to encourage staff to provide personal information and have created several channels to support staff to share this information. Further details can be found in our annual equality report for 2022-23, as well as our new SEP for 2024-2028.

Analyse the workforce data year-on-year and produce annual reports of the information analysed:

The annual workforce data has been collated and analysed, reporting data as at 31 March, 2023 – see our accompanying documents (Appendix 2).

Objective 3: Living standards

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

The Real Time Information Programme to provide electronic information on the strategic routes 4 and 62 have been completed, as well as improvements to the bus interchange sites at Amlwch, Holyhead, Llangefni and Menai Bridge. This included a combination of modernising shelters (or new shelters), improvements such as new street furniture (benches / planters) and electronic information.

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

This is a continuous programme and, through the Active Travel Fund, there is a programme of minor works in place to overcome critical fail status of the routes and the Active Travel designated localities. In addition, the Council has provided numerous other improved dropped kerb crossing points across the island in response to local concern.

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

Patrols undertaken and parking enforcement action taken in response to calls received from the public about vehicles obstructing pedestrian crossing points. Consideration also given to applications received for double yellow lines in areas where parking is causing a problem. Ongoing work in preparing for the introduction of a national ban on pavement parking to be introduced by the Welsh Government. Also working in partnership with Welsh Government on the 20mph traffic zones in built-up areas.

Continue to assess existing Council and registered social landlord owned properties to ensure their accessibility for disabled people / Continue to invest in minor and major adaptations for council properties - social housing - through the Housing Revenue Account (HRA), in accordance with the HRA Business Plan and annual HRA budget:

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

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

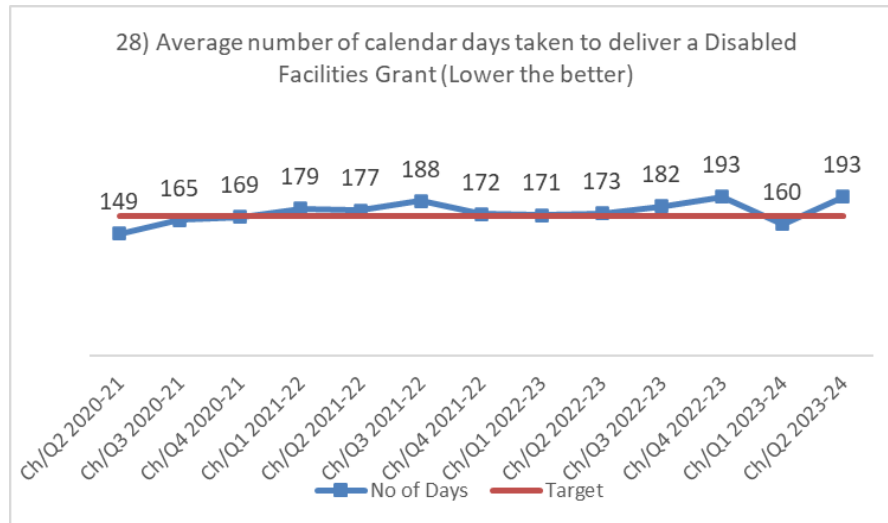
The above performance indicator is included in our corporate performance monitoring reports. These quarterly reports are considered by our Corporate Scrutiny Committee and Executive. The position at the end of Q2, 2023-24, as reported in November 2023, is noted below:

Performance is a decline on the 160 days recorded in Q1 and also the 173 days recorded for Q2 2022-23.

The reasons for the decline in performance for this indicator include:

- Difficulties in gaining access to some properties due to clients' concerns and anxieties following the coronavirus pandemic
- Difficulties finding contractors to undertake the work. Currently there are only 6 contractors on the Island that install the adaptations
- Adaptions that require longer periods to complete
- Changes to the eligibility criteria resulting in an increased demand for a disabled facilities grant.

Annual Equality Report 2022-23



Objective 4: Health, well-being and social care

Progress actions to achieve the Insport Gold Award by April 2021:

The aim of the Insport programme, which is led by Disability Sport Wales, is to deliver a cultural change in attitudes and provide physical activity as well as wider opportunities for disabled people.

Capacity and workload issues have continued to be a barrier in taking this work forward in 2023. Over the last year, priority was given to maintaining key aspects of current inclusive projects on Anglesey, as well as honour the key outcomes of the Silver Insport Award. There have been some significant achievements around developing clubs and people, creating inclusive opportunities, establishing new relationships and bringing people together. However there is still a lot more to be done.

Key successes include Insport Swim activities, with 152 hours offered across three centres, totalling 1511 attendances. Insport Football weekly sessions were also offered, with 734 attendances at Plas Arthur Leisure Centre.

Continue to offer the Anglesey Referral Scheme, working towards the following national National Exercise Referral Scheme (NERS) targets:

- Percentage of NERS clients who complete the exercise programme (50% and above)

The National Exercise Referral Scheme (NERS) targets clients aged 16 and over who have, or are at risk of, developing a chronic disease.

From January to December 2023, we received 1128 referrals from various health professionals. 720 of these went on to attend their first sessions, with 74% completing 16 weeks on the exercise scheme.

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

Of the people who completed the scheme, 86% reported an improvement in health, with 12% staying the same.

We have also progressed our Dementia Actif scheme, with 6 classes per week now being held across the island and weekly Dementia swim sessions being advertised. We held open days aimed at those aged over 50 at all four Môn Actif leisure centres, as well as Canolfan Biwmares.

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

Health check champions: The champions (supported by Conwy Connect), who are people with learning disabilities, continue to deliver awareness sessions on the importance of attending a health check to their peers across North Wales. In the past year, they have been successful in reaching an audience of 12,768 people. Feedback from attendees from workshops showed that 96% had learnt something new about health checks and 100% stated they would 'now book their health check as soon as possible'.

GP training: 2023 was the first full year that the Improvement Cymru training 'Delivering healthcare to people with learning disability' was delivered. The aim is that, with increased knowledge and understanding, the GP surgeries will be able to provide a more welcoming experience. This will help to encourage more people with learning disabilities to attend for their annual health check. The total number of attendees for 2023 was 585 across North Wales.

The total number of health checks completed for North Wales for year end 2022-23 was 1460, which was an increase of 8.1% on the previous year. This is 48.7% of the known learning disability population for the same area. The primary liaison team now have a full complement of staff and links between the primary liaison team and shared partnership services are currently being strengthened with regards to improving the quality of the health checks.

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

We saw consistent and encouraging evidence that people were receiving a proactive offer to speak Welsh and that people's wishes were taken into account with regard to language choice.

Staff are supported to develop their Welsh language skills through a variety of options, from courses to lunch-time chat sessions. During 2023, 195 members of staff across both our Adult Services and Children and Families Services received training in relation to Mwy na Geiriau.

The percentage of Social Services staff who speak Welsh at levels 3 to 5 (defined as intermediate to proficient):

Adult Services staff – 80%

Children & Families Services staff – 88%

Objective 5: Personal security

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

Partnership working continues, both during the annual HCAW and throughout the year, to raise awareness and promote reporting to North Wales Police or Victim Support. Under Objective 1, there is also an outline of what is happening in the island's schools to raise awareness and tackle hate crime.

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

Addressing hate crime has been mainstreamed into our normal day to day operations. Through training and development, our Housing officers are fully up to date with hate crime and can recognise the signs and symptoms. Our Housing service works closely with North Wales Police and Victim Support in order to support the victims of hate crime and bringing perpetrators to account for their crime.

We also work closely with education settings in order to raise awareness of anti-social behaviour, which includes hate crime.

Use the Policy Portal¹ to ensure that all current and new staff (who have current email accounts) have read, understood and accepted the Corporate Safeguarding Policy:

As at October 2023, 95% of those expected to accept the corporate safeguarding policy had done so. Safeguarding is also included as part of our corporate induction process.

Policy acceptance requirements have been suspended temporarily while the Policy Portal is being upgraded to a newer version.

¹ The purpose of our Policy Portal (an electronic policy management system) is to ensure that our staff understand and are reminded of certain requirements placed upon them.

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

This is included as a topic within the new corporate induction, which is mandatory for all new employees. All employees are required to complete a mandatory safeguarding e-learning module and, dependent on role, further safeguarding training covering both children and adults is undertaken. This is in accordance with our corporate safeguarding training policy. Specialist training is also provided in line with the identified workforce needs.

Overall, there are good levels of compliance with regard to mandatory e-learning safeguarding training.

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

Between 1 April and 31 December 2023:

- 38 complaints / enquiries were received specifically concerning scams.
- 4 letters and information packs were sent to consumers recognised as “victims” via the National Scams Hub
- 34 ‘No Cold Calling’ stickers were issued to vulnerable individuals living either inside or outside a No Cold Calling Zone
- 1 scam warning was issued on social media
- 1 safeguarding referral was made to Social Services
- 396 complaints, enquiries and requests for advice from our partners at the Citizens Advice Consumer Service and direct to service - 59 of these led to further investigations and interventions for consumers in disputes.
- 5 educational talks were delivered within the community to vulnerable groups
- 5 call blockers were installed

Objective 6: Participation

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

Completed – an outline of work undertaken to support our commitment to be a diverse Council was provided in last year's annual equality report.

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

Co-opted members are recruited for fixed terms to represent a specific area of interest or issue of consideration. Four of our committees include co-opted members, with a total of 15 seats. As at December 2023, there were two vacant seats. Of the 13 co-opted members in post, 5 (38%) seats were held by women.

Work in partnership with the third sector to raise awareness of relevant engagement and consultation opportunities amongst representatives of all protected characteristics / The joint engagement and consultation board to adopt an engagement and consultation checklist and ensure that they are used effectively by services:

The joint engagement and consultation board was re-established under the direction and leadership of the Deputy Chief Executive in December 2021. The Board has since revised its terms of reference and continued to provide guidance and direction to services in the way and manner consultations are undertaken. The checklist continues to be used and circulated amongst Council services, in order to gain assurances that consultations are undertaken in a consistent manner, dependent on topic.

In October 2023, we continued to strengthen our consultation and engagement arrangements with representatives of all protected characteristics, by adopting our new public participation strategy.

Continue to work on engagement with our regional partners (as members of NWPSSEN²) by making the most of resources available to us

For over a decade, NWPSSEN (which includes all North Wales' local authorities and other public sector organisations) has been working together to share good practice and make the best use of resources. During this time, we have also collaborated to develop shared objectives for our region and a number of regional engagement and consultation activities have taken place to inform this work. The latest regional consultation took place over the summer of 2023 as part of our review of NWPSSEN's shared equality objectives, in preparation for our new SEPs. This is covered in more detail in the accompanying documents to our new strategic equality plan for 2024-2028.

² North Wales Public Sector Equality Network

Objective 7: The socio-economic duty

Develop our knowledge and understanding of the socio-economic duty and ensure that the duty becomes an integral part of our day-to-day business:

Since 2021, we have been using our Policy Portal to ensure that managers and relevant staff were aware of the requirements of the duty. Guidance is also available on our intranet site (MonITor) and support is available from our Policy and Welsh Language Team.

Policy acceptance requirements have been suspended temporarily while the Policy Portal is being upgraded to a newer version.

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

Completed. Our templates for committee reports and impact assessments were revised back in April 2021 to include specific sections to record any implications related to the duty.

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

See above.

Objective 8: Our internal procedures

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

As at October 2023, 95% of those expected to accept the equality and diversity policy had done so. Equality and diversity awareness is also included as part of our corporate induction process.

Policy acceptance requirements have been suspended temporarily while the Policy Portal is being upgraded to a newer version.

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

Equality and diversity training remains a key topic within the corporate training programme for staff, managers and Elected Members. We continue to review and evaluate the annual training programme to ensure it meets the needs of the business as well as maintaining the Authority's standards and values.

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

In addition to the general equality and diversity training sessions, there is an opportunity for relevant staff to attend equality impact assessment training. The session provides further information regarding the public sector equality duty and how it relates to the need to assess for impact on equality.

Our member development strategy states that we will provide elected members with flexible and responsive training and development that is based on individual and organisational need. Both equality and diversity and assessing for impact on equality remain a key part of the training provision provided to our councillors.

Templates and guidance for carrying out equality impact assessments are available on our intranet and the Policy and Welsh Language Team is also on hand to offer advice.

We intend to review and improve the content of our equality and diversity intranet pages. This is to ensure that resources are readily available in one place to support officers carrying out equality impact assessments. We have included this action in our SEP under equality objective 8: Internal working practices.

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

- Scrutiny reporting templates
- Corporate EIA template and guidance.

Our templates for committee reports and impact assessments were revised back in April 2021 to include specific sections to record any implications related to the duty.

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

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

The questioning strategy for scrutiny members was reviewed during 2020 as part of a review of our local scrutiny development programme.

ISLE OF ANGLESEY COUNTY COUNCIL <u>Scrutiny Report Template</u>	
Committee:	Partnership and Regeneration Scrutiny Committee
Date:	13 th March, 2024
Subject:	Partnership and Regeneration Scrutiny Committee Forward Work Programme
Purpose of Report:	Assist the Scrutiny Committee in considering, agreeing and reviewing its forward work programme for 2023/24
Scrutiny Chair:	Cllr Dylan Rees
Portfolio Holder(s):	Not applicable
Head of Service:	Lynn Ball, Director of Function (Council Business) / Monitoring Officer
Report Author:	Anwen Davies, Scrutiny Manager
Tel:	07971167198
Email:	AnwenDavies@ynysmon.gov.uk
Local Members:	Applicable to all Scrutiny Members

25

1 - Recommendation/s
<p>The Committee is requested to:</p> <p>R1 agree the current version of the forward work programme for 2023/24</p> <p>R2 note progress thus far in implementing the forward work programme.</p>

2 – Link to Council Plan / Other Corporate Priorities
<p>Effective work programming is the foundation of effective local government scrutiny. Our Scrutiny rolling forward work programmes are aligned with the corporate priorities of the Council and corporate transformation programmes – ensuring the role of Member scrutiny makes a tangible contribution to the Council's improvement priorities.</p>

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

3.6 The potential impacts the decision would have on:

- protected groups under the Equality Act 2010
- those experiencing socio-economic disadvantage in their lives (when making strategic decisions)
- opportunities for people to use the Welsh language and treating the Welsh language no less favourably than the English language

[focus on equality and the Welsh language]

4 - Key Scrutiny Questions**5 – Background / Context****1. Background**

1.1 Effective work programming is the bedrock of an effective local government scrutiny function¹. Done well, work programming can help lay the foundations for targeted and timely work on issues of local importance demonstrating where Member scrutiny can add value. Good practice advocates two key issues at the heart of the scrutiny forward work programme:

- Challenge around prioritising work streams
- Need for a member-led approach and interface with officers.

1.2 Basic principles of good work programming²

- Work programming should not be a “start-stop” process
- Complementary work programmes for separate scrutiny committees
- Balance between different methods of work
- An effective process for reporting / escalating issues to the Executive
- Input and views of internal stakeholders
- Close working with the Executive
- Links with the Annual Scrutiny Report (evaluation and improvement tool).

2. Local context

2.1 There is now a well-established practice of forward work programming which are now rolling programmes focusing on the quality of scrutiny with fewer items, to add value. They are an important tool to assist Members in prioritising their work and are discussed with the Leadership Team and Heads of Service. Both committees review the content of their work programmes on a regular basis, to ensure that they remain relevant and keep abreast with local priorities. Our local forward planning arrangements now ensure greater focus on:

- Strategic aspects
- Citizen / other stakeholder engagement and outcomes
- Priorities of the Council Plan and transformation projects
- Risks and the work of inspection and regulation
- Matters on the forward work programme of the Executive.

¹ A Cuning Plan? Devising a scrutiny work programme, Centre for Public Scrutiny (March, 2011)

² A Cuning Plan? Devising a scrutiny work programme, Centre for Public Scrutiny (March, 2011)

Outcome: rolling work programmes for scrutiny committees which are aligned with corporate priorities.

2.2 Committee chairs lead on developing the forward work programmes and are submitted to the monthly Scrutiny Chairs and Vice-chairs Forum and for approval at each ordinary meeting of the scrutiny committees. The Forum is considered an important vehicle to oversee these programmes and jointly negotiate priorities.

2.3 **“Whole council” approach to Scrutiny:** our work programmes provide a strong foundation for our improvement programme, ensuring the role that Scrutiny plays in the Authority’s governance arrangements:

- i. Supports robust and effective decision-making
- ii. Makes a tangible contribution to the Council’s improvement priorities
- iii. Continues to evolve.

3. Issues for consideration

3.1 The Scrutiny Committee receives regular update reports on the implementation of its forward work programme. A copy of the current 2023/24 work programme is attached as **APPENDIX 1** to this report for reference and includes changes made to the work programme since the Committee last considered the document.³

3.2 Where appropriate, items may be added to the Committee’s forward work programme during the municipal year. Requests for additional matters to be considered for inclusion on the work programme can be submitted via the Members Request Form for an item to be considered for Scrutiny. Requests are initially considered by the Scrutiny Chairs and Vice-chairs Forum, using the following criteria:

- the Council’s strategic objectives and priorities (as outlined in the Council Plan)
- the ability of the Committee to have influence and/or add value on the subject (A Scrutiny Test of Significance Form will be completed).

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

6.1 Potential impacts on protected groups under the Equality Act 2010

6.2 Potential impacts on those experiencing socio-economic disadvantage in their lives (strategic decisions)

6.3 Potential impacts on opportunities for people to use the Welsh language and treating the Welsh language no less favourably than the English language

Not applicable for this overarching issue but will be considered as an integral part of preparing for specific proposals to be submitted for consideration by the Committee.

7 – Financial Implications

Not applicable.

8 – Appendices:

³ Meeting of the Partnership and Regeneration Scrutiny Committee convened on 6th February, 2024

Partnership and Regeneration Scrutiny Committee Forward Work Programme 2023/24
--

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

Anwen Davies, Scrutiny Manager, Isle of Anglesey, Council Offices, Llangefni. LL77 7TW
--

ITEMS SCHEDULED FOR SCRUTINY → MAY, 2023 – APRIL, 2024
[Version dated 04/03/24]

Note for Stakeholders and the Public:

A [Protocol for Public Speaking at Scrutiny Committees](#) has been published by the Council.

Should you wish to speak on any specific item at a Scrutiny Committee then you should register your interest by submitting a written request using the form available as soon as possible and at least 3 clear working days prior to the specific Committee meeting. You can access information about the meeting and which items being discussed by reading this Forward Work Programme. Contact the Scrutiny Manager if you have any queries

[\[AnwenDavies@ynysmon.gov.uk\]](mailto:AnwenDavies@ynysmon.gov.uk)

CORPORATE SCRUTINY COMMITTEE	PARTNERSHIP AND REGENERATION SCRUTINY COMMITTEE
May, 2023 (23/05/23)	May, 2023 (23/05/23)
Election of Chair: 2023/24	Election of Chair: 2023/24
Election of Vice-chair: 2023/24	Election of Vice-chair: 2023/24
June, 2023 (20/06/23) – Q4	June, 2023 (21/06/23)
Performance Monitoring: Corporate Scorecard Qtr4: 2022/23	Welsh Language: <ul style="list-style-type: none"> Annual Report on the Welsh Standards: 2022/23 Welsh in Education Strategic Plan: 2022/23 → Measure Progress Education Scrutiny Panel Progress Report
Modernising Learning Communities and Developing the Welsh Language Strategy	Gwynedd & Ynys Môn Public Services Board Annual Report: 2022/23
Area of Outstanding Natural Beauty Management Plan	Destination Management Strategic Plan
Annual Delivery Plan: 2023/24	North Wales Economic Ambition Board Qtr 4: 2022/23 Progress Report
Committee Forward Work Programme for 2023/24	Committee Forward Work Programme for 2023/24
September, 2023 (19/09/23) – Q1	September, 2023 (19/09/23) - Education
Performance Monitoring: Corporate Scorecard Q1: 2023/24	Consultation on the Future of Fire and Rescue Services in North Wales – Isle of Anglesey County Council comments
Finance Scrutiny Panel Progress Report	GwE Annual Report for the Isle of Anglesey: 2022/23
Annual Performance Report: 2022/23	Education Scrutiny Panel Progress Report
Nomination of Committee Member on the Finance Scrutiny Panel	Education Scrutiny Charter

CORPORATE SCRUTINY COMMITTEE	PARTNERSHIP AND REGENERATION SCRUTINY COMMITTEE
Committee Forward Work Programme for 2023/24	Committee Forward Work Programme for 2023/24
October, 2023 (18/10/23) - meeting cancelled	October, 2023 (17/10/23)
	Regional Emergency Planning Service Annual Report: 2022/23
	Annual Report North Wales Regional Partnership Board (Part 9): 2022/23
	Public Participation Strategic Plan: 2023/2028
	Committee Forward Work Programme for 2023/24
	November, 2023 (13/11/23) – Additional Meeting
	Betsi Cadwaladr University Health Board
November, 2023 (21/11/23) - Q2	November, 2023 (22/11/23) – Crime and Disorder
Monitoring Performance: Corporate Scorecard Q2: 2023/24	Waste and Recycling Strategic Plan: 2023/2028
Empty Homes Strategic Plan: 2023/28	Gwynedd & Ynys Môn Community Safety Partnership Annual Report: 2022/23
Social Scrutiny Journey Progress Report	Ynys Môn Levelling Up Programme – Measure Progress
Nomination of Committee Member on the Social Services Scrutiny Panel / Corporate Parenting Panel	
Committee Forward Work Programme for 2023/24	Committee Forward Work Programme for 2023/24
January, 2024 (16/01/24) – 2024/25 Budget (morning)	January, 2024 (18/01/24)
2024/25 Budget Setting (Revenue Budget) – initial budget proposals	Modernising Day Opportunities: Learning Opportunities (Holyhead area)
Finance Scrutiny Panel Progress Report	North Wales Economic Ambition Board Qtr 2: 2023/24 Progress Report
	Committee Forward Work Programme for 2023/24
January, 2024 (16/01/24) (afternoon)	
Tenant Participation Strategic Plan	
Asset Management Strategic Plan (Housing)	
Local Performance Indicators: Housing Services – Progress Report	
Committee Forward Work Programme for 2023/24	
February, 2024 (13/02/24) – additional meeting	
Proposal Paper: Transfer Pupils from Ysgol Carreglefn to Ysgol Llanfechell and Close Ysgol Carreglefn	

CORPORATE SCRUTINY COMMITTEE	PARTNERSHIP AND REGENERATION SCRUTINY COMMITTEE
February, 2024 (27/02/24) – 2024/25 Budget	February, 2024 (06/02/24) - Education
Final Draft Budget Proposals for 2024/25 – revenue & capital	Education Scrutiny Panel Progress Report
Finance Scrutiny Panel Progress Report	Equalities Strategic Plan: 2024/2028
Committee Forward Work Programme for 2023/24	Committee Forward Work Programme for 2023/24
March, 2024 (12/03/24) - Q3	March, 2024 (13/03/24)
Monitoring Performance: Corporate Scorecard Q3: 2023/24	Tackling Poverty Strategic Plan 2024-2029
Performance Review Findings – Disabled Facilities Grants	Ynys Môn Levelling Up Programme – Measure Progress
Asset Management Strategic Plan:2024/2029	Corporate Safeguarding
Housing Revenue Account Business Plan: 2024/2054	Annual Report on Equalities: 2022/23
	Item for Information - North Wales Economic Ambition Board Qtr 3: 2023/24 Progress Report
Committee Forward Work Programme for 2023/24	Committee Forward Work Programme for 2023/24
April, 2024 (16/04/24)	April, 2024 (17/04/24)
Local Housing Market Assessment	Public Services Board – governance arrangements / scrutiny of delivery of the Wellbeing Plan
Report of the Scrutiny Task & Finish Group – Letting of Council Housing	
Committee Forward Work Programme for 2023/24	Committee Forward Work Programme for 2023/24

Items to be scheduled:

Corporate Scrutiny Committee	Partnership and Regeneration Scrutiny Committee
Service Asset Management Plan 2021/31 – Smallholdings Estate (June, 2024)	Modernising Day Opportunities: Learning Disabilities (June, 2024)
Census 2021	Ynys Môn Levelling Up Programme – Measure Progress (November, 2024 and January, 2025)
Transformation and Modernisation of Adults' Services	North Wales Police & Crime Commissioner
Modernisation of Learning Communities and Strengthen the Welsh Language Programme	North Wales Fire & Rescue Service
	Welsh Ambulance Services NHS Trust
	Medrwn Môn

	Scrutiny of Partnerships
	Gypsy and Traveller Accommodation Action Plan
	Gwynedd & Ynys Môn Public Services Board – Annual Report 2023/24 (June, 2024)
	Communities for Work Plus Programme: Annual Report 2023/24 (June, 2024)
	Improving Reliability and Resilience across the Menai Straits
	Anglesey Free Port
	Anglesey Local Development Plan
	Impact of Tourism on Anglesey Local Communities (resolution of the Partnership and Regeneration Scrutiny Committee, 21/06/2023)