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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
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RHYBUDD O GYFARFOD	NOTICE OF MEETING
PWYLLGOR SGRIWTINI PARTNERIAETH AC ADFYWIO	PARTNERSHIP AND REGENERATION SCRUTINY COMMITTEE
DYDD MERCHER, 12 CHWEFROR, 2025 am 2.00 o'r gloch yp	WEDNESDAY, 12 FEBRUARY, 2025 at 2.00 pm
CYFARFOD HYBRID – YN YSTAFELL BWYLLGOR , SWYDDFEYDD Y CYNGOR, LLANGFNI AC YN RHITHIOL DRWY ZOOM	HYBRID MEETING – COMMITTEE ROOM, COUNCIL OFFICES, LLANGFNI 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 Ifan 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)

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A G E N D A

1 APOLOGIES

2 DECLARATION OF INTEREST

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

3 MINUTES (Pages 1 - 10)

To submit, for confirmation, the minutes of the previous meeting held on 14 January, 2025.

4 WELSH LANGUAGE POLICY REVIEW (Pages 11 - 38)

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

5 ADDITIONAL LEARNING NEEDS & INCLUSION REPORT - A SUMMARY OF THE CURRENT ALN & I SITUATION (Pages 39 - 52)

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

6 EDUCATION SCRUTINY PANEL PROGRESS REPORT (Pages 53 - 60)

To submit a progress report by the Chair of the Education Scrutiny Panel.

7 NOMINATION OF A MEMBER OF THE COMMITTEE ON THE FINANCE SCRUTINY PANEL (Pages 61 - 66)

To submit a report by the Scrutiny Manager.

8 COMMITTEE FORWARD WORK PROGRAMME 2024/2025 (Pages 67 - 74)

To submit a report by the Scrutiny Manager.

PARTNERSHIP AND REGENERATION SCRUTINY COMMITTEE

Minutes of the hybrid meeting held on 14 January 2025

- PRESENT:** Councillor Gwilym O Jones (Vice-Chair in the Chair)
- Councillors Non Dafydd, Jeff M Evans, John Ifan Jones, Eurnyn Morris, Pip O'Neill, Derek Owen, Ken Taylor and Sonia Williams
- IN ATTENDANCE:** Chief Executive,
Deputy Chief Executive,
Director of Social Services,
Head of Adults' Services,
Executive Manager (Leadership Team) (SOJ) (item 4 only),
Service Manager (Safeguarding & Practice Quality) (SP) (item 5 only),
Scrutiny Manager,
Scrutiny Officer (EA),
Committee Officer (MEH),
Webcasting Committee Services Officer (FT).
- APOLOGIES:** Councillors Dylan Rees and Margaret Murley Roberts
- Mrs Wenda Owen – The Church in Wales,
Mrs Gillian Thompson – Parent Governor – Primary Schools Sector,
Mr John Tierney – The Roman Catholic Church.
- Councillor Robin Williams – Deputy Leader and Portfolio Member for Finance and Housing Services.
- Head of Democracy.
- ALSO PRESENT: Portfolio Members**
- Councillor Neville Evans – Portfolio Member for Leisure, Tourism & Maritime;
Councillor Carwyn Jones – Portfolio Member for Corporate & Customer Experience;
Councillor Dyfed W Jones – Portfolio Member for Children, Young People & Families;
Councillor Gary Pritchard – Leader of the Council and Portfolio Member for Economic Development;
Councillor Alun Roberts – Portfolio Member for Adults' Services & Community Safety;
Councillor Dafydd Roberts – Portfolio Member for Education and the Welsh Language,
Councillor Nicola Roberts – Portfolio Member for Planning, Public Protection & Climate Change; Councillor Dafydd R Thomas –

Portfolio Member for Highways, Property & Waste;
Chief Officer – Medrwn Môn (item 4 only)

In the absence of the Chair, Councillor Gwilym O Jones the Vice-Chair chaired the meeting. Councillor Sonia Williams was appointed as Vice-Chair for this meeting only.

1 APOLOGIES

As noted above.

2 DECLARATION OF INTEREST

None received.

3 MINUTES

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

- Minutes of the special meeting held on 13 November, 2024.
- Minutes of the meeting held on 20 November, 2024.

Arising thereon:-

Item 3 – Gwynedd & Ynys Môn Community Safety Partnership Annual Report – 2023/2024

It was noted that progress has been made following the recommendation to request that the Executive seeks an update from the Regional Group, lead by the Health Board, on the work and discussions regarding the prevention of suicides.

Minutes of the meeting held on 12 September 2024 – Item 5 – Môn Communities Forward

Reference was made to the matter raised at the meeting held on 12 September 2024 that Officers in collaboration with Môn CF to investigate whether there are individuals in communities where the bus service has been withdrawn who would benefit from Môn CF's driving programme. It was noted that the matter has received attention by Medrwn Môn.

4 STRATEGIC PARTNERSHIPS - MEDRWN MÔN

The Chair welcomed Lyndsey Campbell-Williams, Chief Officer of Medrwn Môn to the meeting.

The Leader and Portfolio Member for Economic Development said that Medrwn Môn is one of 19 Community Voluntary Council's (CVC's) funded across Wales to support community groups and voluntary organisations. He noted that Medrwn Môn is a strategic third partner organisations with this Authority and their main aim is to help and promote volunteers and to support community organisations across the Island. Medrwn Môn also supports the Council as regard to 'Place-Shaping', 'Local Alliances', Transport Plans within Communities together with the 'Age-Friendly' Island. He further noted that Medrwn Môn leads on the poverty prevention plan in partnership with the local authority.

The Chief Officer of Medrwn Môn said that Medrwn Môn is an independent agency providing support and advice to voluntary organisations and community groups enabling them to work more effectively. She said that Medrwn Môn is funded through Welsh Government towards their core work. The current funding arrangements will cease on 31st March, 2025; work has been undertaken to establish a business plan across the 19 CVCs for funding for a two-year period 2025/2027. She highlighted that the focus and concerns of community groups is to secure sustainable funding to enable them to fund activities within their communities. 11 Community Groups were supported in 2023/2024 to secure funding of £353,000 from large funding organisations i.e. National Lottery, WCVAs and Welsh Government. Medrwn Môn supported 84 further groups which totalled over £200,000 which included working in partnership with the County Council to secure the Youth Volunteering grant, Warm Spaces Grant, Autumn Activities and Place Shaping funding. She further said that Medrwn Môn has been offering free training sessions which has seen a high percentage of people taking advantage of these sessions. It was noted that £1.9m has been secured through the support of Medrwn Môn by Community Groups through large funding organisations and £313k has been distributed from key funds i.e. SPF funding towards supporting Community Alliances. She said that restructuring of the core staff within Medrwn Môn has been undertaken to support Community Alliances. She referred to the volunteer services provided by Medrwn Môn i.e. Carlink, Good Turns Scheme, Technology & Care, Môn Community Link. She expressed that the working relationship between Medrwn Môn and the County Council is one of the best across the CVCs in Wales.

The following were points of discussion by the committee –

- Questions were raised as to what the most important elements of the work are undertaken by Medrwn Môn within regards to the context of poverty. The Chief Officer of Medrwn Môn responded that the main challenges is to secure core funding to support community groups to afford activities within the communities and to be sustainable in the long term.
- Questions were raised as to what changes has there been in the demand for the type of support individuals and local voluntary organisations need and whether it is anticipated that the demand will increase over the next few years. The Chief Officer responded that staff restructuring has been undertaken to address the demand for core services from Medrwn Môn. She noted that the cost-of-living crises has impacted on community facilities aswell as individuals and there has been discussions as to the sustainability of some community facilities and

whether there is a need to merge some groups afforded within communities. She further said that following the pandemic there has been an increase in demand for core project work afforded by Medrwn Môn.

- Reference was made that during the pandemic some of the community groups ceased. Questions were raised as to whether statistics have been retained as to how many of these groups ceased and how many have continued i.e. one year to five years. The Chief Officer responded that Medrwn Môn has a data base that shows the trends and reasons as to why some different groups have cease and have been struggling and core staff are able to access the data base to target and channelling resources to address the needs of certain communities. The Leader said that any voluntary sector organisation has challenges in securing funding and sustaining and attracting the required volunteers to support the activities offered.
- Questions were raised was to what else could be achieved if resources were available and whether all the Community Alliances will continue in the future. The Chief Officer responded that core funding is essential to be able to support community groups; the retention of staff is key in enabling to support these groups and the impact of the support given to increase the facilities afforded and to work efficiently to create sustainable communities.
- Questions were raised whether the LACs within the Island are sustainable and whether there is collaboration with Elected Members. The Chief Officer responded that that there are four LAC's established on the Island which are linked into the Community Alliances in the area. She noted that the vision for the future is that these LACs will be able to more ingrained into their communities and this will be integrated into the next three year development plan.
- Questions were raised as to where collaboration with the County Council and other organisations can improve. The Chief Officer responded that the working relationship between Medrwn Môn and the Authority has existed for over twelve years. She gave examples of collaboration working in different areas of the Island and within the services within the County Council.
- Questions were raised as to how Elected Members can support the work of Medrwn Môn as a voluntary sector organisation. The Chief Officer responded that the main point of contact with the Elected Members is through the Community Alliances. She noted that Medrwn Môn is one of the only CVCs that will work with Elected Members and Town and Community Councils offering support and training. She further said that Medrwn Môn is willing to support and assist any local projects within the communities that the Elected Members consider that would be of assistance.
- Questions were raised whether there is adequate sharing of information as regards to rural transport schemes. The Chief Officer responded that collaboration working with the Highways Department has only recently been undertaken and statistics have now been shared to inform where the public services are delivering and how often the bus services are used. She noted that Medrwn Môn have funded a feasibility study to inform the Community Alliances where community transport needs to be addressed on the Island. Short-term and long-term outcomes will be discussed between the Council and the funding avenues that will need to address the community transport needs within communities and sharing amenities with other Community Alliances. The Chief Executive said that whilst the use of social media is a platform for sharing information within communities, however, there are people who do not use social

media or have access to social media needs to be considered and the role of Community Alliances is important to share information with residents.

- Reference was made to the North Wales Economic Ambition Boards Regional consultation as regards to the Transport Scheme. Questions were raised whether Medrwn Môn is part of the discussions as regards to the Regional Transport Scheme. The Chief Officer responded that discussions as regards to the community transport needs feasibility study undertaken by Medrwn Môn will be incorporated into the Regional Transport Scheme. Further questions were raised as to whether Medrwn Môn will be sharing information as regards to the consultation by the North Wales Economic Ambition Board with people who do not have access to the social media platform or are unable to visit community hubs and libraries to be able to respond to the consultation. The Chief Officer responded that focus group sessions will be conducted to inform people of the Transport Scheme consultation and Medrwn Môn will report the views back to Ambition Board thereafter.
- Further questions were raised as to whether there are problems in recruiting volunteers. The Chief Officer responded that Benllech and the Seiriol area has the most volunteering capacity on the Island. However, only two volunteers are available as regards to the Car-link scheme run by Medrwn Môn which can be a challenge.

The Chair thanked the Chief Officer of Medrwn Môn for her presentation to the meeting.

It was RESOLVED to note the presentation to the Committee by Medrwn Môn.

5 CORPORATE SAFEGUARDING

The report of the Director of Social Services was presented for consideration by the Committee.

The Portfolio Member for Children, Young People & Families said that Safeguarding is everyone's responsibility. All the Authority's Services and employees, regardless of their role, have a responsibility to safeguard people. He referred to the data within the report which highlighted the number of staff who have completed mandatory safeguarding training during 2023/2024. He further said that a new Action Plan will be introduced together with a review of the Corporate Safeguarding Policy and the Training Plan which will be undertaken in Q4.

The Director of Social Services reported that the report highlights the County Council's responsibility to ensure that staff, volunteers and contractors are aware of safeguarding in their day-to-day work for the Council and know how to raise concerns. A review of the Corporate Safeguarding Plan has been undertaken which will be published on 1st April, 2025. The Council will continue to ensure that effective practice, that includes setting clear and effective standards and robust contract compliance requirements with all external providers of services to the public.

In considering the report, the Committee discussed the following main matters-

- Questions were raised as to the role of the Deputy Chief Executive as the anti-slavery champion. The Deputy Chief Executive responded that he is a member of the joint Community Safety Board with Gwynedd Council which encompasses attending regional meetings with the Chief Executive attending national safeguarding meetings. The Director of Social Services said that there are several wide-ranging areas as regards to safeguarding (i.e. modern slavery, prevent, violence against women and girls) with different Officers from the Council attending different meetings. He noted that there is a need to ensure that the appropriate Officers attend these meetings and to share information thereafter.
- Reference was made within the report that the Director of Social Services has recently visited each Service across the Council to promote how safeguarding encompasses every service within the Council. Questions were raised as to level of seniority these visits were undertaken. The Director of Social Services responded that he has a statutory responsibility as Director of Social Services to ensure that people are aware and understand the meaning of Corporate Safeguarding. He said that he attended meetings of Senior Managers, grade 8 and above, to highlight safeguarding issues and to gauge the requirements of specific services. He referred to 'Teulu Môn' which is the first point of contact for social care services that takes a family-based approach to early intervention and prevention. He noted that any person can contact 'Teulu Môn' to report any issues of concerns.
- Questions were raised as to what assurances can be given that the Local Authority is meeting its Corporate Safeguarding obligations. The Director of Social Services responded that there are strong policies and procedures in place which have been embedded into the services of the Council, staff also access regular training, however, there is always a risk that a child or adult can be abused.
- Reference was made that the report refers to a review of safeguarding training needed to be undertaken by School Governors. The Director of Social Services responded that it is considered that safeguarding training needs to be strengthened with School Governors and to remind them of the 'Teulu Môn' provision. The Chief Executive said that a Training Plan for 2025/2026 has been established for Elected Members and members can request areas of additional training needs through their Group Leaders.
- Questions were raised as to how the Council will ensure that local businesses and services actively participate in sharing information and developing interventions to support corporate safeguarding as is outlined within the report as it is considered that these establishments are in a unique position to spot the signs of exploitation and other forms of abuse. The Director of Social Services responded that the appropriate wording as regards to safeguarding has been agreed and training will also be afforded to these establishments i.e. hotels, restaurants, takeaways, off-licences, taxi drivers, B&B's, cinemas or other licenced premises which may come with children and adults at risk of harm. The provision of 'Teulu Môn' is also highlighted as an avenue to report any concerns and 'Teulu Môn' attend several community events and schools to raise awareness of safeguarding. He further said that the Councils' contracts now include a paragraph highlighting the need for all contractors to adhere to Safeguarding policies.

- Questions were raised as to what measures are in place to ensure full compliance with Corporate Safeguarding training arrangements and how is it monitored. The Director of Social Services responded that the data of the number of staff who have completed the five mandatory safeguarding training provisions afforded is noted within the report. He referred that the data highlights the need for improvement in schools which is not necessarily targeted at teachers only but all the supporting staff in the day-to-day running of the schools. Training will be afforded within schools for those requiring safeguarding training but due to the 'turn-over' of staff it can be difficult to target all the staff in the schools. Further questions were raised whether there is a need to afford refresher course every two years rather than the current requirement of four years. The Deputy Chief Executive responded that the Education Service and schools follow the Welsh Government guidelines as regards to safeguarding training of four years. However, the schools prepare a list of training opportunities for individuals on the Governing bodies, but it is up to those on the Governors to take advantage of the opportunities afforded for training. He further said that apart from the data listed within the report the schools have their own data as regards to safeguarding training attendance. The Chief Executive said that there has been considerable work undertaken to improve the statistics over the last three years by the Human Resources Department. The training afforded needs to be available to all staff members within the schools which can be a challenge whilst the staff need to carry out their day-to-day work.
- Questions were raised as to whether the mandatory safeguarding training data, as is reported within the report, should exclude schools as they have their own data analysis as the number of staff attending mandatory training is lower than other services. Reference was also made that the cyber security awareness course attended by schools were much lower than other services. The Director of Social Services said that the safeguarding training data submitted is for 2023/2024 and it must be recognised that school staff are part of the corporate staffing of the Authority and are also part of the key safeguarding procedures. He noted that there are processes in place to improve the data within schools. The Deputy Chief Executive said that a Members Briefing Session can be arranged to inform Elected Members of the school's contribution towards the Corporate Safeguarding arrangements.
- Reference was made that the data on mandatory safeguarding training completed by Elected Members should be included within the training data.
- Reference was made to the increase in home-schooling and questions were raised whether the Council is monitoring and attending the homes of these children and whether there are adequate workforce resources within the Council to carry out home visits. As Chair of the Education Scrutiny Panel, Councillor Gwilym O Jones said that the Panel receives regular reports and scrutinise home-schooling, and the Education Officers visits the home of children who receive home-schooling. He noted that there is close collaboration between the Education and Social Services Departments as regards to home-schooling. The Director of Social Services responded that information is shared between both the Education and Social Services Departments, and he assured that there is adequate workforce in the Social Services Department as regards to Social Workers. However, he said that the legislation does not allow to forcefully attend a child's home who receives home-schooling. He further said that both the Learning and Children's and Families Services responded to the Welsh

Governments consultation on home-schooling. The Authority would prefer to see a Teacher and Social Work meeting the family of a child intending/receiving home-schooling, but the recommendation was not accepted by Welsh Government. He said that this is continued to be raised with Welsh Government as the number of home-schooled children is increasing across Wales. The Deputy Chief Executive said that a Members Briefing Session was undertaken recently as regards to home-schooling. He noted that there are national guidelines and requirements as regards to home-schooling. An Officer has been appointed within the Learning Services whose role incorporates home-schooling and the Officer and Teacher visits the home of the family who register their child for home-schooling and arranges schooling sessions and a yearly session on safeguarding is afforded which complies with national requirements.

- Questions were as to what strategies will be used to ensure comprehensive responses when consulting with children and young people, to understand their experiences in a child-centred approach to safeguarding. The Director of Social Services responded that there are processes in place to support children as they spend most of their day in school. It was noted that schools are able to approach 'Teulu-Môn' to express any concerns for a child. He noted that he and the Safeguarding Manager are part of the Headteachers Forum which enable them to share experiences and concerns as regards to safeguarding. He further referred that some children might not be comfortable in sharing experiences with a teacher but would be willing to speak to a Youth Worker or if they have an Advocate. He noted there are different forums that enables children and young people to express their concerns and Barnardo's and NSPCC have helplines available. The Deputy Chief Executive said that a Counselling provision is afforded within the Learning Service and every school on Anglesey has completed the Trauma Informed Training to date. He further said that the cyber security will also be considered.
- Questions were raised as to whether contacting 'Teulu-Môn' can be anonymous. The Director of Social Services responded that the role of 'Teulu-Môn' is to offer advice and assistance and take referrals where appropriate. We like to think that all professionals would be willing to share their concerns with a family (where appropriate) before calling Teulu Môn so that we are transparent with the families we work with. He noted that there is a danger that people will report an incident anonymously which are untrue, and evidence is required to support the concerns of an individual. Further questions were raised as to how long it takes to respond to an issue of concern. The Director of Social Services responded that the respond does vary regarding different cases. Firstly, the Police is contacted, and joint decisions are undertaken. He noted that if an emergency arises it is the Police that take the leading role and Social Services staff will also attend.
- Questions were raised as to whether safeguarding issues are discussed within the Social Services Scrutiny Panel as is undertaken within the Education Scrutiny Panel. The Chief Executive suggested that in the future the Education Scrutiny Panel and the Social Services Scrutiny Panel could discuss the work of scrutinising the Corporate Safeguarding reports. The Chairs of both Panels thereafter can report back to the Chairs/Vice-Chairs Scrutiny Forms before they are presented to the Partnership and Regeneration Scrutiny Committee.

It was **RESOLVED** that following examining the information shared and reviewing developments over the past 9 months, it was agreed that the Council is fully meeting its Corporate Safeguarding obligations.

ACTIONS :

- **The Chairs / Vice Chairs Scrutiny Forum be invited to consider the contribution of the Education Scrutiny Panel and the Social Services Scrutiny Panel to the work of scrutinising Corporate Safeguarding reports before they are presented to the Partnership and Regeneration Scrutiny Committee. [Scrutiny Manager to action].**
- **To ensure that both Elected Members and staff prioritise attendance at mandatory training on cyber security.**
- **That arrangements be made for a presentation to a Member's Briefing Session on the contribution of schools to the Authority's Corporate Safeguarding arrangements. [Director of Education, Skills and Young People].**
- **To consider the structure of future Corporate Safeguarding reports in the future, and specifically the priority of including separate information on safeguarding arrangements in schools.**

6 COMMITTEE FORWARD WORK PROGRAMME 2024/2025

The report of the Scrutiny Manager setting out the Partnership and Regeneration Scrutiny Committee's indicative Forward Work Programme for 2024/2025 was presented for consideration.

It was **RESOLVED** to:-

- **Agree the current version of the forward work programme for 2024/2025.**
- **Note progress made thus far in implementing the forward work programme.**

The meeting concluded at 4.10 pm

**COUNCILLOR GWILYM O JONES
VICE-CHAIR IN THE CHAIR**

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ISLE OF ANGLESEY COUNTY COUNCIL Scrutiny Report Template	
Committee:	Partnership and Regeneration Scrutiny Committee
Date:	12 February 2025
Subject:	Welsh language policy review
Purpose of report:	To submit a revised draft of the Welsh language policy for the committee’s consideration, comments, and approval to put before the Executive and the full Council.
Scrutiny chair:	Councillor Dylan Rees
Portfolio holder(s):	Councillor Dafydd Roberts
Head of service:	Lynn Ball, Director of Function (Council Business)
Report author:	Ffreuer Owen, Policy and Welsh Language Manager
Tel:	01248 725 520
Email:	FfreuerOwen@anglesey.gov.wales
Local members:	Relevant to all elected members

1 – Recommendation(s)
The Committee is asked to: R1 Consider the draft Welsh language policy and recommend its submission to the Executive and full Council for their approval.

2 – Link to Council Plan / Other Corporate Priorities
<ul style="list-style-type: none"> • Council Plan 2023-28: Welsh Language Strategic Objective • Welsh Language Promotion Strategy 2021-26

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: <ul style="list-style-type: none"> • 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**

- How have the Council's practices in relation to the Welsh language changed since Welsh language standards came into force in 2016?
- What are the main differences between this draft and the current Welsh language policy?
- Why does the Council need a Welsh language policy and what are the main challenges of implementing it?

5 – Background / Context

The Council's current Welsh language policy was adopted in 2016 when statutory Welsh language standards came into force. Since then, our understanding of the standards has matured, and our practices in relation to the language have developed significantly. It is therefore apposite that we revise our Welsh language policy to reflect these changes.

The main revisions to the policy include:

- Summarising the requirements of the standards following a period of implementation.
- Adding general principles to accompany policy headings for clarity.
- Creating a clear separation between the Council's public services and our internal use of Welsh.
- Updates to clauses relating to digital services.
- Commitments to use our influence to promote the use of Welsh placenames.
- Updates to clauses relating to recruitment and appointment practices.
- An additional section relating to the roles of elected and lay members.

6 – Equality Impact Assessment [including impacts on the Welsh Language]**6.1 Potential impacts on protected groups under the Equality Act 2010**

The Welsh language policy affects all those who deal with the Council and therefore applies to all protected groups. We know from national and local data that Welsh speakers belong to each of these groups, and the Welsh language policy confirms their right to receive services in their chosen language; Welsh or English.

As the draft policy is designed to meet the statutory requirements of Welsh language standards, to protect people's rights to use the language, and offer Welsh language services to all, its identified impact is generally positive. Its inclusive emphasis, commitment to honour language preference, and equal

treatment of Welsh and English when offering public services, means that the policy does not exclude non-Welsh speakers.

Sections of the policy which relate to our internal use of the language are considerate of officers, and others, who lack confidence in their Welsh language skills. They commit to bilingual communication (where appropriate) and offer training and support to avoid exclusion or indirect discrimination.

Accessibility principles were considered when drafting the revised policy. Expectations are placed on officers to consider accessibility (including digital accessibility) when preparing Council materials. If adopted, it will be available in other formats upon request.

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

As noted above, the draft policy's inclusive emphasis, the protection of people's rights to use the language, and to offer Welsh language services to all, means that individuals experiencing socio-economic disadvantage are unlikely to be adversely affected by its adoption.

6.3 The potential effects on the opportunities for people to use Welsh and not treat Welsh less favourably than English

By its nature, adopting the draft policy will have a positive impact on opportunities to use Welsh and the status of the language. Changes to the current policy signify an effort to strengthen our compliance with Welsh language standards, and other strategy commitments. They offer clarity to citizens, officers and others involved with the Council, about how we use and consider the language in different contexts. They also include steps to facilitate the use of Welsh language services, and to use our influence to promote the language externally and within our administration.

The draft policy contributes to the aims of our Council Plan and our Welsh language promotion strategy (specifically its second priority area, the workplace, Welsh language services and infrastructure.)

7 – Financial Implications

N/A

8 – Appendices

Draft Welsh Language Policy (Version 4.0)

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

- Isle of Anglesey County Council, Welsh Language Policy (2016)
- Isle of Anglesey County Council, Welsh Language Promotion Strategy 2021-26
- Isle of Anglesey County Council, Council Plan 2023-28



CYNGOR SIR
YNYS MÔN
ISLE OF ANGLESEY
COUNTY COUNCIL

Isle of Anglesey County Council

Draft Welsh Language Policy

Version 4.0 (04/2025)



About this policy

This is the Isle of Anglesey County Council's (the Council's) Welsh language policy. It sets out how the Council will use and consider the language in different contexts when conducting its business. It applies to members of the public and others dealing with the Council, as well as officers, and elected and lay members. (A separate policy relates to the use of Welsh in our schools.)

It is published in accordance with the Council's priorities and the duties imposed on it under section 44 of the Welsh Language (Wales) Measure 2011.

Revision history

Version	Date	Summary of changes
1.0	April 2016	First submitted draft to the Executive
2.0	May 2016	Revised draft submitted to the full Council
3.0	May 2016	Policy approved by the full Council
4.0	April 2025	

Next review date

This policy will be reviewed as necessary. In accordance with constitution's policy framework, any revisions to this policy are subject to approval by the full Council.

Contact details

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www.anglesey.gov.wales

You are welcome to contact the Council in Welsh or English. You will receive the same standard of service in both languages.

Other formats

**We are happy to provide this policy in other formats on request.
Please use these contact details.**

Related documents

Council Plan; Welsh Language Promotion Strategy; Welsh Language Standards; Welsh language standards for awarding grants; Anglesey placenames; Policy on naming and numbering streets and houses. All available on our website, at our sites, and by request.

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Foreword

This policy supports the Council's commitment to the Welsh language. The language is a strategic objective of our Council Plan, and our Welsh language promotion strategy outlines our plans to increase the use of Welsh by our service users and within our administration.

In accordance with Welsh Language Standards (No. 1) Regulations 2015, we must comply with specific statutory duties in relation to the language. This policy fulfils our duty to publish a document explaining how we will comply with the standards placed upon us. Details of those exact standards can be found in our compliance notice from the Welsh Language Commissioner, on our website, and by request. This policy follows the standards placed upon us, and the standards' numbers are included in the headings.

This policy also acts as our policy on the internal use of Welsh.

Policy statement

This Council recognises the official status of the Welsh language in Wales and respects the freedom of individuals to use the language without impediment. It operates in accordance with the central principle of the Welsh (Wales) Measure 2011, that the Welsh language should not be treated less favourably than English.

By implementing this policy, the Council will ensure that Welsh and English are treated equally in the provision of its services. The people of Anglesey, and others, may use either language when dealing with us, and we will take steps to ensure that their preference is noted and respected.

We will consider the impact of our decisions on the Welsh language and use our influence to require others to consider the language as we work together. Third parties acting on our behalf will be required to comply with the relevant requirements of Welsh language standards and this policy.

The Welsh language is used in all aspects of the Council's administration. But we recognise that not all members of our workforce have the confidence or necessary skills to work entirely through the medium of Welsh. We will take steps to increase our internal use of the language and enable our staff to live a full Welsh working life. We will do this in line with our Council Plan priorities and our Welsh language promotion strategy.

The sections that follow explain how we will use and consider the Welsh language in different contexts. If a situation arises that is not covered by this policy, please refer to our compliance notice and seek advice from our policy and Welsh language officers using the contact details on the cover of the policy.

Part 1: Public services

This part of the policy explains how we will use Welsh when providing services to the public.

1. Written correspondence

Service delivery standards 1, 4, 5, 6, 7¹

General principles:

- People are welcome to correspond with the Council in Welsh or English.
 - We aim to record people's preferred language and correspond with them according to their preference.
 - We will offer the same standard of service in both languages.
-

- 1.1 We will answer correspondence in the language it is written, and in accordance with relevant targets.
- 1.2 We will initiate personal correspondence in the recipient's preferred language. If we do not know the recipient's preferred language, we will correspond bilingually.
- 1.3 When we correspond with a member of the public following a conversation in Welsh – on the phone or face-to-face – we will do so in Welsh. Unless the member of the public has expressed that there is no need to reply in Welsh.
- 1.4 Standardised and collective Council correspondence will be sent bilingually. Welsh will appear to the left or above the English text and both languages will be equal in format, size, prominence and quality.
- 1.5 When we start corresponding with a public body that is subject to Welsh language standards, we will do so in Welsh.
- 1.6 Correspondence, and other Council materials inviting a response, will make clear that people are welcome to deal with us in Welsh or English, and that the same standard of service is available in both languages.
- 1.7 We will ensure that our correspondence is accurate. Officers are encouraged to use spell-checking software and to write clearly in a style suitable for their audience. They are expected to use our translation service where necessary.

2. Phone calls

Service delivery standards 8, 9, 10, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22

¹ Isle of Anglesey County Council, Welsh Language Standards (2016). Available at www.anglesey.gov.uk.

General principle:

- People are welcome to use Welsh or English when calling the Council.
-

- 2.1 Callers to the Council's telephone numbers – including helplines, call centres and direct numbers – will be greeted bilingually with Welsh first.
- 2.2 If an officer is unable to fully deal with a telephone enquiry in Welsh, they should explain this to caller and offer to pass the call on to a colleague.
- 2.3 Answering machine messages and any automated Council telephone services will be bilingual with Welsh first.
- 2.4 We will not treat Welsh less favourably than English when advertising telephone numbers and will note that we welcome calls in Welsh.
- 2.5 We will take steps to establish and record people's language preference when calling them for the first time, and honour that preference when calling them in the future.

3. Meetings and events

Service delivery standards 23, 25, 27, 27A, 27CH, 29, 30, 31, 32, 33, 34, 35, 36, 84, 86

General principles:

- Welsh is the natural language of our public meetings and events and attendees will have the right to use it.
 - Simultaneous translation will be available to non-Welsh speaking attendees.
-

- 3.1 When we invite only one person to a meeting, we will ask about their preferred language and hold the meeting in Welsh, without simultaneous translation, if that is their preference.
- 3.2 When we invite several people to a meeting that is not open to the public, we will ask them about their preferred language and arrange simultaneous translation from Welsh to English if necessary.
- 3.3 When we hold meetings that relate to an individual's well-being, and involve that individual, we will ask about their preferred language. We will hold the meeting in Welsh, without simultaneous translation, if that is their preference. The language of the meeting should not be changed for the benefit of officers or other attendees.

- 3.4 Invitations to Council public meetings will be bilingual. We will note on advertising materials and invitations that people are welcome to use Welsh and English at our meetings.
- 3.5 We will ask speakers at our public meetings about their preferred language in advance.
- 3.6 We will hold our public meetings in Welsh or bilingually and simultaneous translation from Welsh to English will be available. The chair or organiser is expected to give guidance on language use at the start of the meeting. This includes making clear that a translation service is available and that attendees have the right to always use their preferred language.
- 3.7 We strive to ensure that Council officers who participate in our public meetings use Welsh. In situations where this is not possible, we will ensure that other attendees can use the language.
- 3.8 Any Council materials we display at our public meetings will be bilingual. Welsh will appear to the left or above English text and both languages will be equal in format, size, prominence and quality.
- 3.9 Council events, and public events at least 50% funded by us, will be advertised and held bilingually. We will ensure that Welsh is not treated less favourably than English at our events.
- 3.10 We will try to ensure that all meetings and other face-to-face contact between us and members of the public – whether in the office, at home, on site etc. – can take place in Welsh. In a situation where this is not possible, the officer concerned should seek the help of a Welsh-speaking colleague.
- 3.11 In the case of pre-arranged field meetings, we will arrange that officers in attendance are able to offer a choice of language to other attendees.
- 3.12 Any education course open to the public will be offered by us in Welsh unless we have assessed that there is no need to offer the course in Welsh. This does not apply to education provided in our schools.

4. Publicity and advertising

Service delivery standard 37

- 4.1 Our campaigns, including advertising, publicity and marketing campaigns, will be fully bilingual. The only exception will be in the case of radio, television or other recordings, where the language of the content will depend on the medium in question.

5. Written materials

Service delivery standards 38, 40, 48, 49, 50, 50A, 50B, 51, 52, 55, 56, 69, 70

General principles:

- All Council public written materials will be available in Welsh and English.
 - Our public materials will treat both languages equally.
-

- 5.1 Any material we display publicly will be bilingual.
- 5.2 We will try to ensure that materials occasionally displayed by other bodies or companies at our site are bilingual.
- 5.3 All written Council public materials will be available in both Welsh and English. This includes print and digital materials. Types of materials include, but are not limited to:
- Reports, strategies and plans
 - Meeting agendas, minutes and papers
 - Forms
 - Handouts, brochures and explanatory material
 - Posters, advertisements and marketing materials
 - Press and media releases
 - Public and official notices
 - Consultation and engagement documents
- 5.4 We will aim to produce print materials bilingually in one document. Welsh text will appear to the left or above English text, or back-to-back. Both languages will be equal in format, size, prominence and quality.
- 5.5 Where it is not possible or practical to produce print material bilingually, we will produce separate Welsh and English versions. Both languages will be equal in format, size, prominence and quality, and published simultaneously. It will be as easy to access the material in either language.
- 5.6 Where it is not possible to produce a bilingual form, versions in both languages will be equally valid and treated equally.
- 5.7 If we complete part of a form on behalf of a member of the public (for example, before sending it to verify its content or to complete the rest of the form), we will insert the information in Welsh on the Welsh version, and vice versa.
- 5.8 English versions of the Council's materials will make it clear that they are also available in Welsh, and vice versa.

- 5.9 We will keep accessibility considerations (including digital accessibility) in mind when producing materials. Officers are expected to follow guidance and seek the advice of relevant colleagues to ensure Council materials meet relevant standards.
- 5.10 We will ensure that our public materials are accurate and in line with the Council's style guidelines. Officers are encouraged to use spell-checking software and to write clearly in a manner suitable for their audience. They are expected to use our translation service where necessary, and to proof-read all public materials.

6. Websites and digital services

Service delivery standards 52, 55, 56, 57, 58, 59, 60

General principles:

- Our digital services will be available in both Welsh and English.
 - We will offer the same standard of service in both languages.
-

- 6.1 All information on our website will be bilingual, and Welsh will not be treated less favourably than English on our website.
- 6.2 We will offer users a language choice and a convenient way of navigating between the corresponding Welsh and English pages of our website.
- 6.3 Any digital forms and questionnaires on our website will provide users with a language choice.
- 6.4 Our website's customer relationship management (CRM) system will ask users about their preferred language. Responses to requests made through the system will be sent accordingly.
- 6.5 Any other contact with members of the public through our digital media will take place in accordance with the provisions of part one of this policy.
- 6.6 All Council information on our social media accounts will be bilingual. Depending on the medium, we will either have:
- one social media account sharing corresponding information in Welsh and English, with Welsh appearing first; or
 - two corresponding social media accounts, one in Welsh and the other in English, which treat both languages equally.
- 6.7 Council apps and self-service machines will work bilingually and will not treat the Welsh language less favourably than English.

- 6.8 When developing our digital services, we will take into account the principles of the Welsh Language Commissioner guidance document, Technology, Websites and Software: Considering the Welsh Language². Officers are expected to follow guidelines such as our procurement manual, and IT digital publishing policy, to ensure that commissioned services align with the requirements of this policy. Digital services must not be changed, commissioned or launched without the input and support of the Digital Services team.

7. Signs

Service delivery standards 61, 62, 63,
Operational standards 141, 142, 143

General principle:

- Our signs will be bilingual.
-

- 7.1 All signs placed by us in public spaces and in our workplaces will be bilingual. This includes road signs and road markings.
- 7.2 Signs displaying monolingual Welsh placenames are excluded. Our policy in relation to the names of places, streets and estates is set out in section 11 of this policy.
- 7.3 When both languages appear together on a sign, Welsh will appear to the left or above the English text. Both languages will be equal in format, size, prominence and quality.
- 7.4 Where it is not possible to include both languages on a single sign, we will place separate Welsh and English versions. Both languages will be equal in format, size, prominence and quality. We will place the Welsh sign above or to the left of the English sign.
- 7.5 The Welsh text of our signs will be accurate in terms of meaning and expression. Officers are encouraged to use spell-checking software and to use plain language, suitable for their audience. Officers are expected to use our translation service where necessary, and to always proofread signs.

8. Receptions

Service delivery standards 64, 67, 68, 87
Operational standard 144

General principles:

² Welsh Language Commissioner, Technology, Websites and Software: Considering the Welsh Language (2016). Available at www.welshlanguagecommissioner.wales.

- People are welcome to use Welsh and English at our receptions.
 - We will make it clear that a Welsh language service is available.
-

- 8.1 We will offer a full bilingual service at our receptions.
- 8.2 We will display signs at our receptions to indicate that a Welsh language service is available.
- 8.3 Officers at our receptions will wear Work Welsh (*laith Gwaith*) badges to indicate that they can give a Welsh service.
- 8.4 Any audio announcements or public addresses at our sites will be bilingual with Welsh first.

9. Grants and financial support

Service delivery standards 71, 72, 72A, 73, 75
Policy making standard 94

General principles:

- Persons will be welcome to apply for grants from the Council in both Welsh and English.
 - We will treat both languages equally when considering grant applications.
-

- 9.1 Public materials relating to the awarding of Council grants Council will be available in both Welsh and English and will note that applications are welcome in either language.
- 9.2 We will treat grant applications submitted in either language equally (including, among other things, in relation to application deadlines and timescales for informing applicants of decisions).
- 9.3 We will offer grant applicants a language choice, including in interviews as part of our assessment of their application.
- 9.4 Where appropriate, we will impose conditions on organisations, bodies or individuals, who do not represent public bodies but receive financial support from the Council, to deliver their public services bilingually or in Welsh.
- 9.5 In the case of any financial support offered by the Council to organisations, bodies or individuals, the relevant head of service will have a responsibility to encourage the recipient to use a portion of it to promote the Welsh language in its activities. The head of service will also be responsible for monitoring how the Welsh language has been promoted.

- 9.6 We will ensure that the impact of grant awarding on the Welsh language is considered by implementing a policy known as Welsh language standards for grant awarding: Corporate guidance. This policy is available on our website and by request.

10. Contracts, agreements and partnerships

Service delivery standards 76, 77, 77A, 80

General principles:

- Persons will be welcome to tender for Council contracts in Welsh and English.
 - We will treat both languages equally when publishing materials and considering bids for tenders.
 - We will use our influence to compel and encourage others to operate to the same standards as us.
-

- 10.1 We will take into account the principles of the Welsh Language Commissioner guidance document, Contracting out public service contracts: Considering the Welsh Language³ when setting out contracts. Officers are expected to follow guidelines such as our procurement manual to ensure that Council contracts align with the requirements of this policy.
- 10.2 Public materials relating to Council contracts will be available in both Welsh and English and will note that tender applications are welcome in either language.
- 10.3 We will treat tenders submitted in either language equally (including, among other things, in relation to application deadlines and timescales for informing applicants of decisions).
- 10.4 We will offer tenderers a language choice, including in interviews as part of our assessment of their application.
- 10.5 Any agreement or arrangement we make with a third party, which relates to the provision of services to the public in Wales, will be abide by the terms of this policy. This includes (without restriction) outsourced services.
- 10.6 In the case of any service provided by a third party, the relevant head of service will be responsible for ensuring that full details of the specific requirements of Welsh language standards and this policy are communicated to potential providers.

³ Welsh Language Commissioner, Contracting out public service contracts: Considering the Welsh Language (2016). Available at www.welshlanguagecommissioner.wales.

- 10.7 The relevant head of service will also be responsible for ensuring that any prospective provider is aware of the need to satisfy the Council that it can provide a bilingual service according to the relevant requirements of the language policy in relation to the service/area concerned.
- 10.8 In setting out an agreement, the relevant head of service will be responsible for ensuring that the third party complies with relevant aspects of this policy and monitoring compliance during the term of the agreement. This is done by including relevant details in materials provided to the third party.
- 10.9 Where a third party is expected to provide written material or make submissions to Council public meetings, the relevant head of service will be responsible for ensuring that the provision is fully bilingual by including specific conditions in the agreement with the third party concerned.
- 10.10 This policy is as relevant to any third party providing a service on the Council's as it is to Council itself in dealing with the public.
- 10.11 Organisations, bodies or individuals that do not represent a public body, but provide a service regulated by the Council will be encouraged to comply with the requirements of this policy. As and when required, advice will be given on good practice.
- 10.12 When purchasing services from third parties on behalf of the public, in circumstances not already mentioned, we will encourage those third parties to use Welsh when providing services to the public in Wales.
- 10.13 We often work in partnership with public bodies, third sector organisations, and other agencies. Where appropriate, we will ensure that our partners act in accordance with the principles of the Welsh Language Commissioner's guidance on contracting out public service contracts.
- 10.14 When the Council leads a partnership, strategically and operationally, we will ensure that the public provision complies with the requirements of this policy and the Welsh language standards imposed upon us.
- 10.15 When the Council joins a partnership, which is led by another organisation, our input will comply with the requirements of this policy and the Welsh language standards imposed upon us. We will also use our influence to encourage other parties to operate to the same standards.
- 10.16 When the Council operates as part of consortia, we will encourage the consortia to adopt a Welsh language policy. When working publicly in the name of a consortia, we will operate in accordance with this policy.

- 10.17 When the Council joins or leads a partnership, we will ask prospective partners about their Welsh language policies, or how they intend to operate bilingually. As a part of each partnership, we will offer advice and support in relation to the Welsh language and bilingualism to the other parties involved.
- 10.18 When drafting and reviewing joint-provision and joint-funding contracts, we will ensure compliance with this policy to avoid any deterioration in public Welsh language provision. We will monitor contracts to ensure compliance.
- 10.19 We will use our influence to raise awareness of the importance of the Welsh language in our area among our partners and work together to improve bilingual services.
- 10.20 We will press for opportunities to enable staff who are jointly providing services to continue to work through the medium of Welsh.

11. Council and local area identity

Service delivery standard 83

General principles:

- We will promote the Welsh language as part of our identity.
 - We will use our influence to promote Welsh placenames and protect our history and heritage.
-

- 11.1 The Council's public face and corporate identity will be bilingual and will not treat the Welsh language less favourably than English.
- 11.2 This shall include the Council's name and the names of its services, and all its relevant addresses, logos, brands, slogans, letterheads, publications and all public written material in the form of reports, signage, forms, notices, or notices or writing on Council buildings, vehicles or property.
- 11.3 We will further promote Welsh names and vocabulary within our identity as part of implementing our Welsh language promotion strategy. Welsh mottos such as 'Môn Mam Cymru' will not be translated.
- 11.4 We will maintain a list of local placenames. We will employ the Welsh forms of placenames and other geographical features, except in cases where the Council has recognised an official English version. Where an English form of a placename is recognised, it should only be used in an English context.
- 11.5 We will base new street and estate names on Welsh vernacular and historical names associated with the area. When coining a new name, we will do so solely in Welsh and in accordance with our street and house naming and numbering

policy. We will use the town and country planning regime to support the implementation of these policy commitments.

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Part 2: Policy making and assessing impact on the Welsh language

This part of the policy explains how we will consider Welsh when making decisions.

12. Impact assessment

Policy making standards 88, 89, 90
Record keeping standard 150

General principle:

- We will assess the impact of our decisions on the Welsh language as we develop proposals or make changes to our practices.
-

- 12.1 We will take into account the principles of the Welsh Language Commissioner guidance document, Policy Making Standards: Creating opportunities for persons to use the Welsh language and treating the Welsh language no less favourably than the English language⁴ as we develop proposals or make changes to our practices.
- 12.2 Council services have a responsibility to ensure that consideration is given to the potential impacts of policy decisions on the Welsh language. Consideration must be given to the language when developing proposals for new policies, strategies and schemes, or when reviewing or amending current practices.
- 12.3 Council services have a responsibility to ensure that any new policies, strategies or schemes align with the wider commitments of the Council's Plan and our Welsh language promotion strategy.
- 12.4 We will ensure that we fulfil our duty under Welsh language standards to assess impact on the Welsh language using an impact assessment framework. This framework will include other statutory duties including, but not limited to, equality considerations, the socio-economic duty, and the well-being of future generations.
- 12.5 We will refer to the impact assessment framework when making recommendations to our elected members for their decision. Policy and Welsh language officers will provide guidance on other circumstances where a Welsh language impact assessment should be carried out in accordance with policy making standards and the Welsh Language Commissioner's code of practice.

⁴ Welsh Language Commissioner, Policy Making Standards: Creating opportunities for persons to use the Welsh language and treating the Welsh language no less favourably than the English language (2020). Available at www.welshlanguagecommissioner.wales.

- 12.6 We will publish materials on our intranet to support officers responsible for carrying out impact assessments.
- 12.7 Separate statutory impact assessment processes are in place in some areas, such as town and country planning.

13. Consultation and engagement

Policy making standards 91, 93, 93, 95, 96, 97

General principle:

- We will seek public opinion on the impact of our proposals on the Welsh language as we consult and conduct research.
-

- 13.1 The Council's services will have a responsibility to ensure that any public research or consultation undertaken by them in developing proposals or making changes to our practice seeks views on impact on the Welsh language.
- 13.2 We will ask specific questions about the impact on the Welsh language in consultation documents and in the conduct of research. Guidance on suitable questions will be available to officers on the Council's intranet and from policy and Welsh language officers.

Part 3: Internal use of Welsh

Welsh is used in all aspects of the Council's interior administration. This part of the policy explains how we use the language with our staff, elected and lay members, and within our administration.

14. Meetings and internal communications

Operational standard 98

General principles:

- Welsh is the natural language of our internal meetings.
 - We will encourage our staff to use Welsh at work.
 - Our internal communications will be bilingual to include all members of staff.
-

- 14.1 Internal Council meetings be held in Welsh where possible. We will use simultaneous translation where necessary.
- 14.2 We will encourage staff to use Welsh, verbally and in writing, and will run campaigns to promote the use of Welsh at work. Support, including training and resources will be available to anyone seeking to develop their use of the language.
- 14.3 We recognise that not all members of our workforce have the confidence or necessary skills to work entirely through the Welsh language. Staff shall have the right to work through the medium of Welsh or English as long as it is consistent with the provisions of this policy, the language requirements of their roles, and does not substantially impair the effectiveness of internal communications.
- 14.4 All general internal communications will be bilingual to be inclusive of all members of our staff. Welsh text will appear to the left or above English text and both languages will be equal in format, size, prominence and quality.
- 14.5 For consistency and to avoid confusion, letters of the Welsh alphabet will be used for designating paragraphs, sections, etc. in texts.

15. Internal services

Operational standards 99, 100, 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 120, 124, 125, 126

General principles:

- Internal staff services will be available in Welsh.

- We will respect the language preference of our staff and provide materials and conduct processes relating to their employment in the language of their choice.
-

- 15.1 We will record the language preference of our staff, and respect that choice when providing internal materials and services relating to their employment with the Council.
- 15.2 Our internal policies will be available bilingually on our intranet and by request.
- 15.3 Our staff will have the right to use Welsh or English as part of complaints and disciplinary processes. We will inform our staff of this right and, where indicated, conduct processes in Welsh in accordance with the requirements of operational standards.
- 15.4 Grammar and spellchecking software and Welsh interfaces will be available to our staff.
- 15.5 Information on our intranet will be bilingual, and Welsh will be treated no less favourably than English on our intranet. We will be publish promotional content on our intranet to support our staff to use the Welsh language.

16. Training and workforce planning

Operational standards 127, 128, 129, 130, 132, 133, 134, 135
Record keeping standards 151, 152

General principle:

- We will offer a range of training opportunities to support our staff to develop their Welsh language skills.
-

- 16.1 We will implement a language skills framework to assess the Welsh language skills of our staff. We will use this framework to ensure that our staff members' have the right Welsh language skills to carry out their duties.
- 16.2 As part of our annual performance review process, our staff will be required to report on their Welsh language skills along with any development needs.
- 16.3 We will plan our workforce to ensure that public facing workplaces have enough Welsh speakers to offer services in accordance with the provisions of this policy.
- 16.4 In non-public facing workplaces, staff members' Welsh language skills may vary from role to role. Officers will be encouraged to learn and use Welsh to facilitate collaboration within teams, and between Council services in general.

- 16.5 We will identify the Welsh language skills that apply to each role in accordance with our language skills framework. This information will be included in all job descriptions. Guidance on the designating Welsh language skill levels will be available to support managers responsible for preparing job descriptions.
- 16.6 We will routinely provide training in Welsh and English. Should we offer training on these subjects, it will be available in Welsh:
- Recruitment and interviewing
 - Performance management
 - Complaints and disciplinary procedures
 - Induction
 - Dealing with the public
 - Health and safety
- 16.7 We will provide training (in Welsh) on the effective use of Welsh in meetings, when conducting interviews, and as part of complaints and disciplinary procedures.
- 16.8 We will encourage staff to follow training courses in Welsh where applicable. We will use our influence to encourage examination/assessment bodies who operate in Wales to offer their students a choice to sit examinations and submit work to be assessed in Welsh.
- 16.9 All new members of staff will receive language awareness, information about Welsh language standards and how the language can be used at work as part of the induction process. Training on these topics will also be available to other members of our staff.
- 16.10 We will provide an email signature and other resources that staff may use to let others know that can speak or are leaning Welsh.
- 16.11 We encourage our staff to develop their Welsh language skills throughout their career with the Council. We will provide a range of Welsh language training opportunities during working hours.
- 16.12 Managers have a responsibility to encourage staff to undertake Welsh language training and to assess the Welsh language training needs of their teams.
- 16.13 We will ensure that officers learning Welsh receive a certain number of hours of Welsh language training per year.
- 16.14 Responsibility for overseeing Council's Welsh language training provision lies with human resources, under the leadership of the head of profession.

17. Recruitment and selection

Operational standards 136, 136A, 137, 137A, 137B, 138, 140
Record keeping standards 153, 154

General principle:

- The ability to use Welsh is an essential skills of Council roles and the level of ability will depend on the requirements of each post.
-

- 17.1 An element of Welsh language ability will be essential for roles within the Council. The exact skill level needed to meet job requirements will be assessed by managers against our language skills framework and noted in job descriptions.
- 17.2 We recognise that appointing individuals with the necessary Welsh language skill to some posts can be challenging. If we fail to appoint an individual with the expected Welsh language skills, we will re-advertise the post with the same language requirements. Only after a second failure to appoint, and with the consent of the appointment panel, may the language requirements of the role be re-considered.
- 17.3 When re-advertising certain positions, we may encourage individuals who feel they do not have the expected Welsh language skills to apply. In such situations, we may include contract conditions on individuals to meet the Welsh language requirements of the role.
- 17.4 If we categorise a role as one where Welsh language skills need to be learnt, we will identify suitable training and set relevant targets to meet the language requirements of the role on appointment.
- 17.5 When advertising jobs, we will draw attention the training and support to develop Welsh language skills available to our staff.
- 17.6 We welcome job applications in both Welsh and English. Our job application forms will ask applicants about their preferred language, and we will treat applications in either language equally.
- 17.7 We will conduct job interviews in Welsh (without the help of a simultaneous or consecutive translation service) if that is the candidate's wish.
- 17.8 Managers are expected to assess candidates' language skills as part of the interview process.
- 17.9 Our recruitment and selection policy, and associated guidance, offers advice to managers on the processes to follow, along with relevant Welsh language considerations. HR and policy and Welsh language officers can offer advice on

Welsh language considerations should circumstances differ from usual procedures.

18. Elected and lay members

General principles:

- We will respect the language preferences of our elected and lay members.
 - We will offer the same standard of service to our elected and lay members in both Welsh and English.
-

- 18.1 Although elected and lay members are part of our internal administration, they are not subject to Welsh language standards in the same way as Council staff. An elected member must comply with Welsh language standards only when providing a service by virtue of a function delegated to them under the Council's constitution.⁵
- 18.2 However, our elected and lay members are welcome to follow the principles of this policy and are expected to be aware of the Welsh language requirements places upon the Council.
- 18.3 Welsh language training will be available to our elected members (and lay members where relevant) in the same way as to our staff.
- 18.4 When providing internal services to our elected and lay members, we will act in accordance with the provisions of part one of this policy.
- 18.5 This policy do not apply to the ward activities of our elected members.

19. Translation service

- 19.1 Our team of qualified translators will provide simultaneous translation to all Council committees, panels, working groups, forums and public meetings. It will translate reports and minutes of Council meetings, along with a variety of other materials.
- 19.2 It will provide support and guidance to the Council's services on bilingualism and the use of Welsh. It will continue to use the latest technology to support and strengthen service capacity.
- 19.3 Where a private organisation, body, or individual submits any documents, reports or letters to the Council in English, and a need arises to submit that text

⁵ Welsh Language Commissioner, Code of Practice for the Welsh Language Standards (No. 1) Regulations 2015 (2020), p. 13. Available at www.welshlangaugecommissioner.wales.

to a Council committee or panel, that private organization, body, or individual shall bear responsibility for its translation into Welsh.

- 19.4 Attendees have the right to speak Welsh at Council meetings and committees. Simultaneous translation from Welsh to English will be provided as necessary.
- 19.5 Simultaneous translation will be provided in virtual and hybrid meetings as necessary. The translation team will offer guidance, advice on the technology required, and advise how to arrange virtual meetings where simultaneous translation is required.
- 19.6 We will provide mobile equipment if there is no permanent translation equipment in a room used to hold Council meetings.
- 19.7 If we are involved in organising a meeting not on Council property, we will provide mobile translation equipment as needed.
- 19.8 The Translation service will assist in the process of monitoring the written use of Welsh within our administration as part of the process of translating texts. This will form part of the practice of extending the effectiveness of services in providing a full service in Welsh and English without being over dependent on the Translation service.

Part 4: Accountability and other matters

This part of the policy outlined other arrangements for meeting the requirements of Welsh language standards.

20. Responsibility for implementing the policy

Operational standard 98

Supplementary standards 157, 155, 159, 161, 163, 167, 173, 175

- 20.1 The chief executive is the leadership team officer responsible for the Welsh language within the Council. With the support of policy and Welsh language officer, they will promote the implementation of this policy.
- 20.2 The corporate management team is responsible for ensuring that Council services operate in accordance with Welsh language commitments and objectives, as well as the requirements of the Welsh language standards and this policy.
- 20.3 A group made up of officers and cross-party elected members will oversee the Council's use of Welsh, including the implementation of this policy, and make recommendations for promoting the language.
- 20.4 We will publish this policy to explain how we will comply, and our arrangements for overseeing our compliance, with Welsh language standards. This policy and details of the exact standards imposed on us are available on our website, at our sites, and by request.

21. Annual reports

Supplementary standards 156, 158, 164, 170

- 21.1 We will publish an annual report on our compliance with Welsh language standards and the requirements of this policy. It will be available on our website, at our sites, and by request.

22. Welsh Language Commissioner

Supplementary standards 160, 166, 172, 174

Record keeping standard 176

- 22.1 We will provide any information requested by the Welsh Language Commissioner relating to our compliance with Welsh language standards.

23. Complaints

Record keeping standards 147, 148, 149

Supplementary standards 156, 158

- 23.1 We will deal with Welsh language complaints in accordance with the principles of the Council's concerns and complaints procedure. Information about the procedure is available on our website, at our sites, and by request.
- 23.2 Policy and Welsh language officers will keep a record and copies of complaints relating to our compliance with Welsh language standards, and complaints about the language in general. Details of these complaints will be reported annually.
- 23.3 We welcome comments and suggestions to improve our Welsh language services. Enquiries are welcomed by our policy and Welsh officers using the contact details on the cover of this policy.

DRAFT

ISLE OF ANGLESEY COUNTY COUNCIL <u>Scrutiny Report Template</u>	
Committee:	Partnership and Regeneration Scrutiny Committee
Date:	12 February 2025
Subject:	ALN and Inclusion Report – A Summary of the Current ALN&I Situation
Purpose of Report:	To provide an update on: The progress made to ensure that Anglesey is ready for the new ALN and Inclusion Act. The current situation of the provision on Anglesey in terms of ALN&I
Scrutiny Chair:	Councillor Dylan Rees
Portfolio Holder(s):	Councillor Dafydd Roberts
Head of Service:	Marc Berw Hughes
Report Author:	Ffion Edwards Ellis
Tel:	01286 679007
Email:	FfionEllis2@anglesey.gov.wales
Local Members:	No specific ward

25

1 - Recommendation/s
<p>The Committee is requested to:</p> <p>R1 Offer comments on the ALN & Inclusion report and propose recommendations on the effectiveness of the offer for Anglesey schools.</p>

2 – Link to Council Plan / Other Corporate Priorities
<p>Direct link with the Council Plan.</p> <p>One of the council’s main priorities is education. The Council Plan includes an ambition to ensure effective provision for today and future generations. One of the Plan’s 3 aims is “creating the conditions for everyone to achieve their full potential”, and the Learning Service and Additional Learning Needs & Inclusion partnership’s work contributes to this aim.</p> <p>The council’s other main priority is Social Care and Wellbeing. The Council Plan includes an ambition to provide the right support at the right time. The Learning Service and Additional Learning Needs & Inclusion partnership’s work contributes to this aim.</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

- i. To what extent does the ALN & Inclusion service provide value for money?
- ii. In what ways does the service improve the quality of the provision for Additional Learning Needs & Inclusion in schools?
- iii. How effectively does the service deliver to the needs of schools, and put learners at the centre of the process?
- iv. To what extent does the service contribute to the outcomes of individuals with ALN and Inclusion needs in terms of their skills, achievements and wellbeing?

5 – Background / Context

Context:

- The ALN and Education Tribunal (Wales) Act came into force in September 2021.
- The ALN & Inclusion Service was established in September 2017 as a joint service between the Isle of Anglesey County Council and Gwynedd Council. The service has evolved over the years since to respond to changes in demand and the wider context. It was reviewed externally in 2020, and again in December 2023.
- Anglesey's authority underwent an Estyn inspection in 2022.
- All schools receive funding to accommodate learners with an Individual Development Plan. They create a provision map using this funding. Currently, additional funding is obtained by applying to the Moderation Panel. From March 2025, this will change to receiving formula-based funding.

This report provides a summary of the current situation, what is working, what are the challenges, and the strategic plan to develop in each area.

Please see Appendix 1 regarding the current team structure.

Additional Learning Needs

<p>What is working?</p>	<ul style="list-style-type: none"> - Transition to the new Additional Learning Needs and Tribunal (Wales) Act 2018 has been successful in terms of: <ul style="list-style-type: none"> - Collaborating with the schools to successfully transfer learners to Additional Learning Plans from the old Statement arrangements. - Creating fairly consistent provision maps (but with a more local feel) across the catchment areas and the schools. - Creating conflict resolution systems with parents, schools and the ALN quality officers. - Collaborating with the Headteacher ALN Forum to review the funding arrangement for primary schools, so that the funding method responds to the requirements of the new act. - There is a close working relationship between the schools and the ALN&I team, and there is good acknowledgement of the provision from the LA. Also, there is collaboration with Children and Family Services in terms of learners who are authority Looked After Children, and in out of county settings in terms of planning and implementing the provision noted in the Individual Development Plan. - It is a statutory requirement for schools and the LA to 'keep their provision under continuous review'. This includes coming to a judgement about how effective the provision is, and the interventions offered. We have established a process for this. The review process is a platform for the Quality Service to monitor provisions on the IDP, with key information available within the IDP. Specialist teams also monitor the progress of learners who receive their input on a termly basis, with the majority making good progress. - We have established an ALN Primary Headteachers Forum since 2022. The forum has a work programme, and progress against the action plan is good. - We have an online IDP system, and this development has been innovative. We will soon be establishing an IDP sub-group to develop the system further, to reduce workload for the ALN&I coordinators at our schools. - The role of the ALN Clinical Leading Officer within the act is statutory. We have a close relationship and clear communication systems with this officer, and this is a key part of our collaboration and conflict resolution processes with parents.
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Challenges	<ul style="list-style-type: none"> - The ALN Act's statutory responsibility has expanded in terms of legal elements. Because of this, the workload for schools, especially for the Additional Learning Needs Coordinator (ALNCo) has increased substantially. This is a challenge for schools, especially where budgets are shrinking and the ability to release the ALNCo to fulfil the role is challenging. - Resources are sparse and are getting sparser. With needs increasing and getting more complex, realising needs is getting increasingly challenging. This is true for schools, and the ALN team is facing an increase in referrals. Grants in this field are provided by Welsh Government, but they don't match the increase in demand and there is no certainty of repeating funds, therefore it is difficult to plan strategically (Appendix 2 – Data on ALN needs over time). - The demand for a specialist setting is increasing. We have severe and complex learners that require support in the mainstream, but the challenge of delivering this is increasing due to budget. This drives parents to apply for special school. - Tribunal numbers have increased significantly over the past two years (partly associated with the previous point), which is challenging in terms of officers and schools' time. - Lack of individuals looking for a job as an assistant within a school is a challenge, and places stress on schools' provision maps when there are vacant posts. - The process of training educational psychologists through Cardiff University impacts our ability to recruit educational psychologists who speak Welsh. It is a statutory role within the act, and a key role in terms of identifying the provision learners need.
Strategic plans	<ul style="list-style-type: none"> - In March 2025, the primary school funding method will change to a formula method to: <ul style="list-style-type: none"> - Provide more financial stability to maintain staffing - Have a more consistent regime across schools – the formula is based on the number of learners with an IDP, in addition to the severity of learners' need areas. - Reduce bureaucracy that currently exists. - Continue to collaborate on the ALN&I Forum work programme, for example: <ul style="list-style-type: none"> - Addressing the role of the Additional Learning Needs Coordinator (ALNCo), reducing bureaucracy, and collaboration arrangements across catchment areas - Monitoring and evaluating the new funding regime - Ensuring that the ALN&I service adapts to respond to the demands of Anglesey schools.

	<ul style="list-style-type: none"> - Continue with the work of mapping the likely demand for different types of special provisions, and strategically planning around this and around the capacity of the special school and the type of ALN centres we have within the authority. - Continue to address the need for a training approach for educational psychologists. This includes discussions about a training pathway in north Wales (Bangor University).
Inclusion	
What is working?	<ul style="list-style-type: none"> - The support offered to Anglesey schools is extensive, e.g., training, modelling, resources and direct input. The close relationship with schools is essential for this. - The service offers a range of support for schools to support pupils with social, emotional and behavioural needs through special teams, i.e., Behaviour Support, Welfare, Elective Home Education and English as an Additional Language along with a specialist setting for a small number of pupils who require a bespoke support package to address their behavioural difficulties. - Since the end of 2021, in partnership with the schools and Children's Services, we have been able to establish education hubs within the five secondary schools to support mainly year 10 and 11 pupils who aren't coping in the mainstream. A review of this model was commissioned in December 2023, and strengths were identified especially with the integrated/multiagency work that supports the provision and also supports recommendations to strengthen further. There is also close collaboration, e.g., around learners who are hard to place due to complex emotional and behavioural needs. - A range of training and input is provided to support the schools' provision maps, including safety intervention and packages to support pupils' emotional wellbeing. - The Shared Prosperity Fund Grant has enabled us to support over 100 Anglesey pupils identified as at risk of becoming NEET on Anglesey (young people not in education, employment or training) by improving skills, welfare and meeting their full potential. - Attendance improvement has been a consistent focus for the Isle of Anglesey County Council. The link between good attendance and learning is clear. Substantial work has been done to improve attendance over the past year, allocating additional welfare officer hours through Welsh Government's Attendance Grant to target the attendance improvement of specific individuals in schools, especially those in year 11.

- However, while there has been improvement over time, there is much work to be done to close the gap further and reinforce improvements in positive attendance trend, including particularly a reduction in continued absenteeism.
- Across Wales, school attendance has declined since returning to school following the pandemic and is slowly recovering. Anglesey's attendance data shows progress that aligns with that of other counties across Wales.

Anglesey average (Sept 23 - Dec 23)	Anglesey average (Sept 24 - Dec 24)	Wales average (Sept 23 - Dec 23)	Wales average (Sept 24 - Dec 24)
90.4%	90.7%	90.5%	91%

Ongoing training and re-defining the role of welfare officers has led to consistency in the service the schools receive, with increased targeting of specific groups and a focus on early intervention support.

- Behaviour/exclusions - There remain clear challenges in addressing pupils' significant social, emotional and behavioural needs in the post-pandemic period and as a result, exclusions have been on the rise compared to before the pandemic. Over the past two years, the numbers have been high.

Primary

	23/24 (Sept – Dec)	24/25 (Sept – Dec)
Number of schools	8	9
Number of periods	33	50
Number of days	78	78

Permanent

	23/24 (Sept – Dec)	24/25 (Sept – Dec)
Number of schools	0	1

Secondary

	23/24 (Sept – Dec)	24/25 (Sept – Dec)
Number of schools	5	5
Number of periods	223	158
Number of days	558	432

Permanent

			23/24 (Sept – Dec)	24/25 (Sept – Dec)	
		Number of schools	3	3	
		Number of pupils	9	9	
		<ul style="list-style-type: none"> - This has been improved over the last term with the number of days reduced. - Waiting time for counselling input has been reduced. 			
Challenges	<ul style="list-style-type: none"> - Catering for learners with social, emotional and behavioural difficulties is a challenge where resources are declining, but society's needs are increasing. - More complex needs are manifesting in the primary, specifically after the Covid-19 period. - The level of exclusions remains above the desired level and while attendance is seeing an increase, it remains as a high priority. The inclusion services continue to implement a range of wellbeing and behaviour initiatives supported by Welsh Government grant funding (which is in addition to the core budget). - Requests for counselling input, which again reflect the need, are increasing with younger children. This puts pressure on the capacity of the team. - Elective Home Education - There is an increase in the number of families deciding to educate their children at home. This is not unique to Anglesey and is a pattern nationally. The service has robust processes in place to monitor along with good relationships with a high number of the families. 				
Strategic plans	<ul style="list-style-type: none"> - Continue to work closely with the ALN&I Forum, as an integrated team, to strengthen provision. This includes the creation of specialist provision for primary children in particular, the development of elements of secondary hub provision, and early intervention/school provision maps. - Further development on the integrated work. This relates to the close and strategic collaboration with Children's Services to develop our provisions by looking at the needs of learners and their families in a holistic, trauma-informed way. This will include elements of the work highlighted above. - Continue to collaborate with the ALN&I Forum on inclusion elements contained in the action plan. 				

	<ul style="list-style-type: none"> - Continue with the attendance campaign to target further increases in attendance practices, messaging to parents, and the role of welfare officers. - Continue to improve our processes for engaging with families who choose homeschooling (Elective Home Education), to strengthen engagement and collaboration with these families.
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6 – Equality Impact Assessment [including impacts on the Welsh Language]

The Additional Learning Needs and Inclusion Service complies with the Additional Learning Needs and Education Tribunal (Wales) Act 2018.

The Additional Learning Needs and Inclusion Service offers a complete service through the medium of Welsh.

7 – Financial Implications

The Additional Learning Needs and Inclusion Service will offer a service within the agreed budget, and there are no signs of overspending.

8 – Appendices:

Appendix 1 – ALN&I Structure

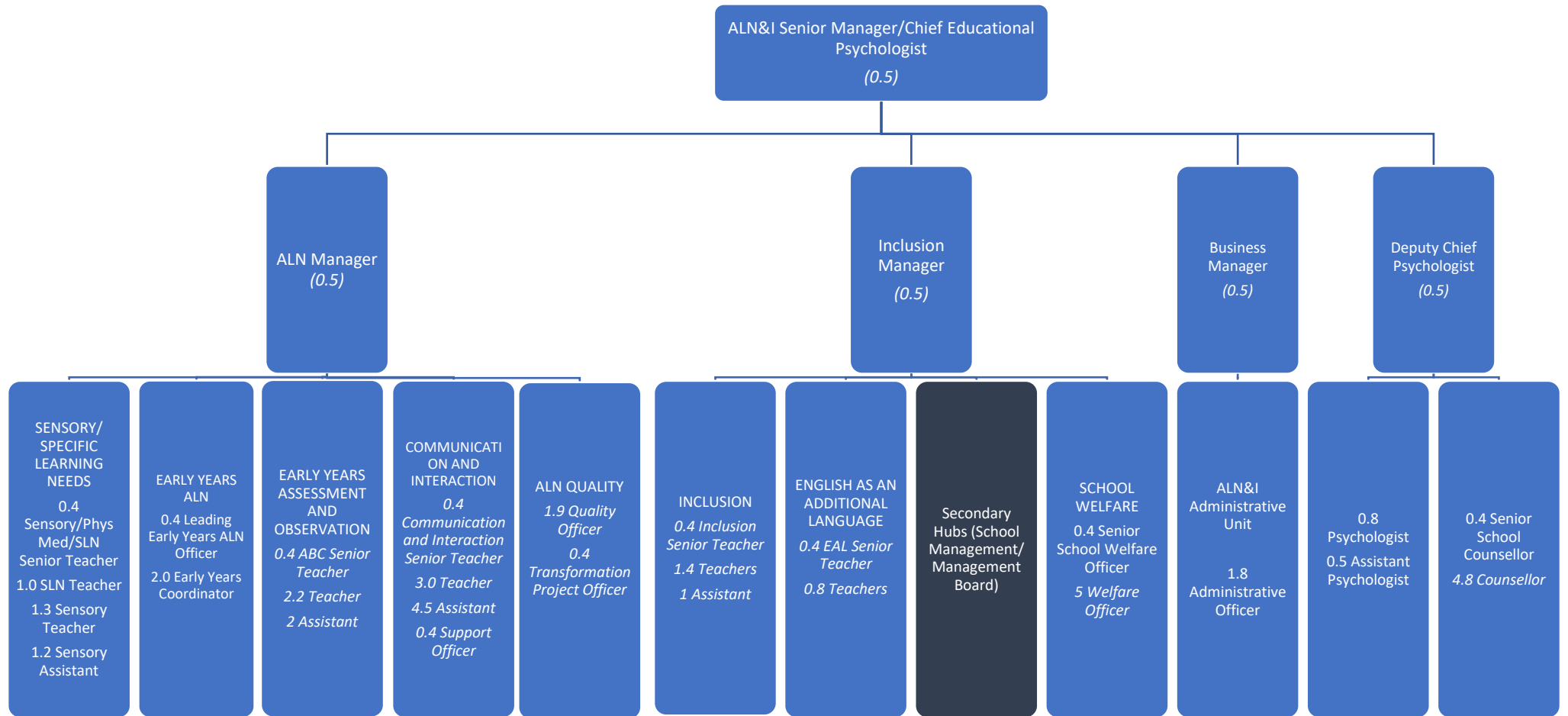
Appendix 2 – ALN&I Data

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

N/A



Appendix 1 – ALN&I Structure



Appendix 2 – ALN&I Key Data, December 2024

Additional Learning Needs

Numbers on ALN&I stages:

Date	Authority IDP	Forum IDP	School IDP
25/01/2022	410	154	532
24/02/2023	506	171	481
02/01/2024	556	153	503
02/12/2024	617	183	586

Numbers of learners attending CAYB:

PLASC	Numbers attending CAYB
2020	103
2021	117
2022	126
2023	122
2024	118
December 2024	124

Inclusion

Secondary exclusions:

Year	Specific				Permanent
	Number of pupils	Number of periods	Total number of days	Number of schools excluding	
2021/2022	174	267	838.5	5	9
2022/2023	195	289	814.5	5	12
2023/2024	395	598	1615.5	5	17

Primary exclusions:

Year	Specific				Permanent
	Number of pupils	Number of periods	Total number of days	Number of schools excluding	
2021/2022	10	16	35.5	7	0
2022/2023	14	19	42.5	7	2
2023/2024	42	92	183	12	2

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ISLE OF ANGLESEY COUNTY COUNCIL	
Committee:	Partnership and Regeneration Scrutiny Committee
Date:	12 February, 2025
Subject:	Education Scrutiny Panel
Purpose of Report:	Update on the progress of the work of the Education Scrutiny Panel
Scrutiny Chair:	Councillor. Dylan Rees
Portfolio Holder(s):	Councillor. Dafydd Roberts, Portfolio Holder - Education and the Welsh Language
Head of Service:	Marc Berw Hughes, Director of Education, Skills and Young People
Report Author: Tel: Email:	Elin Allsopp, Scrutiny Officer 07812700543 ElinAllsopp2@ynysmon.llyw.cymru
Local Members:	N/A

1 - Recommendation/s
<p>The committee is requested to:</p> <p>R1 Note the progress made during the last period in terms of the work of the Education Scrutiny Panel.</p>
2 – Link to Council Plan / Other Corporate Priorities
<p>Direct link to the Council Plan: 2023-2028.</p> <p>Education is one of the six key strategic aims (Council Plan: 2023-2028) namely - ensuring an effective education provision for today and for future generations. It is considered that Elected Members have a crucial role in realising this aim by scrutinising and holding to account.</p> <p>The work of the Education Scrutiny Panel contributes towards this aim.</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 Potential impacts that this decision could have on:

- protected groups under the Equality Act 2010.
- those experiencing socio-economic disadvantage in their lives (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

At the Panel's request:

1. To what extent is the Scrutiny Committee satisfied with the direction of the Panel's work?
2. What suggestions does the Committee have to further strengthen the work of the Panel?
3. What other areas should the Panel be scrutinising?

5 – Background / Context

1. CONTEXT

1.1 Members will be aware of how the scrutiny panels contribute towards the Council's governance arrangements:

- Social Services Scrutiny Panel
- Finance Scrutiny Panel
- **Education Scrutiny**

1.2 Panel Governance Arrangements

The Scrutiny Committee¹ confirmed the Panel's terms of reference in a way that creates the conditions to broaden the remit of its work with the following key benefits:

- i. Developing a scrutiny model for Education that focuses on a smaller group of Members working together on specific themes so that they can be more involved, develop a level of expertise in the subject and encourage good attendance and teamwork.
- ii. Strengthen Members' capacity to further challenge performance by improving the quality of their general knowledge and understanding regarding school performance data.
- iii. A forum for discussing information on Service risks as a basis for the Partnership and Regeneration Scrutiny Committee's forward work programme.
- iv. A forum for developing a group of Members with the expertise and ownership to lead discussions on Education issues at the Partnership and Regeneration Scrutiny Committee

Members will be aware of the robust governance arrangements in place as a basis for the work of the Panel²

Furthermore, arrangements have been put in place to regularly report on progress to the Partnership and Regeneration Scrutiny Committee through the Chair of the Panel, Cllr. Gwilym Owen Jones. The membership of the Panel is attached (**Appendix 1**).

2. FOCUS ON THE EDUCATION SCRUTINY PANEL'S WORK

This is the Education Scrutiny Panel's fifth progress report and covers the period October 2024- January 2025

¹ Partnership and Regeneration Scrutiny Committee, 21 June, 2022

² Meetings of the Partnership and Regeneration Scrutiny Committee held on 20 April and 27 June 2017

The Panel³ met on 4 occasions during the period and considered the following issues:

2.1 The Welsh Language

At its meeting in October⁴, the Panel had the opportunity to engage in fieldwork by visiting both Ysgol Cybi and Ysgol Uwchradd Caergybi, including their respective language centres. This visit allowed the panel to observe the schools' Welsh language journey and the progress made over the past year in advancing the Welsh in Education Strategy. The panel was able to identify and recognise the effective practices being implemented to support primary school learners, as well as the extended efforts to foster developments in secondary schools.

Specific focus was given to the following aspect:

✚ Ensuring that Education in Anglesey is fit for purpose for the learning communities of the future: The Welsh Language

Outcomes:

- i. Gained a comprehensive understanding of the existing Welsh language teaching and learning practices, including their strengths, challenges, and areas for improvement.
- ii. Received assurance regarding the ongoing development and implementation of Welsh Language Plans, ensuring alignment with national standards and goals for language revitalisation.

2.2 Improve Teaching and Learning

At its meeting in November⁵, the Panel received a comprehensive presentation on Improving Teaching and Learning through the importance of measuring learner progress, delivered by representatives from GwE, who also shared insightful case studies of good practice. These case studies were showcased through the perspectives of both a Primary Headteacher and a Secondary Headteacher on the Island, providing a clear demonstration of the diverse methods and the positive impact of effectively measuring learner progress across different educational settings. The following key points were highlighted:

✚ Continuous Support for Individual Learners: Tracking learner progress helps to monitor and support students on a day-to-day basis, ensuring ongoing attention to their needs.

✚ Capturing and Reflecting on Progress Over Time: The process of identifying, recording, and reflecting on each learner's development provides valuable insights into their growth and areas for further focus.

✚ Ensuring Data Accuracy: The importance of accurately recording data to inform decision-making and enhance teaching practices was emphasised.

Outcomes:

- i. Gained insight into how measuring learner progress fosters a culture of accountability among teaching staff, leading to a consistent commitment to improving student outcomes and supporting ongoing professional development.
- ii. Received assurance that schools on Anglesey are effectively measuring learner progress, ensuring that student development is accurately tracked and supported.

³ Meetings of the Education Scrutiny Panel held on 24/10/2024, 21/11/2024, 18/12/2024 and 23/01/2025

⁴ Fieldwork session of the Education Scrutiny Panel held on 24 October, 2024

⁵ Meeting of the Education Scrutiny Panel held on 21 November, 2024

2.3 Mental Health and Wellbeing Framework

The Panel (18/12/2024) was provided with a comprehensive overview of the whole-school approach to mental health and wellbeing, which aims to promote positive emotional and mental health by encouraging a supportive cultural environment within schools by using the following strategy:

- Assessing the school's needs and strengths
- Creating the plan to address the gaps and build on the strengths
- Implementing the plan through collaboration with multi-agencies
- Evaluating

This approach is integrated across the whole school curriculum, with particular emphasis on the Health and Wellbeing Area of Learning and Experience. Specific attention was given to the following aspects:

- ✚ Recognising the importance of supporting staff wellbeing to create a positive and resilient school community.
- ✚ Building an inclusive and nurturing school culture that promotes mental health and wellbeing for all.
- ✚ Providing school-wide initiatives for raising awareness, disseminating information, and advocating for mental health.
- ✚ Offering a range of support services that cater to the needs of all students, with specific attention to those requiring additional or targeted help.
- ✚ Ensuring that tailored support is available for students with specific mental health or wellbeing needs.
- ✚ Addressing the needs of vulnerable children and young people, ensuring they receive the necessary support for their emotional and mental health.
- ✚ Providing targeted support during key transitions—such as from home to school, primary to secondary, and from school to further education, training, or work—to ensure students' mental health is supported at every stage.
- ✚ Providing staff and leadership teams with the training and tools needed to effectively support student wellbeing and promote a positive school culture.

Outcomes:

- i. Gained a clear understanding of the Mental Health and Wellbeing Framework, including its key principles
- ii. Received assurance that schools are effectively implementing the Mental Health and Wellbeing Framework through tailored action plans, designed to address the unique needs of each school.

2.4 Additional Learning Needs and Inclusion

At its meeting in January, 2025 (23/01/2025), the Panel gave detailed consideration to the progress report on work streams introduced in response to the legislation, with an update on the Inclusion systems and processes in place across the Island. Attention was mainly given to the following aspects:

✚ The Additional Learning Needs and Inclusion Service provides a wide range of valuable resources which include the following:

- Educational Psychology
- Education Welfare
- Counselling
- Medical and Physical Sensory
- Specific Learning Needs
- Early Years Assessment and Observation

✚ Support with Inclusion is offered on several different levels, which include:

- Training
- Consultation
- Modelling
- Use of nurturing and trauma-informed interventions

✚ The Additional Learning Needs Service has gone through a successful legislation transfer, with many other positive aspects such as the establishment of the Headteacher Additional Learning Needs and Inclusion Forum and the School provision maps- a key document which offers consistency that outlines the provision of support and interventions that a school or educational organisation will provide to students who require additional assistance.

✚ Similarly, the Inclusion service promotes effective collaboration with multiple agencies, leading to reduced waiting times for counselling support from the school counselling team.

✚ However, several challenges continue to exist in both the Additional Learning Needs Service and Inclusion, which include:

- Expanded statutory responsibilities and tribunal requirements for ALN
- A surge in demand for Counselling and Inclusion within the Primary Sector and Additional Learning Needs provision following Covid-19
- Ongoing issues with depleting resources and recruitment
- Funding uncertainty.

Outcomes:

- i. Gained a comprehensive understanding of the Additional Learning Needs and Inclusion Services, along with the challenges.
- ii. A questioning strategy for public scrutiny of the Gwynedd and Ynys Môn Additional Learning Needs and Inclusion Partnership report at the Partnership and Regeneration Scrutiny Committee to be held on 12 February, 2025.

2.5 Scrutiny Panel work programme for the period October, 2024 → January, 2025

The forward work programme was reviewed at every meeting of the Panel with the aim of ensuring a robust work programme to support the Panel's contribution to the Council's governance arrangements. It was noted that the next meeting of the Scrutiny Panel would focus on field work:

School Visits: Theme → Voice of The Learner: Curriculum for Wales

Areas of Focus— measure local progress in delivering the New Curriculum. Specific focus on the Primary and Secondary Sectors and developments in the transition period

Moving forward, the themes in the Education Scrutiny Panel's forward work programme will reflect the priorities of the Learning Services under the following headings, with a focus on fieldwork:

- i. Work towards ensuring progress, achievement and educational equality
- ii. Using an integrated approach to ensure fairness and mitigate the impact of poverty
- iii. Support children, young people and staff to be safe, healthy and improve their wellbeing
- iv. Ensure that Education on Anglesey is fit for purpose for future learning communities.

Fieldwork will be meaningful and closely aligned with the Education Scrutiny Panel's work programme, empowering Members to engage and challenge effectively during meetings while also contributing to the ongoing development of our scrutiny model.

6. MATTERS TO BE ESCALATED TO THE PARENT COMMITTEE FOR CONSIDERATION

No matters to be escalated by the Panel

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:
Education Scrutiny Panel Membership (Appendix 1)

9 - Background papers (please contact the author of the Report for any further information):
Elin Allsopp, Scrutiny Officer, Anglesey County Council, Council Offices, Llangefni LL77 7TW

Cllr. Gwilym Owen Jones
Education Scrutiny Panel Chair
Date: 24/01/2025

(rev. 24/01/2025)

MEMBERSHIP OF THE EDUCATION SCRUTINY PANEL

Member	Scrutiny Committee
Cllr Gwilym Owen Jones (Chair)	Partnership and Regeneration Scrutiny Committee
Cllr Margaret M Roberts (Vice-chair)	
Cllr Non Dafydd	
Cllr Derek Owen	
Cllr Arfon Wyn	Corporate Scrutiny Committee
Cllr Alwen Watkin	
Cllr Keith Roberts	
Cllr Ieuan Williams	

ISLE OF ANGLESEY COUNTY COUNCIL Scrutiny Report Template	
Committee:	Partnership and Regeneration Scrutiny Committee
Date:	12 th February, 2025
Subject:	Committee Nomination – Finance Scrutiny Panel
Purpose of Report:	To nominate one Elected Member from the Partnership and Regeneration Scrutiny Committee to serve on the Finance Scrutiny Panel
Scrutiny Chair:	Cllr Dylan Rees
Portfolio Holder(s):	Cllr Robin Williams, Deputy Leader and Finance
Head of Service:	Lynn Ball, Director of Function (Council Business) / Monitoring Officer Marc Jones, Director of Function (Resources) / S151 Officer
Report Author:	Anwen Davies, Scrutiny Manager
Tel:	07971167198
Email:	AnwenDavies@ynysmon.llyw.cymru
Local Members:	Applicable to all Scrutiny Members

1 - Recommendation/s
R1 The Partnership and Regeneration Scrutiny Committee is requested to nominate one Elected Member from the Scrutiny Committee to serve on the Finance Scrutiny Panel .

2 – Link to Council Plan / Other Corporate Priorities
Not applicable

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: <ul style="list-style-type: none"> • Long term • Prevention • Integration • Collaboration • Involvement [focus on wellbeing]
3.6 The potential impacts the decision would have on: <ul style="list-style-type: none"> • 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

Not applicable

5 – Background / Context

1. Background

1.1 Members will be aware that consideration was given to a number of panels which require Scrutiny Member representation at a meeting of the Partnership and Regeneration Scrutiny Committee convened on 21st June 2022.

Nominations were agreed in respect of all 3 Scrutiny Panels. This report discusses membership of the Finance Scrutiny Panel.

1.2 The terms of reference pertaining to the Panel is attached (**Appendix 1**) in order to assist Members in the selection process.

2. Discussion

2.1 Membership of the Finance Scrutiny Panel

Panel membership is not subject to political balance principles and rules¹.

Core membership of the Panel includes:

- **Elected Members** – 3 Members from both Scrutiny Committees²
- **Portfolio Member for Finance** – as an observer with no vote
- **Officers** – Director of Function (Resources) / S151 Officer, Accountancy Services Manager, Scrutiny Manager.

2.2 Current Membership of the Finance Scrutiny Panel

In light of deliberations by both Scrutiny Committees in June, 2022³, current membership of the Panel is as follows:

- **Corporate Scrutiny Committee (3 Members)**
 - Cllr Geraint ap Bebb (chair)
 - Cllr Keith Roberts
 - Cllr Ieuan Williams
- **Partnership and Regeneration Scrutiny Committee (3 Members)**
 - Cllr Dylan Rees (vice-chair)
 - Cllr Ken Taylor
 - Cllr Derek Owen.

¹ The Local Government and Housing Act 1989 sets out the main principles governing political balance of local authorities

² Corporate Scrutiny Committee and Partnership & Regeneration Scrutiny Committee

³ Corporate Scrutiny Committee at its meeting on 20th June, 2022 and Partnership and Regeneration Scrutiny Committee of 21st June, 2022

2.3 One vacancy has arisen on the Finance Scrutiny Panel as a result of Councillor Derek Owen's resignation. This vacancy is from the cohort of Elected Members representing the Partnership and Regeneration Scrutiny Committee on the Panel.

3. Issues for consideration

3.1 The Partnership and Regeneration Scrutiny Committee is now requested to nominate one Elected Member to serve on the Finance Scrutiny Panel.

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

6.1 Potential impacts on protected groups under the Equality Act 2010

Not applicable

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

Not applicable

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

7 – Financial Implications

Not applicable.

8 – Appendices:

Terms of Reference – Finance Scrutiny Panel

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

TERMS OF REFERENCE & *MODUS OPERANDI*

FINANCE SCRUTINY PANEL

PART I – BACKGROUND & CONTEXT

Financial Scrutiny

In the current economic climate, Members need assurance that the Council will make the best use of diminishing resources, particularly financial resources:

*"... Effective scrutiny is even more important as public services respond to the challenges of the global financial situation while continuing to try to improve services. Effective scrutiny can improve the evidence base for decisions on the allocation of resources as well as ensuring that decisions are transparent and are made in accordance with the needs of the local community..."*¹

"How can we add value?" is the key question to be asked in terms of financial scrutiny and "how can we demonstrate that value is added at each stage of the financial process?" In this context, consideration should be given to the following issues:

- The process of setting the budget itself
- Determining priorities among competing demands
- Effective use of funds
- How financial monitoring and management takes place.

Financial scrutiny is much more than adding value to the decisions of the Executive alone. It is about ensuring that a proper scrutiny process forms part of the planning, implementation and follow up on key decisions that have an impact on taxpayers and local communities. As such, effective Scrutiny can:

- Challenge effectively
- Hold decision makers to account; and
- Assist the Executive to develop a robust budget for forthcoming years.

Our Local Arrangements

The scrutiny of the process of establishing the Council's annual budget has developed and matured over recent years laying the foundations for a better, more strategic process based on outcomes and good practice. In fact, the process has allowed for a more systematic path with regard to financial scrutiny, which is an essential component of sound financial management and governance.

The scrutiny work carried out by the Finance Scrutiny Panel² during the last Administration has also been a positive development in our financial scrutiny arrangements, through:

- Development of a model focusing on a smaller group
- Members developing a level of expertise
- Encouraging good attendance and teamwork.

¹ Good scrutiny? Good question! Improvement study Auditor General Wales: Scrutiny in Local Government, May 2014. Also, Raising the stakes – financial scrutiny in challenging times. A guide for Welsh local authorities (Centre for Public Scrutiny, June, 2014)

² The Finance Scrutiny Panel was established in Summer, 2017 as a sub panel of the Corporate Scrutiny Committee

PART II – PANEL REMIT AND SCOPE

REMIT

The Finance Scrutiny Panel will operate with the following key objectives:

- Develop a model of working on finance matters focusing on a smaller group to enable Members to become more involved, develop a level of expertise, encourage good attendance and teamwork
- Forum to discuss information regarding the Council's financial risks, as a basis to inform the forward work programme of the Corporate Scrutiny Committee
- Free up space on the agenda of the Corporate Scrutiny Committee meetings in order to ensure scrutiny of transformational and strategic matters
- Forum to develop a group of Members with the expertise and ownership to lead financial discussions in the Corporate Scrutiny Committee.

SCOPE

Topic	Work programme	Timeline
Induction	Induction of Panel members	4 July, 2022
Quarterly monitoring of the Revenue and Capital Expenditure	Scrutiny of expenditure against budget profile	Quarterly
The forthcoming year's budget	Sharing information on financial risks to the Council in order to inform the forward work programme of the Corporate Scrutiny Committee	July → September
	Draft budget - the mechanics and process of the financial settlement	
	Overview of the position regarding any efficiencies	October → November
	Scrutinise risks associated with the budget proposals	
Scrutinise how achievable the proposals are		
Scrutinise the Council Tax level for the following year		
Medium Term Financial Plan	Scrutinise the principles and assumptions	September
Service Areas	Scrutinise pressures within individual service areas	To be scheduled within the annual budget cycle
Debt Management	Scrutiny of debt management performance (to include income collection rates)	To be confirmed

Topic	Work programme	Timeline
Fees and Charges	Scrutiny of fees and charges for the coming financial year	To be confirmed
Second Home Premium	Scrutinise the principles, assumptions and recommendations	November / December (tbc)
HRA Business Plan	Scrutinise the principles and assumptions	January / February
Council balances and reserves	Questioning and scrutiny	June / July

PART III – GOVERNANCE ARRANGEMENTS

1. Panel Membership

Panel membership will not be subject to political balance principles and rules³.

The core membership of the Panel will include:

- i. **Elected members** - 3 members from both scrutiny committees
- ii. **Portfolio Member for Resources** – as an observer, with no vote
- iii. **Officers** – Director of Function (Resources) and S151 Officer, Accountancy Services Manager, Scrutiny Manager

The Panel's work will require the attendance of other Elected Members (e.g. members of the Executive Committee) and / or officers from other service areas.

2. Frequency of Meetings and Quorum

- **Frequency of meetings** – the panel has been established as a standing panel to consider the breadth of local authority financial issues which are summarised in the table above. The panel will therefore meet regularly, in accordance with the schedules and timelines of the Council's budgetary processes.
- **Quorum** – this will not apply to the panel.

3. Recording Meetings and Reporting Arrangements

- It is intended for the panel to run in the format of a business meeting. The Scrutiny Unit will collate and distribute any papers in preparation for each meeting and provide a list of action points following each meeting
- **Reporting arrangements** - regular reporting by panel members to the Corporate Scrutiny Committee.

[20/06/22]

³ The Local Government and Housing Act 1989 sets out the main principles governing political balance of local authorities

ISLE OF ANGLESEY COUNTY COUNCIL Scrutiny Report Template	
Committee:	Partnership and Regeneration Scrutiny Committee
Date:	12 th Febuary, 2025
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 2024/25
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 2024/25</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:

- i. Challenge around prioritising work streams
- ii. 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 2024/25 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 14th January, 2024

Partnership and Regeneration Scrutiny Committee Forward Work Programme 2024/25

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, 2024 – APRIL, 2025
[Version dated 28/01/25]

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, 2024 (21/05/24)	May, 2024 (21/05/24)
Election of Chair: 2024/25	Election of Chair: 2024/25
Election of Vice-chair: 2024/25	Election of Vice-chair: 2024/25
June, 2024 (13/06/24) – Q4	
Performance Monitoring: Corporate Scorecard Qtr4: 2023/24	June, 2024 (19/06/24) – Education / Welsh Language
Annual Delivery Plan: 2024/25	Welsh Language: <ul style="list-style-type: none"> • Annual Report on the Welsh Standards: 2023/24 • Welsh in Education Strategic Plan: 2023/24 → Measure Progress
Draft Corporate Self-Assessment 2024	Nomination of Committee Member on the Finance Scrutiny Panel
Scrutiny Review of Performance Indicator 29: Letting of Council Housing – final report	
Item for Information: Ambition North Wales Qtr 4: 2023/24 Progress Report	
Committee Forward Work Programme for 2024/25	Committee Forward Work Programme for 2024/25
No meeting scheduled	
	July, 2024 (10/07/24) – Emergency Services
	North Wales Fire & Rescue Service
	Welsh Ambulance Services Trust
	Gwynedd & Ynys Môn Public Services Board Annual Report: 2023/24
	Committee Forward Work Programme for 2024/25
September, 2024 (17/09/24) – Q1	
Performance Monitoring: Corporate Scorecard Q1: 2024/25	September, 2024 (12/09/24) – Tackling Poverty
	Ynys Môn Citizens Advice

CORPORATE SCRUTINY COMMITTEE	PARTNERSHIP AND REGENERATION SCRUTINY COMMITTEE
Annual Performance Report: 2023/24	Communities for Work Plus Programme
Committee Forward Work Programme for 2024/25	Committee Forward Work Programme for 2024/25
October, 2024 (16/10/24)	October, 2024 (15/10/24) – Education & Sustainable Community Development
Annual Report North Wales Regional Partnership Board (Part 9): 2023/24	GwE Annual Report for the Isle of Anglesey: 2023/24
Care Inspectorate for Wales: Adults' Services Improvement Check Letter and Action Plan	Education Scrutiny Panel Progress Report
Nomination of Committee Members on the Finance and Education Scrutiny Panels	Menter Môn
Item for Information: Ambition North Wales: <ul style="list-style-type: none"> • Annual Report: 2023/24 • Qtr 1: 2024/25 Progress Report 	
Committee Forward Work Programme for 2024/25	Committee Forward Work Programme for 2024/25
	November, 2024 (13/11/24) - Health
	Audit Wales: Urgent and Emergency Care: Flow out of Hospital – North Wales Region
	Betsi Cadwaladr University Health Board
November, 2024 (19/11/24) - Q2	November, 2024 (20/11/24) – Crime and Disorder
Monitoring Performance: Corporate Scorecard Q2: 2024/25	Gwynedd & Ynys Môn Community Safety Partnership Annual Report: 2023/24
Môn Actif Strategic Plan	Ynys Môn Levelling Up Programme – Measure Progress
Local Housing Market Assessment 2024	Modernising Adults' Services Strategic Plan
Procurement Strategic Plan and New Contract Procedure Rules	
Committee Forward Work Programme for 2024/25	Committee Forward Work Programme for 2024/25
January, 2025 (15/01/25) – 2025/26 Budget (morning)	January, 2025 (14/01/25)
2025/26 Budget Setting (Revenue Budget) – initial budget proposals	Corporate Safeguarding
Finance Scrutiny Panel Progress Report	Medrwn Môn

CORPORATE SCRUTINY COMMITTEE	PARTNERSHIP AND REGENERATION SCRUTINY COMMITTEE
	Committee Forward Work Programme for 2024/25
January, 2025 (15/01/25) (afternoon)	
Corporate Self-Assessment – 6 month update on progress	
Regional Emergency Planning Service Annual Report: 2023/24	
Item for Information: Ambition North Wales Qtr 2: 2024/25 Progress Report	
Committee Forward Work Programme for 2024/25	
February, 2025 (19/02/25) – 2025/26 Budget	
Final Draft Budget Proposals for 2025/26 – revenue & capital	February, 2025 (12/02/25) - Education
Finance Scrutiny Panel Progress Report	Revised Welsh Language Policy
	Gwynedd and Ynys Môn Additional Learning Needs & Inclusion Partnership
Recommendations of the Scrutiny Task and Finish Group: Letting of Council Accommodation – update on progress	Education Scrutiny Panel Progress Report
	Nomination of Committee Member on the Finance Scrutiny Panel
Committee Forward Work Programme for 2024/25	Committee Forward Work Programme for 2024/25
March, 2025 (11/03/25) - Q3	
Monitoring Performance: Corporate Scorecard Q3: 2024/25	March, 2025 (12/03/25)
Housing Revenue Account Business Plan: 2025/2055	Annual Report on Equalities: 2023/24
Flood Risk Management Strategic Plan	Shared Prosperity Fund
	Local Area Energy Plan
Item for Information - Ambition North Wales Qtr 3: 2024/25 Progress Report	
Committee Forward Work Programme for 2024/25	Committee Forward Work Programme for 2024/25
April, 2025 (10/04/25)	
Care Inspectorate for Wales: Adults' Services Improvement Check Letter and Action Plan – Progress Report	April, 2025 (09/04/25)
	Public Services Board – governance arrangements / scrutiny of delivery of the Wellbeing Plan
	Ynys Môn Free Port – measure progress
Committee Forward Work Programme for 2024/25	Committee Forward Work Programme for 2024/25

Items to be scheduled:

Corporate Scrutiny Committee	Partnership and Regeneration Scrutiny Committee
Census 2021	North Wales Police & Crime Commissioner / North Wales Police
Modernisation of Learning Communities and Strengthen the Welsh Language Programme	North Wales Fire & Rescue Service
Service Asset Management Plan 2024/34 – Smallholdings Estate	Welsh Ambulance Services NHS Trust
Ambition North Wales Qtr4: 2024/25: Progress Report	Scrutiny of Partnerships
North Wales Corporate Joint Committee	Gypsy and Traveller Accommodation Action Plan
Play Strategic Plan	Gwynedd & Ynys Môn Public Services Board – Annual Report 2024/25 (June, 2025)
People Strategic Plan	Communities for Work Plus Programme: Annual Report 2024/25 (June-July, 2025)
	Improving Reliability and Resilience across the Menai Straits
	Impact of Tourism on Anglesey Local Communities (resolution of the Partnership and Regeneration Scrutiny Committee, 21/06/2023)
	Ynys Môn Local Development Plan (full agreement)
	Scrutiny of Partnerships – annual review (March 2026)
	Natural Resources Wales
	Ynys Môn Levelling Up Programme – Measure Progress (June, 2025)
	Towards Net Zero Strategic Plan (2025/26)
	Audit Wales: Flow out of Hospital → measure progress (June, 2026) (resolution of the Partnership and Regeneration Scrutiny Committee, 13/11/2024)
	A New Way of Working in the Learning Service following the termination of GwE