

Public Document Pack



CYNGOR SIR
YNYS MÔN
ISLE OF ANGLESEY
COUNTY COUNCIL

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

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

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

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

A G E N D A

1 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 of the Partnership and Regeneration Scrutiny Committee held on 12 February, 2025.

4 ANNUAL REPORT ON EQUALITIES : 2023/2024 (Pages 11 - 40)

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

5 OVERVIEW OF THE ANGLESEY UK SHARED PROSPERITY FUND (Pages 41 - 52)

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

6 NOMINATION OF A MEMBER OF THE COMMITTEE ON THE FINANCE SCRUTINY PANEL (Pages 53 - 58)

To submit a report by the Scrutiny Manager.

7 COMMITTEE FORWARD WORK PROGRAMME 2024/2025 (Pages 59 - 66)

To submit a report of the Scrutiny Manager.

PARTNERSHIP AND REGENERATION SCRUTINY COMMITTEE

Minutes of the hybrid meeting held on 12 February 2025

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

Councillors Non Dafydd, Euryrn Morris, Pip O'Neill, Derek Owen, Margaret Murley Roberts, Ken Taylor and Sonia Williams

Mr John Tierney – The Roman Catholic Church

Councillor Dafydd Roberts – Portfolio Member for Education and the Welsh Language (for items 4 & 5)

IN ATTENDANCE: Chief Executive,
Director of Education, Skills and Young People (for items 5 & 6),
Head of Democracy,
Policy and Welsh Language Manager (FO) (for item 5 only),
Scrutiny Officer (EA),
Committee Officer (MEH),
Webcasting Committee Services Officer (FT).

APOLOGIES: Councillor John Ifan Jones

Councillor Dafydd Rhys Thomas – Portfolio Member for Highways, Property & Waste

Deputy Chief Executive,
Director of Function (Council Business)/Monitoring Officer,
Scrutiny Manager (AGD).

ALSO PRESENT: Councillor Neville Evans – Portfolio Member for Leisure, Tourism & Maritime;
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 Nicola Roberts – Portfolio Member for Planning, Public Protection & Climate Change.

Senior Manager – Additional Learning Needs & Inclusion (Gwynedd & Ynys Môn) (FEE)

The Chair and Members of the Committee extended their best wishes to Mr Marc Berw Hughes, the Director of Education, Skills and Young People who will be leaving his post at the end of the month.

1 APOLOGIES

As noted above.

2 DECLARATION OF INTEREST

Councillor Euryrn Morris declared a personal interest in respect of Item 5 – Additional Learning Needs & Inclusion Report as he is employed by Gwynedd Council.

3 MINUTES

The minutes of the previous meeting held on 14 January, 2025 were confirmed as correct.

Arising thereon:-

Item 5 – Corporate Safeguarding

Action 1 – The Chairs/Vice-Chairs Scrutiny Forum to be invited to consider the contribution of the Education 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.

An item has been included on the agenda of the next meeting of the Chairs/Vice-Chairs Scrutiny Forum to be held on 25 March, 2025.

Action 2 – To ensure that both Elected Members and staff prioritise attendance at mandatory training on cyber security.

The action is a priority for all Directors and Heads of Service. Attendance Data : Staff : 69%/Elected Members : 97%

Action 3 – 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.

An item has been included on the agenda for the Elected Member's Briefing Session to be held on 3 July, 2025.

Action 4 – 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.

The action has been considered and progress will be undertaken.

4 WELSH LANGUAGE POLICY REVIEW

The report of the Director of Function (Council Business)/Monitoring Officer was presented for consideration by the Committee.

The Portfolio Member for Education and the Welsh Language said that the Council's current Welsh language policy was adopted in 2016 when statutory Welsh language standards came into force, since then, the understanding of the standards has matured, and the Authority's practices in relation to the language have developed significantly. The Welsh language policy affects all those who deal with the Council and the draft policy is designed to meet the statutory requirements of the Welsh language standards. He further said that the draft policy contributes to the aims of the Council Plan and the Welsh language promotion strategy.

The following were points of discussion by the committee :-

- Questions were raised as to the main challenges of implementing a Welsh language policy. The Portfolio Member for Education and the Welsh Language responded that whilst 55.8% of the Island population can speak Welsh, the Authority is fortunate that recruitment to posts broadly attracts local people with the ability to meet the Welsh language criteria. Whilst acknowledging that some posts are difficult to fill with Welsh first language speakers, the Authority affords training to improve levels of language ability. He further said there is strong enthusiasm within the Authority staff towards the Welsh language and numerous staff are also enrolling to improve their language skills. The Head of Democracy said that this is a review of the Welsh Language Policy and staff are familiar with the Welsh language standards of the Authority. During the induction sessions of new staff, they are made aware of the Welsh language standards and information is also included within the Authority's internal website for staff.
- Questions were raised as to how has the Council's practices changed since the Welsh language standards came into force in 2016? The Portfolio Member for Education and the Welsh Language responded that the Welsh language skills has been incorporated within posts available within the Council. He further said that the culture of the Authority has changed with meetings conducted through the medium of Welsh with translation facilities available for non-Welsh speakers. Reference was made that during the recent meeting of the Democratic Services Committee members raised concerns about the language medium of some training sessions and a general culture that risks alienating non-Welsh speakers. The Head of Democracy responded that discussion have been undertaken internally as regards to the matter and will be reported to the next meeting of the Democratic Services Committee. The training sessions will be afforded to Elected Members in both Welsh and English languages as is currently afforded to staff. He further said that contact has been made with the Equality and Human Rights Commission regarding the issue raised and to date no response has been received.
- Questions were raised as to what are the main differences between the draft and the current Welsh language policy? The Policy and Welsh Language Manager responded that the revised Welsh Language Policy has been streamlined with the inclusion of general principles to confirm how the Authority conducts its business in different context. She further said that although draft policy offered

little change to the way in which Council services are offered, efforts have been made to promote the use of the Welsh language, i.e., the promotion of the use of the translation service within meetings has been undertaken following the suggestion within the Welsh Language Promotion Group. She referred also to a desire to strengthen policy commitments to promote and protect Welsh place-names. Reference was also made to changes within the revised policy to reflect current recruitment and selection practices to make the Welsh language a skill at different level for different roles available.

- Reference was made that each Town/Community Council has a Welsh Language Champion. Questions were raised as to the role of a Welsh Language Champion within the Town Community Councils and whether there is an expectation for the Welsh Language Champion within the community. The Policy and Welsh Language Manager responded that discussions were undertaken firstly within the Welsh Language Forum to identify Welsh Language Champions in Town/Community Councils on the Island. She noted that as the Council is a prominent member of the Welsh Language Forum to identify a Welsh Language Champion is seen as essential in the promotion of the Welsh language, but it is recognised that there is still a need for additional support for the Welsh Language Champion and an invitation will be afforded for them to attend the Town and Community Councils Forum.
- Questions were raised as to what extent does the Welsh language policy negatively impact on local businesses on the Island? Reference was made to the article in The Times recently that the reason the new nuclear power station on Anglesey was blocked due to officials raising concerns over the impact it would have on the Welsh language. The Chief Executive assured that the impact on the Welsh language was not the reason that the developer withdrew from the development at Wylfa. The Development Consent Order highlighted mitigation measures within the project to protect the Welsh language but it was the environmental issues that was a hurdle as regards to the development at Wylfa at the time. He further said that businesses on the Anglesey consider the protection of the Welsh language is a strength for the business.
- Questions were raised as to what extent is grant funding for businesses from the Welsh Government based on criteria related to their use of the Welsh language? The Chief Executive responded that it is depended on specific grant programme as regards to the criteria from grant funding from Welsh Government. He referred to the ARFOR project which has received grant funding from Welsh Government and is able to promote the Welsh language through other business-related projects within the scheme. He noted that details as regards to grant funding towards projects with the requirements of the Welsh language criteria would need to be forwarded to Members.
- Reference was made to certain posts within the Authority that are difficult to recruit. Questions were raised as to whether it would be advantageous to specify within the job specification that the prospective candidates for the posts could be required to commit to learning the Welsh language rather than having to re-advertise the posts on numerous occasions. The Head of Democracy responded that whilst it is accepted that some posts are difficult to recruit, such circumstances are exceptional, and the commitment to learning the Welsh language can be specified but it must be considered that it will take a while for a person to learn the language. He accepted that some roles within the Council

could require less Welsh language proficiency, such as non-customer facing posts.

- Questions were raised as to how the Council can influence the promotion of the Welsh language and heritage of the Island. The Portfolio Member for Education and the Welsh Language responded that as there is no specific legislation to safeguard Welsh place-names, the Council is only able to encourage developers to use a Welsh place name on new development. The Chief Executive said that the Authority is trying to protect Welsh historic place names, but new owners of properties have the right to follow the process of changing the historic names of the property. The Committee considered that a letter should be sent to Welsh Government to request and emphasise the need for new legislation to protect Welsh historic place names and to request the Leader to raise the issue with the WLGA.
- Questions were raised as to whether there is additional Welsh language requirements have been imposed by the Welsh Language Commissioner? The Policy and Welsh Language Manager responded that there are already 160 Welsh language standards imposed on the Authority since 2016. Whilst there is a possibility to revisit some standards, imposing additional standards would require a statutory process. She noted that the Welsh Language Commissioner has recognized the effective practice in promoting the Welsh language by the Council, sharing good practice with other public bodies has also been recognized.
- Questions were raised as to the number of staff of the Council who taking advantage of the offer to learn the Welsh language? The Policy and Welsh Language Manager responded that 43 learners are taking advantage of the foundation to advance level at present which is a substantial increase over the last few years. It was noted that Welsh language courses are also available for Elected Members and Co-opted Members.
- Questions were raised as to what extent has the group of Officers and cross party Elected Members, as outlined in the report, been established to oversee the Council's use of the Welsh language to implement this policy and make recommendations for promoting the language. The Portfolio Member for Education and the Welsh Language responded that the Welsh Language Promotion Group meets regularly and includes representatives from both scrutiny committees. He agreed to share further information about the group with committee member, Councillor Pip O'Neill.
- Questions were raised as to what support can the Council offer to local businesses to help promote the Welsh language in their tendering processes? The Policy and Welsh Language Manager responded that during tendering processes the contractors can fill the documentation in their preferred language. She noted that grant funding was used by the Welsh Language Forum to produce a guidance document for business. She noted that as the Policy and Welsh Language Manager she has been working closely with the ARFOR representatives to promote the benefits of using the Welsh language to businesses in the private sector.

It was RESOLVED :-

- **to accept the draft Welsh Language Policy and to recommend its submission to the Executive and the full Council for approval;**

- that a letter be sent to Welsh Government to request and emphasise the need for new legislation to protect Welsh historic place names;
- that the Leader of the Council be requested to raise the issue with the WLGA.

5 ADDITIONAL LEARNING NEEDS & INCLUSION REPORT - A SUMMARY OF THE CURRENT ALN & I SITUATION

The report of the Director of Education, Skills and Young People was presented for consideration by the Committee.

The Portfolio Member for Education and the Welsh Language said that the Additional Learning Needs & Inclusion (ALN & I) 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 to respond to changes in demand and the wider context. The service was reviewed externally in 2020 and again in December 2023. All schools receive funding to accommodate learners with an Individual Development Plan.

The following were points of discussion by the committee :-

- Questions were raised as to what extent does the ALN & I service provide value for money, and what plans are in place to utilise AI to reduce bureaucracy and improve efficiency and value for money? The Director of Education, Skills and Young People responded that the use of AI is not currently used within the ALN & I service as there are safety and legal implications but there is research undertaken that will help the introduction of AI in the future. The Senior Manager – Additional Learning Needs & Inclusion said that the focus is undertaken with the regard to the pupil's individual development plans and the Co-ordinators needs to keep the plans up to date. She noted that the Head Teachers are requesting targets that the school may use for pupils with specific needs which will reduce bureaucracy, and it is hoped that moving the new formula-base funding method in March 2024 will also reduce bureaucracy.
- Questions were raised as to what, if any, are the potential negative impacts of the new formula-based funding method set to take effect in March 2025 and whether the formula approach encourages discord amongst schools. The Director of Education, Skills and Young People responded that a Briefing Session on the new formula-based funding method and the ALN & I Action Plan details can be arranged. He noted that the new formula-based funding method is only relevant to the primary sector at present. The Senior Manager – Additional Learning Needs & Inclusion said that new formula will provide more financial stability to maintain staffing levels and will have a more consistent regime across schools. She noted that the formula is based on the number of learners with Individual Development Plans, in addition to the severity of learners' need areas. The new formula will be based on individuals and the complexities of the pupil. Further questions were raised as to when the new formula will be escalated into the secondary school's provision. The Senior Manager – Additional Learning Needs & Inclusion responded that it is hoped that discussion will be undertaken next year as to a similar system been afforded within the secondary schools.

- Questions were raised whether more parents of children with Additional Learning Needs choose to educate their children at home. The Director of Education, Skills and Young People responded that the education service creates individual plans for children with Additional Learning Needs but if parents decide to educate their children at home, they are responsible for their child needs and support. The Education Service must ensure that the safeguarding element is robust with a visit to the home within six weeks of the decision to educate the child at home and thereafter an annual visit. He noted that the numbers of children that are educated at home on Anglesey has slightly decreased recently with children wishing to re-enter the educational system.
- Questions were raised as to how effectively the service delivers the needs of schools and putting the learners at the centre of the process and whether the demand for the service has increased. The Portfolio Member for Education and the Welsh Language responded that each pupil has an individual learning plan as part of the new legislation which ensures the child is central to the educational provision afforded. He noted that the intention of the new legislation was to be cost neutral, but there has been an increased costs which could have resulted from people being aware of the needs of individual children. The Director of Education, Skills and Young People said that the demand for the service has increased nationally but the capacity and resource has not increased. He noted that the service must be flexibly to respond to the different challenges and the pandemic has had an immense impact as has recently been reported by Estyn. Working in partnership with children services, health service and the family of a child is crucial due to social aspects of the complexity of some children.
- Reference was made to the lack of funding toward the ALN & I service nationally and locally to be able to sustain the service and that a letter be sent to Welsh Government requesting additional funding for the service and the support of the WLGA is also required to put pressure on Welsh Government. It was noted that every child needs to receive adequate education, and it is unacceptable that some children are having to wait a considerable period to be reviewed, and some children are leaving education before they are assessed. The Portfolio Member for Education and the Welsh Language agreed that there needs to be additional resource to the ALN & I service.
- Reference was made that some children with additional learning needs are located with the mainstream education, but these facilities are sometimes not the adequate provision as they need to be within a special school provision with the facilities that they require. The Leader of the Council referred to the innovative work undertaken within this Authority with 'hubs' located within the five secondary schools which have been established between the Education and Social Services Departments. Welfare Officers, Youth Officers and Teachers with expertise are located within these hubs to support children. He further referred that some pupils with special needs are located within mainstream education and there are also examples that some pupils would not benefit from being within a special school environment. As the Council is a small Authority it can work across different departments and the creation of the 'hubs' has proved that the Council can be innovative and be more effective despite the lack of funding received towards additional learning needs. The Chief Executive noted expertise within the ALN & I service is also crucial within

the service to enable the children to receive the support they require. He further said that the new legislation has been established and the Authority must be committed to afford the service to the children but there is a need to increase the resource towards the ALN & I service.

- Reference was made to the national shortage of Educational Psychologists and especially bilingual psychologists. Questions were raised whether discussion are undertaken with Welsh Universities and especially Bangor University to enable training for Educational Psychologists. The Leader of the Council responded that the matter has been raised with the First Minister, Welsh Government and with the Vice-Chancellor of Bangor University to allow a training pathway for bilingual Educational Psychologists to be trained at the University.

It was RESOLVED:-

- **to accept the report;**
- **that a letter be sent to Welsh Government that additional funding needs to be made available for the Additional Learning Needs & Inclusion service;**
- **that the support of the WLGA needs to be undertaken, to put pressure on Welsh Government, on behalf of the 22 local authorities, that additional funding is needed towards Additional Learning Needs & Inclusion.**

6 EDUCATION SCRUTINY PANEL PROGRESS REPORT

The Chair of the Education Scrutiny Panel, Councillor Gwilym O Jones said that this is the fifth progress report which covers the period October 2024 to January 2025. He noted that the Panel has met on four occasions during this period and considered the following matters :-

- The Welsh Language;
- Improve Teaching and Learning;
- Mental Health and Wellbeing Framework;
- Additional Learning Needs and Inclusion;
- Scrutiny Panel work programme for the period October 2024 – January 2025.

The following were points of discussion by the committee :-

- Questions were raised as to what suggestions can be made to further strengthen the work of the Panel? The Chair of the Education Scrutiny Panel responded that following the two tragic incidents in two schools recently, the Director of Education, Skills and Young People has been requested to prepare a report to the Panel regarding security and safety within schools on the Island.
- The Chair questioned whether it was more appropriate for the Education Scrutiny Panel to scrutinise the school's expenditure rather than the Finance Scrutiny Panel. The Chair of the Education Scrutiny Panel responded that the Panel does consider wide ranging topics within its role as a Scrutiny Panel and funding of schools is considered by the Panel. Members of the Committee considered that it is a matter for the professional Officers to discuss the funding of schools and to report to the Finance Scrutiny Panel. It was further raised that minutes of the 3

Scrutiny Panels should be made available to all Members of the Scrutiny Committee to allow them to be informed and understand the discussions undertaken within these Panels. The Portfolio Member for Education & the Welsh Language said that he considered that the Education Scrutiny Panel does strengthen the Education Service. He noted that the Executive Committee has decided not to reduce the funding towards education within the 2025/2026 budget proposals and one of the main reasons for the decision was due to the pressure on the Additional Learning Needs & Inclusion service. He noted that pressure is put on the WLGA to source funding for education and the additional learning and inclusion service. The Head of Democracy said that a Scrutiny Working Group was undertaken recently and the roles and the relationships between the Scrutiny Panels were discussed. He noted that as part of phase 2 of the Scrutiny Review implementation, a discussion will be undertaken as to how the three Scrutiny Panels reports to the parent Scrutiny Committees. He further said that the role of the Finance Scrutiny Panel is to monitor the budget, and their role should not be weakened. The Chief Executive said that the comments made as regards to the work of the three Scrutiny Panel can be discussed further between the relevant Officers and thereafter report to the Chair/Vice-Chairs Panel in due course.

- Reference was made to the pressures on schools in respect of vulnerable pupils, additional learning needs and inclusion. Questions were raised as to the support and provision for the teaching staff following difficult situations that may arise within the school's environment. The Director of Education, Skills and Young People responded that the Education Service provides Welfare Officers to support the teaching staff together with the Medra Counselling Service. He further said that following the half-term a 'Well-being' Day will be afforded to staff with several external agencies providing support to the teaching staff.

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

7 NOMINATION OF A MEMBER OF THE COMMITTEE ON THE FINANCE SCRUTINY PANEL

The report of the Scrutiny Manager was presented regarding the nomination of a member of the Committee on the Finance Scrutiny Panel.

It was RESOLVED to defer the item to the next meeting of the Partnership and Regeneration Scrutiny Committee to be held on 12 March, 2025.

8 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 the progress made thus far in implementing the forward work programme.**

The meeting concluded at 4.10 pm

**COUNCILLOR DYLAN REES
CHAIR**

22/11/2024

Isle of Anglesey County Council Scrutiny Report

Committee:	Partnership and Regeneration Scrutiny Committee
Date:	12 March 2025
Subject:	Annual Equality Report 2024
Scrutiny Chair:	Councillor Dylan Rees

1. Who will be the portfolio holder / lead officer presenting the report?

Name	Role
Councillor Alun Roberts	Portfolio holder for adult services, community safety and equality
Dyfan Sion	Head of Democratic Services
Ffreuer Owen	Policy and Welsh Language Manager

2. Why the Scrutiny Committee is being asked to consider the matter

The Committee is invited to provide a 'critical friend' challenge to give assurance that we are on the right track to achieve our equality objectives, making the best use of the Council's resources and are ensuring added value by working with partners where possible.

3. Role of the Scrutiny Committee and recommendations

- For information
- To be noted
- For assurance
- For recommendation to the Executive

Recommendation(s):

The Committee is invited to comment on the 2024 Annual Equality Report before it is submitted for approval by the Portfolio Holder for publication.

4. How does the recommendation(s) contribute to the objectives of the Council's Plan?

The annual report includes an outline of our work during 2024 towards achieving the objectives of our Strategic Equality Plan 2024-2028 (SEP). There are strong links between this Plan (which was approved by the full Council on 7 March 2024) and the Council Plan 2023-2028.

5. Key scrutiny themes

Key themes the Scrutiny Committee should concentrate on:

1. Addressing data gaps – culture change
2. Implementing the SEP
3. Training and awareness.

6. Key points / summary

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

There are specific requirements in terms of what must be reported annually. In accordance with these requirements, the report includes:

- employment information during the period between 1 April 2023 and 31 March 2024.
- an overview of the steps we have taken during 2024 to identify and collect relevant information and how we have used this information to achieve the three aims of the general equality duty:
 - Eliminate discrimination, harassment and unlawful persecution
 - Promote equal opportunities
 - Foster good relationships between different groups
- an outline of our work during 2024 to promote equality and towards achieving our equality objectives for 2024 - 2028

Related documents contain more detailed information about our employment, training, recruitment data and our 2024 gender pay gap report.

This is the first annual report since we published our Strategic Equality Plan for 2024 - 2028.

Collecting relevant information about our staff

Sex: The data confirms once again that we employ many more women than men, which is consistent with the trend across many local authorities.

Age: Interestingly, there has been a marked increase in the number of applicants in the 65+ age category (13, compared to 2 during 2022/23).

The remaining protected characteristics: We are committed to collecting accurate information relating to different protected characteristics, but there is still a gap in the data for existing staff. It is recognised that a fuller picture is needed to help us identify any inequalities. However, we must also accept the rights of individuals not to disclose personal information.

7. Impact assessments

7.1. Potential impacts on groups protected under the Equality Act 2010

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

7.2. Potential impacts on those experiencing socio-economic disadvantage (strategic decisions)

See above

7.3. Potential effects on opportunities to use Welsh and not treat the language less favourably than English

See above

7.4. Net zero organisation by 2030

Not applicable

8. Financial implications

Not applicable

9. Appendices

Annual Equality Report 2024 (draft)

10. Report author and background papers

Ffreuer Owen, Policy and Welsh Language Manager



CYNGOR SIR
YNYS MÔN
ISLE OF ANGLESEY
COUNTY COUNCIL

Annual Equality Report 2024



Publication date: March 2025

Annual Equality Report 2024

This is the Isle of Anglesey County Council's Annual Equality Report for 2024. The report is available on our website, together with a plain text version.

www.anglesey.gov.wales

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

Policy and Welsh language team
Isle of Anglesey County Council
Council Offices
Llangefni
LL77 7TW

Phone: 01248 75 25 50

E-mail: Equality@anglesey.gov.wales

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

Related document (also available on our website):

[Strategic Equality Plan 2024-2028](#)

Content

Foreword	1
Introduction: An overview of our annual report	2
Purpose of the report.....	3
Our Equality objectives for 2024 - 2028.....	4
Meeting our objectives: monitoring progress	5
Promoting equality and diversity.....	6
Identifying, collecting and using relevant information	6
Our communities	7
Our staff	7
Recruiting and retaining our staff.....	8
Training and developing our staff.....	8
Our arrangements for assessing impact.....	10
Looking forward	11

Foreword

Welcome to our annual equality report 2024. It provides an overview of the work we did over the year towards creating an Anglesey where people can thrive, regardless of their differences.

This is the first annual report since we published our Strategic Equality Plan for 2024 – 2028. It is important to note, however, that our commitment to equality is not limited to the priorities included in that strategic plan. We will take every opportunity to develop equality through our work at all levels within the Council.

The Council Plan is the main document that influences all our service delivery plans. By establishing equality and diversity as a general principle in the Council Plan for 2023-2028, our aim is to ensure that equality is not a stand-alone issue. This will help us build a fairer society for all our citizens.

We are committed, within our abilities and influence, to:

- eliminate discrimination, harassment and unlawful victimisation
- advance equality of opportunity, and
- foster good relations between different groups
-

among our communities and our staff.

[Council Plan 2023-2028](#)
[Strategic Equality Plan 2024-2028](#)



Dylan J. Williams
Chief Executive



Cynghorydd Alun Roberts
Equality and Diversity
Portfolio Holder

March 2025

Introduction: An overview of our annual report

This annual report includes:

- employment information for the period between 1 April 2023 and 31 March 2024
- an overview of the steps we have taken during 2024 to identify and collect relevant information and how we have used this information to meet the three aims of the general Equality duty:
 - eliminating unlawful discrimination, harassment and victimisation
 - advancing equality of opportunity
 - fostering good relations between different groups
- an outline of our work during 2024 to promote equality and towards achieving our Equality objectives for 2024 - 2028

Accompanying documents contain more detailed information about our employment, training, recruitment and our report on the gender pay gap for 2024.



Purpose of the report

Why do we need an annual equality report?

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

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

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

Who is protected under the Equality Act 2010?

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

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

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

Our Equality objectives for 2024 – 2028



Objective 1: Education

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



Objective 2: The workplace

Take action to ensure we are an equal opportunities employer and reduce pay gaps



Objective 3: Living standards

Take action to improve the living standards of protected groups



Objective 4: Health and social care

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



Objective 5: Personal safety

Take action to safeguard protected groups



Objective 6: Participation

Increase access to participation and encourage diversity in decision making



Objective 7: Socio-economic disadvantage

Take action to address disadvantage



Objective 8: Working practices

Improve our internal practices to ensure fairness to all

Meeting our objectives: monitoring progress

Our Strategic Equality Plan (SEP) for 2024-2028 sets out why we chose our current equality objectives and how we will achieve them. To ensure that equality does not sit as a separate project from our work across the organisation, we have strong links between our equality objectives and the strategic objectives of the Council's other key plans.

Objectives 1, 3 and 4 are particularly relevant as they align with three of the strategic objectives of the Council Plan 2023 to 2028:

Mae amcanion 1, 3 a 4 yn arbennig o berthnasol gan eu bod yn cyd-fynd â thri o amcanion strategol Cynllun y Cyngor 2023 i 2028:



Education:

Ensuring an effective provision for today and for future generations



Social care and well-being:

Providing the right support at the right time



Housing:

Ensuring that everyone has the right to call somewhere home

This also means that progress towards achieving our equality objectives are already partially monitored as part of our [quarterly performance monitoring reports](#) to the Executive.

If we want to ensure that all the objectives and actions of the SEP are realised by 2028, robust monitoring arrangements must also be established which focus on annual action plans.

We have taken the opportunity during the first few months since the SEP was published to consider what practical arrangements would work best and develop terms of reference for a new equality and inclusion group. One of the group's responsibilities will be to develop performance indicators to help us monitor progress.

The group will meet for the first time in April 2025.

Promoting equality and diversity

Here are some examples of how we promoted and developed Equality and diversity during 2024 in line with our equality objectives:

Education: Canolfan Addysg y Bont has been awarded 'Exemplar' status by the EQUALS charity – the first special school in Wales and one of only seven across Britain

The workplace: A Staff Health and Well-being group was established and its purpose is to foster an inclusive and supportive work culture, promoting good health and well-being for all staff

Living standards: £250,000 of funding secured to help tackle the [costs of living crisis](#)

Health and social care: The Council has been recognised as the first [Dementia Friendly Council](#) in North Wales

Personal safety: 'Professional conman' who targeted [vulnerable residents](#) prosecuted

Participation: [Tenants satisfaction survey](#) published – a survey is carried out every two years to give tenants a chance to have their say

Socio-economic disadvantage: Costs of living data dashboard available on our intranet to help officers and councillors to make more informed decisions

Working practices: Monthly 'Equality Matters' messages shared to raise awareness of equality, diversity and inclusion matters and to show respect for others, despite our differences

Celebrating diversity: Welcoming [North Wales Pride](#) to Anglesey for the first time

Many more examples can be found on the ['Newsroom'](#) page on our website, as well as various other corporate and service publications.



Identifying, collecting and using relevant information

Our communities

We are continuing to take positive steps to identify and collect relevant equality information about our communities. It helps inform our decisions and is the basis of our corporate and service strategies and plans.

One of the year's main developments was the introduction of a costs of living data dashboard. The dashboard is available to staff and councillors to help them make more informed decisions.

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

Our staff

We are always striving to strengthen the diversity of our workforce and offer an inclusive culture that values difference, where all staff have the chance to succeed. The employment information available to us as at 31 March 2024 can be found in our accompanying documents (Appendix 1). An analysis of that data is given below:

The data again confirms that we employ significantly more females than males, which is consistent with the trend across many local authorities. The data appears fairly consistent across the remaining equality characteristics. Interestingly, there has been a marked increase in the number of applicants in the 65+ age category.

We are required by law to publish an annual gender pay gap report. Our mean gender pay gap as at 31 March 2024 was 9.7%, which is below the UK average figure. Further details can be found in our accompanying documents (Appendix 2).

We are committed to collecting accurate information about different protected characteristics, but a gap in the data persists for current staff. It is recognised that a fuller picture is needed to help us identify any inequalities. However, we must also accept the rights of individuals not to disclose personal information.

Managers are reminded regularly of the equality duties via various communication methods and are asked to ensure staff are aware of where they can add or amend their equality information.

Recruiting and retaining our staff

One of the main developments in terms of recruitment this year has been the implementation of our new recruitment system Linc Talent. The new online recruitment process is more user-friendly and officers are also available to support both applicants and managers through the process.

We continue to attend recruitment and careers fairs with local schools and employment events to promote our vacancies and to encourage a diverse range of candidates to enter the future workforce.

Our collaboration with Coleg Llandrillo Menai has continued to grow with more placements being made available and a number of success stories where this has developed into employment opportunities.

Our involvement in the We Care Wales agenda has also continued successfully this year, supporting engagement work within the care sector.

Many policies that support equality have been reviewed and updated this year, including the Flexible Working Policy which has been updated in line with legislative changes.

Work has also been undertaken to prepare for legislative changes regarding pregnancy loss leave and the prevention of sexual harassment at work.

Training and developing our staff

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

Equality and diversity training remains an integral element of the training and development programme. In order to deliver services effectively, all staff and elected members need to be aware of the general and specific equality duties to ensure that it is given due regard in the work they undertake.

Tutor-led and e-learning training are available for employees, managers and elected members.

Equality is also a key topic within the corporate induction for new employees.

Training sessions delivered this year have included:

Classroom training:

- Menopause awareness
- Menopause awareness for managers
- Epilepsy awareness
- Equality, diversity and inclusion
- Trans(gender) and gender diversity awareness
- Deaf awareness
- Equality impact assessment
- Unconscious bias
- Anti-racism for elected members

e-learning modules:

- Equality and diversity
- Equality and diversity for members
- Equality in the workplace
- Module 1 – Understanding autism
- Module 2 - Understanding effective communication and autism
- Module 3 – Understanding assessment and autism

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



Our arrangements for assessing impact

We recognise the statutory requirement to carry out equality impact assessments and training is available for any staff members who feel they require further guidance. Templates and guidance are available on our intranet and the Policy and Welsh Language team is also on hand to offer advice. The costs of living data dashboard introduced this year is also a useful resource for officers carrying out impact assessments.

We need to ensure that councillors and officers with decision-making responsibilities understand the likely impact before any decisions are made. For this reason, the covering reports for our main committees – scrutiny committees and the Executive – asks whether the decision would have any potential impact on some groups within our communities.

The aim is for identifying and reducing negative impacts and promoting equality to become part of our daily work. This includes policy-making, employment practice, service delivery and other functions we carry out. Progress appears to be moving positively with more areas recognising the need to assess for impact and the guidance and templates available are being used.



Looking forward

Our main priorities over the next year will be to:

- establish a Welsh Language and Equality Promotion Group to lead the implementation of the Strategic Equality Plan 2024-2028
- collaborate with the Community Cohesion team on proactive events
- confirm our arrangements for ensuring that Council staff read, understand and accept our Equality and Diversity Policy
- Calendar of national and international equality and diversity campaigns – raise awareness within the Council and the island's communities of key dates in the calendar
- look at support materials to assist officers who assess impact

We will update you on progress in our next annual report.



Annual Equality Report 2024

Mae'r dogfennau hyn hefyd ar gael yn Gymraeg /
These documents are also available in Welsh.

Appendix 1: Employment, training and recruitment data

The employment data we currently hold relates to some 3,226 Council employees (including teaching staff).

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

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

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

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

People employed by the Council as at 31 March 2024

Male: 825 Female: 2401 Total: 3226

Age:

Below 25 : 350
26 to 34 : 549
35 to 44 : 742
45 – 54 : 740
55 to 64 : 655
65 and over : 190

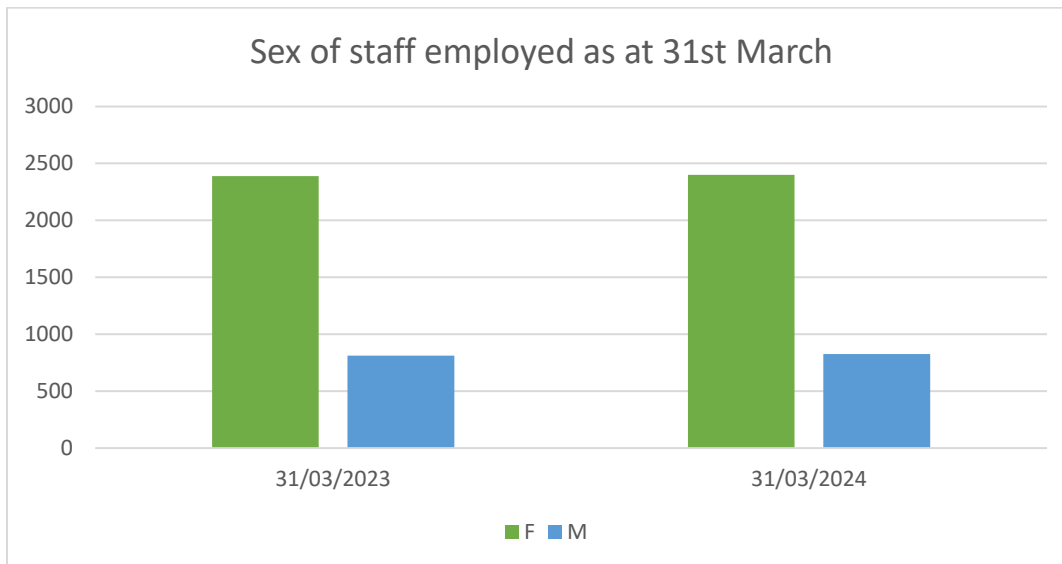
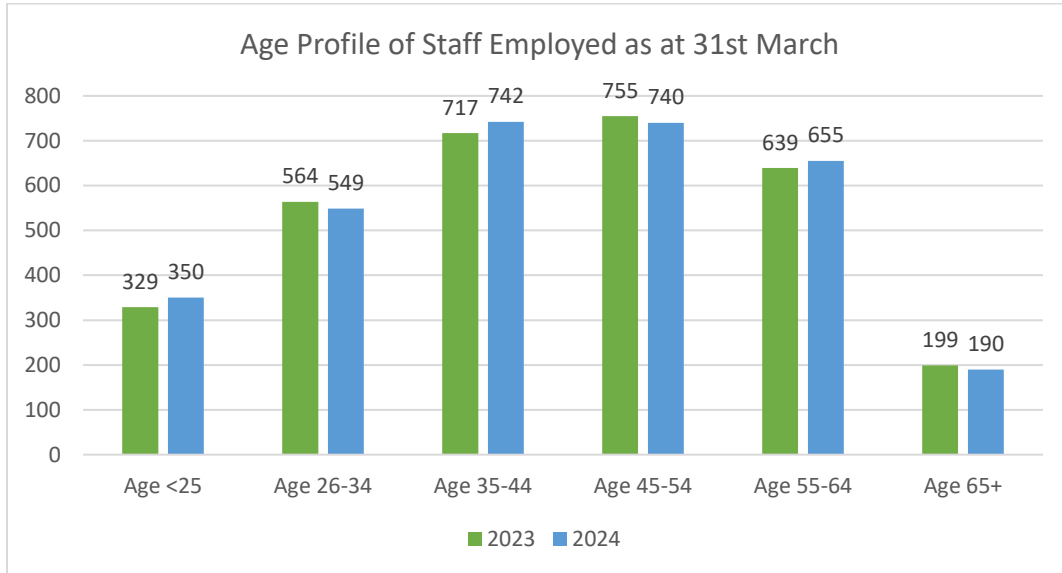
Annual Equality Report 2024

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

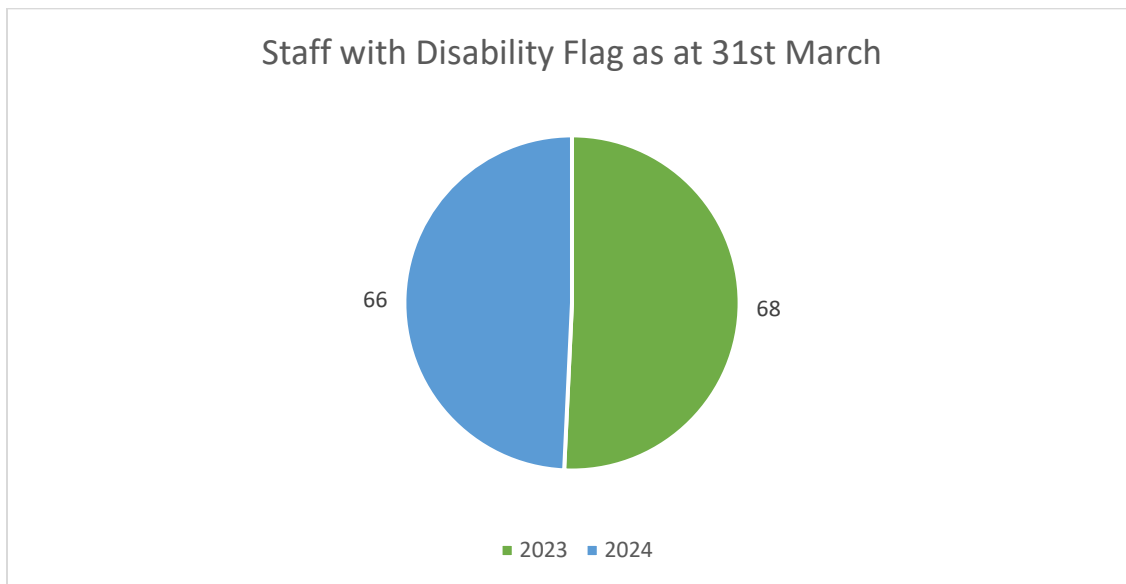
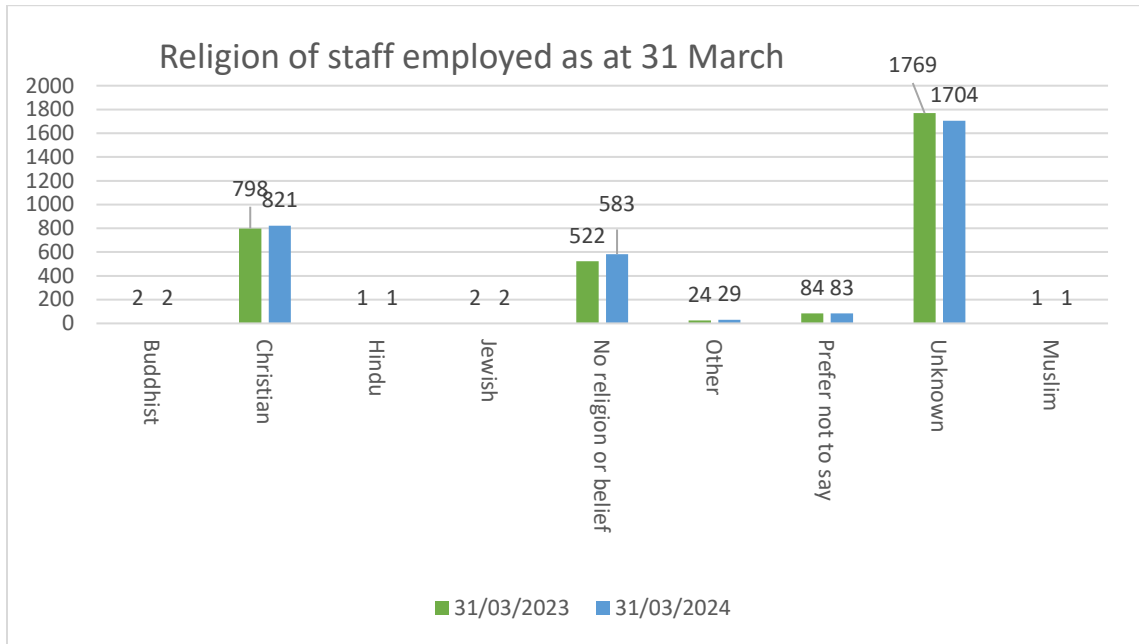
Disabled : 66

Black and minority ethnic: 16

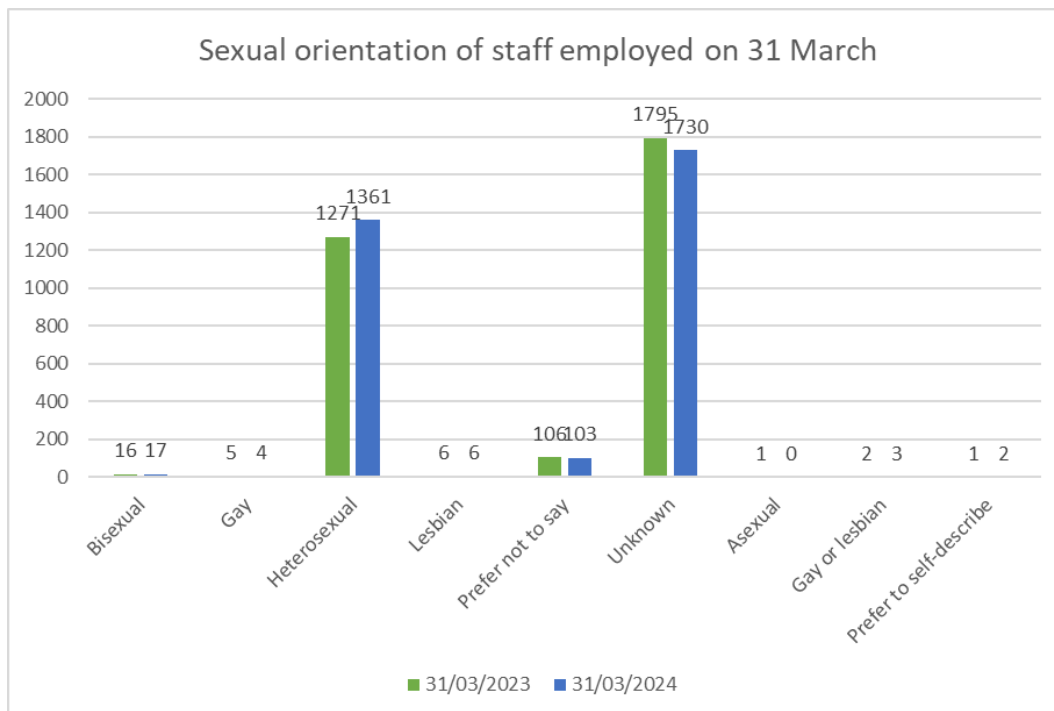
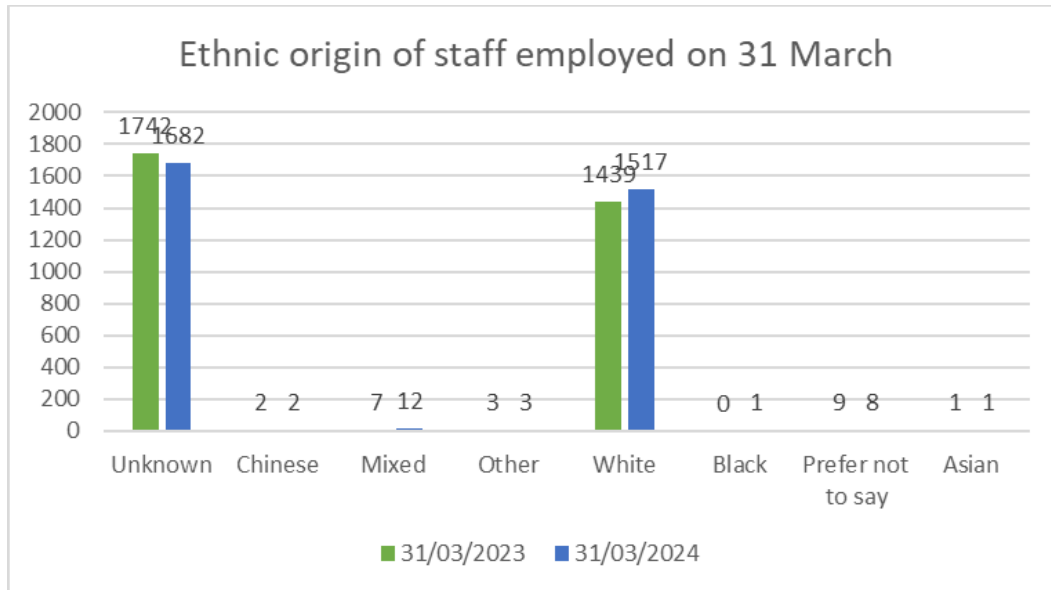
Lesbian, gay, bisexual: 30



Annual Equality Report 2024



Annual Equality Report 2024



People who successfully changed roles in 2023-24

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

Male: 2102 Female: 338 Total: 440

Age:

Below 25 : 72
26 to 34 : 100
35 to 44 : 135
45 – 54 : 86
55 to 64 : 41
65 and over : 6

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

Disabled : 5
Black and minority ethnic: 0
Lesbian, gay, bisexual: 8

Training

Number of participants that have completed short course training in 2023-24:

Male: 673 (28%) Female: 1701 (72%) Total: 2374

Grievance

This is a formal procedure for raising issues of concern that cannot be resolved informally. The table below contains information in relation to employees who raised formal grievances between 1 April 2023 and 31 March 2024 and is presented for each of the protected characteristics:

Number of formal grievance cases: 8

Annual Equality Report 2024

Age	Disability	Gender reassignment	Pregnancy and maternity
16-24: 0 25-34: 3 35-44: 1 45-54: 0 55-64: 3 65+: 1	Information recorded for 1 out of 8: Prefer not to say: 1	None recorded	None recorded
Race	Religion or belief	Sex	Sexual orientation
Information recorded for 2 out of 8: White: 2	Information recorded for 1 out of 8: No religion or belief: 1	Male: 1 Female: 7	Information recorded for 2 out of 8: Lesbian: 1 Heterosexual: 1

Disciplinary

The table below contains information in relation to employees subject to disciplinary procedures between 1 April 2023 and 31 March 2024 and is presented for each of the protected characteristics:

Number of employees subject to disciplinary procedures: 13

Age	Disability	Gender reassignment	Pregnancy and maternity
16-24: 0 25-34: 3 35-44: 5 45-54: 1 55-64: 3 65+: 1	Information recorded for 4 out of 13: No: 4	None recorded	None recorded
Race	Religion or belief	Sex	Sexual orientation
Information recorded for 9 out of 13: White: 9	Information recorded for 9 out of 13: No religion or belief: 4 Christian: 5	Male: 9 Female: 4	Information recorded for 9 out of 13: Heterosexual: 8 Prefer not to say: 1

Annual Equality Report 2024

People who have applied for jobs in 2023-24

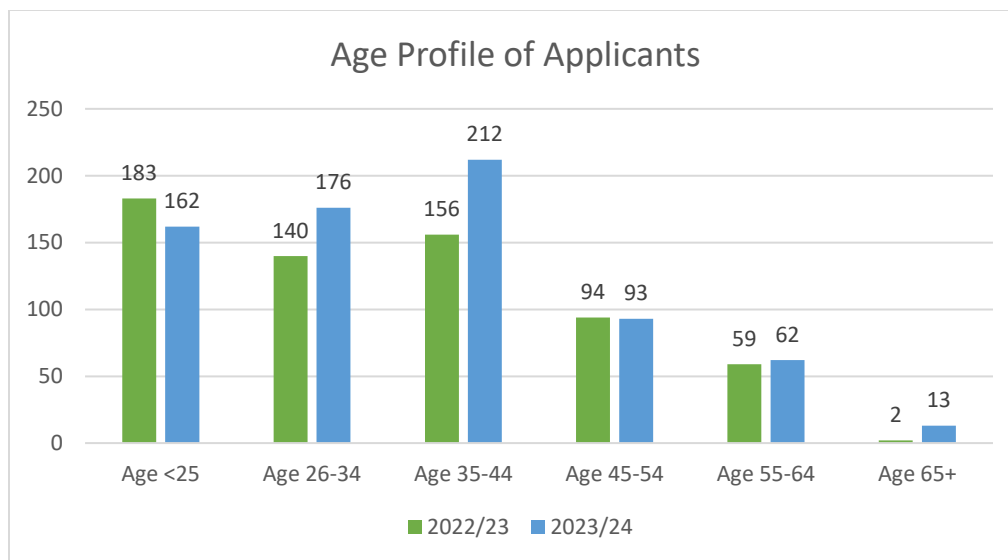
Male: 556 Female: 739 Total: 1318

Age:

Below 25 : 162
 26 to 34 : 176
 35 to 44 : 212
 45 – 54 : 93
 55 to 64 : 62
 65 and over : 13

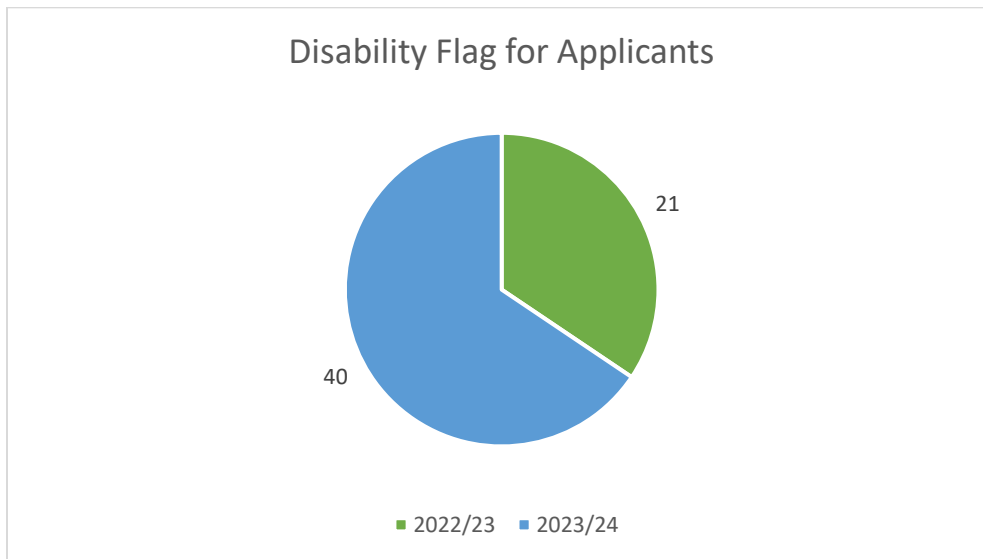
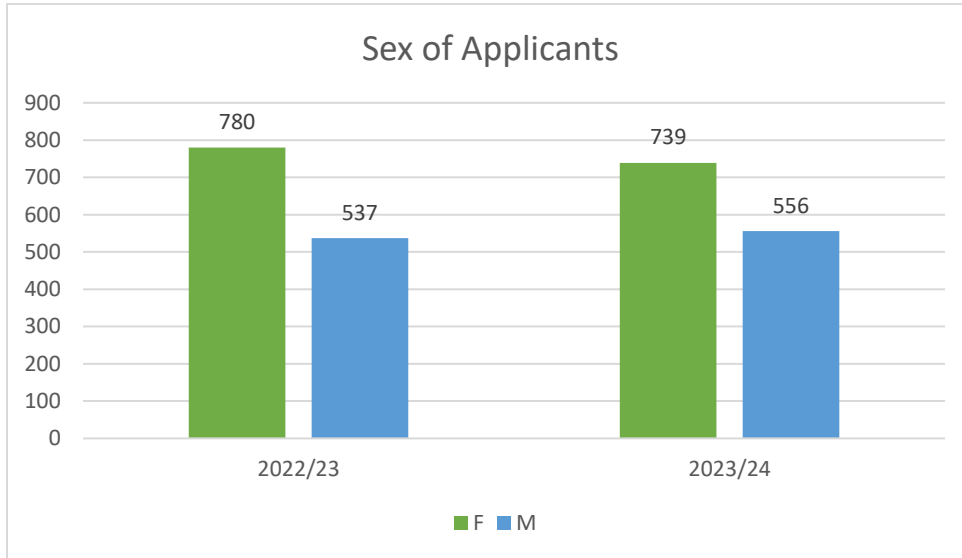
It is not mandatory for employees or applicants to provide data on the following categories. Of those who have declared, this is the breakdown:

Disabled : 40
 Black and minority ethnic: 56
 Lesbian, gay, bisexual: 49





Annual Equality Report 2024



Appendix 2: Gender pay gap report 2024

The Council is required by law to publish an annual gender pay gap report. This is our report for the snapshot date of 31 March 2024. It includes statistics for all our employees apart from those employed in schools. The results are as follows:

- The mean gender pay gap for Isle of Anglesey County Council is 9.7%.
- The median gender pay gap for Isle of Anglesey County Council is 12.7%.

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

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

We support the principle of equal pay for equal work of equal value and recognise that there should be a pay and grading structure which is free from bias and based on objective criteria. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic). All job roles are evaluated and pay grades aligned as necessary to ensure a fair structure. We are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work and are pleased to report that our mean gender pay gap, at 9.7% is below the national average of 13.8% (ONS ASHE Provisional figures 2024).

Our gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract. Across the UK economy as a whole, men are more likely than women to be in senior roles while women are more likely than men to be in front-line roles at the lower end of the organisation. These roles do not score high within job evaluation schemes thus are afforded lower grades of pay. This is reflected in the make-up of our workforce, where the majority of our employees are female and a large proportion of these work part-time hours in jobs which are afforded a lower level of pay, such as front-line social care, cleaning, etc.

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

The vast majority of organisations and local authorities have a gender pay gap. The mean gender pay gap for the whole economy (ONS provisional 2024 figures) was 13.8%. As noted, at 9.7%, our mean gender pay gap is below the UK average figure.

The median gender pay gap for the whole economy (ONS provisional 2024 figures) was 13.1%. At 12.75%, Our median gender pay gap is lower than this average. Since publishing the first gender pay gap figures in 2017, we have continued to achieve a small reduction in the overall mean gender pay gap year on year. The table below shows our data for the period 2020 – 2024:

Year	Mean gender pay gap	Median gender pay gap
March 2024	9.71%	12.75%
March 2023	10.82%	13.63%
March 2022	11.66%	14.65%
March 2021	11.24%	14.65%
March 2020	11.33%	14.65%

What are we doing to address our gender pay gap?

Although our gender pay gap remains below the UK average and a minimal reduction has been achieved year on year, we remain committed to continuing to reduce our gender pay gap where we can. We recognise that our scope to act is limited as pay scales are agreed nationally. We do not operate any performance related pay or bonus schemes and recognise that the pay and grading of all jobs must be fair, transparent, and non-discriminatory. We operate a job evaluation scheme adhering to equality principles and maintaining integrity and fairness of our pay and grading structure on an ongoing basis.

We recently implemented a new recruitment system. The new system has streamlined processes and provides an improved customer experience. It is hoped that this new system will assist with attracting more people into the workforce at all levels. We have been working to provide opportunities for young people, with traineeships being established within the Council ensuring young people are developing skills in areas of growth and demand which enhances employability. We continue to run various talent and development programmes that are open to staff at various grades in a bid to try and attract more people, particularly women, into senior roles. This includes the

Annual Equality Report 2024

Arweinyddion Môn, Academi Môn and the Twf a Datblygu programmes. As part of these programmes it is hoped to encourage more people, particularly women to apply for and attain leadership roles. We have recently established a Memorandum of Understanding (MOU) with a local college (Grwp Llandrillo Menai (GLLM) seeking to integrate work experience into their established courses as a means of attracting staff.

We offer flexible working arrangements to support people's work life balance. This is a key part of our recruitment and retention strategy. We are committed to work-life balance and provide a wide range of flexible working opportunities as a means to support, develop and retain employees at work. The Hybrid Working policy has increased flexibility and removed barriers to progression for women and the whole workforce.

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

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

We continue to be committed to:

- reviewing our flexible working and other family friendly policies.
- reviewing our recruitment and retention strategies and establishing different methods to attract talent.
- monitoring equal pay information and undertaking equal pay audits.
- monitoring adherence to job evaluation processes.
- reviewing terms and conditions regularly with the recognised trade unions.
- continuing to improve our equality monitoring systems.
- monitoring exit interview data and identifying trends to better understand the common reasons for leaving.

Our approach to the gender pay gap goes beyond focusing solely on pay, ensuring that our working conditions and approach to female specific issues are considered and addressed. For example, we have developed our menopause in the workplace guidelines which is an important step and ensures that we are focused on recognising the specific issues women face in work, as part of our approach to retain and support employees. We are in the process of establishing a well-being policy to formalise and confirm our position in relation to supporting the health and well-being of our staff.

Annual Equality Report 2024

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

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

We are committed to the principles of equality, diversity, fairness, and inclusion. We will continue to encourage more staff to complete the optional equality data questionnaire via the self-service portal in order to increase the data we have as this will assist in identifying any gaps in the workforce.

This page is intentionally left blank

ISLE OF ANGLESEY COUNTY COUNCIL Scrutiny Report Template	
Committee:	Partnership & Regeneration Scrutiny Committee
Date:	12.03.2025
Subject:	Overview of the Anglesey UK Shared Prosperity Fund
Purpose of Report:	To provide an update on the delivery of the UK Shared Prosperity Fund on Anglesey between 2022 and 2025
Scrutiny Chair:	Cllr. Dylan Rees
Portfolio Holder(s):	Cllr Gary Pritchard – Leader and Economic Development Portfolio Holder
Head of Service:	Christian Branch - Head of Regulation and Economic Development
Report Author:	Manon Francis (Project Manager – SPF)
Tel:	
Email:	manonfrancis@ynysmon.llyw.cymru
Local Members:	Relevant to all Elected Members

1 - Recommendation/s

The Committee is requested to:

- R1. Note the successful delivery of Anglesey’s UK Shared Prosperity Fund and the positive outputs achieved between 2022 and 2025**
- R2. Note the implementation of Anglesey’s UK Shared Prosperity Fund in line with UK Government guidance**
- R3. Recognises the on-going role of the Council in managing the delivery of the funding on the Island, as well as supporting local delivery partners**
- R4. To request further updates from Officers in respect of SPF delivery during 2025/2026**

2 – Link to Council Plan / Other Corporate Priorities

The UK Shared Prosperity Fund (UKSPF) has been developed against the context of our corporate priorities with other key local, regional and national policies and strategies informing the Regional Investment Plan

Local strategies:

- Council Plan 2023 - 2028 (Isle of Anglesey County Council, 2023)
- Isle of Anglesey & Gwynedd Well-being Plan (Gwynedd & Anglesey Public Service Board, 2018)
- Isle of Anglesey County Council Strategic Equality Plan 2020 –2024 (Isle of Anglesey County Council, 2020)
- Anglesey and Gwynedd Joint Local Development Plan 2011 –2026 (Isle of Anglesey County Council, 2017)
- Isle of Anglesey County Council toward Net Zero Plan 2022-2025 (Isle of Anglesey County Council, 2022)

3 – Guiding Principles for Scrutiny Members

To assist Members when scrutinising the topic:-

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

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

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

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

3.5 Looking at plans and proposals from a perspective of:

- Long term
- Prevention
- Integration
- Collaboration
- Involvement

[focus on wellbeing]

3.6 The potential impacts the decision would have on:

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

[focus on equality and the Welsh language]

4 - Key Scrutiny Questions

1. How have the main challenges and risks been overcome to date to ensure the successful implementation of the new approach to distributing UK Government funding?
2. What are the next steps following the completion of the current programme in March 2025?
3. The SPF has supported 913 local residents in improving their numeracy skills to date, what led to the decision to remove funding for adult numeracy, and what impact does this have on the residents of Anglesey?
4. What assurances can be provided that all projects will successfully meet their evaluation milestones and commitments prior to the closure process?
5. The projected forecast for the number of people accessing mental and physical health support leading to employment was 76, yet the actual number recorded is 0. What are the reasons behind this significant gap?
6. Overall, Anglesey's UK Shared Prosperity Fund has been successful, delivering positive outcomes. What plans are in place to ensure that both the successes and challenges encountered are properly documented and learned from?

5 – Background / Context

a. Background

The UK Shared Prosperity Fund (UKSPF) is £2.6 billion of funding provided by UK Government for local investment across the UK between December 2022 and March 2025.

The UKSPF has three investment priorities:

- Community and Place
- Supporting Local Business
- People and Skills (including adult numeracy - Multiply)

The UK Government launched the UKSPF as a replacement to the European Structural Fund programmes. The EU Structural Funds had been a major funding source in Wales for several decades and Anglesey had always been a significant recipient of these funds; supporting businesses, developing skills, increasing employability as well as capital infrastructure programmes.

The allocation for Anglesey through the UKSPF was £16,081,937 (with £2.78M ringfenced towards Multiply). Funding was approved and released from UK Government on an annual basis (funding profile below).

Funding Sources	2022-23	2023-24	2024-25	Total
UKSPF Allocation excluding Multiply	£1,614,652	£3,229,305	£8460,778	£13,304,735
Multiply Allocation	£839,619	£968,791	£968,791	£2,777,201
Total UKSPF Allocation	£2,454,271	£4,198,096	£9,429,569	£16,081,936

The SPF Programme commenced in December 2022. The Council undertook an open call process for projects between the 30th January 2023 and 24th February 2023. 87 applications were submitted and following a stringent assessment process, 25 projects were approved for funding support (15 Single LA projects, and 10 Multi LA projects). The Council delivered 8 of the 15 Single LA Projects. **Annex A** provides a summary of our delivery partners and their approved projects.

Each Delivery Partner has been responsible for implementing and managing their own approved project, with the Council's SPF team (consisting of two officers: SPF Project Manager and SPF Grants Officer, as well as Finance) providing support. The SPF team also liaised closely with the Regional Lead Authority (Gwynedd Council) and the Delivery Partners to monitor and regularly review progress, expenditure and compliance. Stringent project quality and budget monitoring took place along with risk management.

b. Governance

During the development of the UKSPF Programme, UK Government asked Local Government in Wales to collaborate and produce one Regional Investment Plan for the region (North Wales) and therefore to nominate a single Lead Body to submit the Plan and act as the Accountable Body for the funding. It was agreed by the Council's Executive Committee in July 2022 that Gwynedd Council would be the Lead Authority for the region (a position supported by all other North Wales Local Authorities). The formal relationship existed between UK Government and Gwynedd Council (with a subsequent Inter Authority Agreement between Gwynedd Council and the five other Local Authorities). This meant that all funding was passed from UK Government to Gwynedd Council, with all UKSPF projects across the region submitting their project claims to Gwynedd Council.

The final decision regarding the allocation of funding on Anglesey lies with the Local Authority, through the Anglesey UK SPF Programme Board. The SPF Programme Board consists of the Leader, Portfolio Holder for Finance, the Chief Executive, the S151 Officer and the HoS for Regulation and Economic Development.

The Council's SPF Team continues to work closely with each of the Delivery Partners to progress their projects and to monitor key issues and risks. Meetings are held every four weeks with each of the 25 projects. These meetings are an opportunity to discuss all aspects of the project delivery and putting projects in touch with other partners where there is an opportunity to work together, avoid duplication and share best practice.

Complementing the regional and local governance noted above, the Council's SPF Team also meet separately with UK Government representatives once a month to update them on progress, highlight areas of concern and share best practice.

c. Programme Overview

The current SPF Programme will come to an end on the 31st March, 2025. The Council's SPF team has been working closely with Delivery Partners and have fostered strong working relationship built on trust, openness and collaboration to realise the best possible outcomes for Anglesey. The priority has been to ensure that all allocated project expenditure is utilised, and meaningful benefits are achieved, for the benefit of Anglesey residents and businesses.

It is envisaged that by the time all final claims are submitted and processed (final reporting to UK Government on the 1st of May 2025), the projects should have delivered significant benefits for Anglesey residents and communities, including:

- Financial support to **496** businesses, enterprises and organisations
- Supported **913** local residents to improve their numeracy skills
- Supported the creation of, or safeguarded, **80** jobs on the Island
- Helped **361** people to secure a qualification

The UK Government believes that the Programme has performed extremely well. They are satisfied that most of the anticipated outputs have been achieved, or are on track to be achieved by the end of the Programme. In many cases, the forecasted outputs have been surpassed.

Annex B provides further details on the Programme's achievements. Note that these figures are up to November 2024 project claims. Many outputs are still being achieved right up to the end of the projects.

The positive performance of the Programme has been achieved through fostering strong collaborative working between the SPF Team and Delivery Partners. In January 2025, the Council's SPF team were successful in securing additional funding for Anglesey (from regional underspend) for the delivery of further Multiply activities. This was a positive step,

demonstrating the relevant Delivery Partners' capability to spend additional funding, achieve additional outputs and realise greater benefits for the Island.

The SPF Programme represented a new approach to the distribution of UK Government funding. There were a number of challenges that had to be overcome to ensure delivery was effective, including:

- I. The Council being the 'lead' body for the Island, ensuring local needs were met.
- II. A delayed start to the programme, with the delivery timescales being condensed into 2.5 years.
- III. The need to undertake an open, competitive call for projects.
- IV. The unprecedented demand following the open call, and the subsequent robust assessment processes and decision making.
- V. The need to align with regional arrangements in terms of co-ordination and reporting.
- VI. The provision of support to Delivery Partners to ensure they had sufficient capacity, capability and experience to deliver.

d. Closure Process

There has been a staggered project closure process amongst Anglesey SPF projects:

- 3 of the 25 SPF projects closed on the 31st December, 2024.
- 7 will be closing at the end of February 2025.
- 15 projects will close on the 31st of March, 2025.

In terms of project evaluation, each project has been allocated funding (1-2% of total project cost) for an independent evaluation to be carried out and submitted prior to the final claim. The SPF Team are working with the projects to ensure all evaluation milestones and commitments are met.

The Regional Team will also be carrying out a lighter touch evaluation on the delivery of the SPF Programme in North Wales.

The UK Government has also commissioned a national evaluation of the Programme. The Council has submitted information into this evaluation.

e. Risks

The risks encountered during the delivery of the SPF Programme on Anglesey included:

- I. Delivering the programme within the timeframe set out by UK Government.
- II. Reputational risk for the Council as the 'lead body' responsible for selecting the successful projects and managing the overall UK SPF allocation for Anglesey.
- III. Projects requiring more funding than is available within the Programme due to the impact of inflation and increased costs.
- IV. Delivery being primarily dependent on the performance of external Delivery Partners.
- V. The need to continuously review and adapt to changes in circumstances of Delivery Partners.

Each of the projects developed and maintained their own Risk Registers which were updated on a quarterly basis.

f. New Funding Announced

The original timescales of the SPF Programme have now been extended into 2025/26, and the UK Government has confirmed the following allocation for Anglesey:

- Capital £1,495,296
- Revenue £3,898,805
- Total £5,394,101

This represents a significant reduction in the funds available when compared with the first 2.5 years of the SPF Programme.

The UK Government has made it clear that whilst the 2025/ 2026 funding is entirely separate from the previous SPF allocation, the three original thematic priorities (Community & Place; Supporting Local Business and People and Skills) will remain. The funding for Multiply (adult numeracy) has been removed.

Fundamentally, the new funding allocation represents an extension to the current SPF programme. As such, existing Delivery Partners have been asked to submit applications to continue their current activities for a further 12 months. Undertaking a new open call for projects is considered unachievable given:

- I. Insufficient capacity to undertake a full process given ongoing commitments and workload arising from the original SPF Programme.
- II. Tight timeframe to implement an open call process, including the need to complete formal assessments of all applications.
- III. Insufficient time for new projects to be identified, developed, approved, monitored, closed and reported upon.
- IV. A reduced funding allocation that doesn't meet the full socio-economic needs of the Island.

It is crucial that the SPF 2025/ 2026 delivery period is commenced as soon as practicably possible in April 2025.

During this transitional year, the Council will also begin discussions with stakeholders to identify project ideas and interventions that could be supported by future UK Government support in 2026/27 and beyond.

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

6.1 Potential impacts on protected groups under the Equality Act 2010

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

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

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

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

Positive – by creating employment opportunities in the area it is hoped that more Welsh speakers will be able to benefit and stay in the locality.
Opportunities to learn Welsh/ increase confidence through some of the SPF Projects.
Raise the profile of the Welsh Language

7 – Financial Implications

Neutral – there are no financial implications on the County Council as staffing costs have been paid for and will be met through the programme.

8 – Appendices:

Annex A – Anglesey SPF Project Summaries

Annex B – Outputs Summary for Anglesey UKSPF Programme

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

<https://www.anglesey.gov.wales/en/Business/Economic-development/UK-Shared-Prosperty-Fund.aspx>

Annex A – Anglesey SPF Projects Summaries

Investment Priority: Community and Place

Project Name	Delivery Organisation
Improving Anglesey resident financial resilience and wellbeing economy	IACC
This project, in collaboration with Citizens Advice Bureau (CAB) Ynys Môn, aims to enhance the financial resilience of households on Anglesey through one-on-one support in community spaces. By focusing on early intervention and ongoing assistance, it seeks to address immediate hardship and improve long-term financial stability for those facing poverty and deprivation.	
CCTV Project	Anglesey and Gwynedd Safety Partnership
The installation of CCTV in Llangfeni and Holyhead. The project will also include work on selected lighting columns.	
Balchder Bro	Menter Môn
The project will deliver activities and improvements across Ynys Môn, aligning with community and strategic priorities. Its key aims are to stimulate local pride, improve well-being, and empower communities. It will enhance local identity, support arts and environmental events, strengthen community hubs, and promote sustainability through net-zero initiatives and conservation efforts.	
Connecting People, Nature and Place	Small Woods
This project will enhance skills, resilience, and well-being for those facing employment barriers by developing accessible outdoor sites and expanding learning activities on Anglesey. It will offer nature-based programs, training, and volunteering opportunities while promoting green careers, restoring woodlands, and improving accessibility.	
Green Destination Programme	IACC
The project will support environmental and visitor economy goals, aligning with the AONB Management Plan and Destination Management Plan. It focuses on enhancing landscapes, addressing the nature crisis, promoting well-being, supporting vibrant communities, and managing climate change impacts.	
Creu Ynys Actif	IACC
This project has three key elements: grants of £5,000–£30,000 for local sports clubs, Môn Actif initiatives supporting dementia care, water safety, and youth health, and capital investment in leisure centres.	
Prosiect Pontio Cymunedau Môn	IACC
This project, in partnership with Medrwn Môn, aims to create a resilient island by empowering communities to design and deliver solutions based on local needs. Key initiatives include developing and modernizing community hubs, creating new safe spaces, conducting a feasibility study for play and green spaces, and providing training to strengthen community groups' capacity.	
Lle Da	IACC
The Place-Making Programme for Anglesey's town centres and villages aims to improve urban spaces, support town councils, and enhance local facilities. Key actions include developing Place-Making Plans, re-occupying empty premises, improving shop fronts, and promoting events and visual enhancements.	
North Wales Active, Healthy and Happy	Gogledd Cymru Actif
This multi-authority project across Anglesey, Gwynedd, Denbighshire, and Flint aims to support regular physical activity by building capacity, skills, resilience, and confidence in communities. Led by the communities, it focuses on empowering them to create sustainable solutions for daily activity.	
North Wales Growth Vision Opportunities	Ambition North Wales

This multi-authority project across North Wales aims to maximize benefits from investments aligned with the North Wales Growth Deal. It focuses on five key workstreams—regional collaboration, skills, digital, energy and net zero, and social value—delivering activities to ensure communities benefit from these initiatives.

Caru Cymru

Keep Wales Tidy

This multi-authority project in Anglesey, Conwy, Flint, and Wrexham focuses on expanding community litter-picking efforts and supporting local initiatives to reduce litter. Activities include growing volunteer networks, promoting litter-free zones, raising awareness, supporting local authority strategies, and organizing events like repair cafes and recycling pop-ups to tackle waste and fly-tipping.

Investment Priority: Supporting Local Business

Project Name	Delivery Organisation
Green Digital	GLLM
This project offers evaluation and mentoring to businesses, helping them improve digital and net zero capabilities, boosting efficiency, productivity, and carbon reduction. It includes diagnostics, personalized decarbonization and digitalization roadmaps, mentorship, and guidance on funding, best practices, and operational changes.	
Cefnogi Busnesau Môn	Môn CF
This project offers one-on-one mentoring, business planning, cash flow assistance, UTR application support, and small grants for new and existing businesses. Services include help with business plans, grant applications, self-employment training, online presence improvements, and referrals to other resources.	
Igniting Innovation	MSParc
Igniting Innovation will create high-level employment, support business growth, foster start-ups, and upskill locals in the digital and energy sectors across Anglesey. It will also help children at risk of becoming NEET by teaching life skills and promoting business pathways, while strengthening personal and economic resilience.	
Specialist Support for Social Enterprises in North Wales	Cwmpas
This multi-authority project in Anglesey and Gwynedd provides specialist consultancy and market development support to enhance Social Business Wales (SBW). It offers tailored consultancy in areas like HR, tax, and finance, along with networking, training, and events to help the sector grow and access funding opportunities.	
Hwb Menter	Menter Môn
This multi-authority project in Anglesey and Gwynedd will maintain and develop the Enterprise Hub (Hwb Menter) to support entrepreneurs with knowledge, advice, networking, and space for their start-ups. It will also promote the use of SMART activities in local towns through the "SMART Gwynedd a Môn" initiative.	
Skills and Innovation Voucher Scheme	Bangor University
This multi-authority scheme in Anglesey, Gwynedd, and Flint offers the Skills and Innovation Voucher (SIV) Scheme to support SMEs and graduate entrepreneurs. Vouchers can be used for accessing Bangor University's expertise, facilities, and training related to R&D, innovation, and skills development.	

Investment Priority: People and Skills

Project Name	Delivery Organisation
Anglesey Young People – Succeeding Together	IACC
This project aims to support young people on Anglesey by improving skills, well-being, and reducing the risk of becoming NEET. It will provide an alternative curriculum with emotional well-being support, outdoor activities, and qualifications, as well as extended work experience opportunities through local employer partnerships.	
A Space for Life	IACC
This project aims to renovate a storage facility in Llangefni Library into a welcoming community space for both the library and local organizations. It will offer a variety of events and activities, including author visits, creative workshops, and digital support to help residents improve their IT skills.	
Supportive Steps	GLLM
Supportive Steps is a multi-authority scheme in Anglesey, Gwynedd, and Conwy that offers tailored mentoring for participants aged 16 to 25 transitioning into further education, along with comprehensive well-being and mental health support to aid their progression from college to employment.	
Employer Skills North Wales	GLLM
This multi-authority project in Gwynedd, Môn, and Conwy will help employers identify training needs and skills gaps in their workforce, offering group and individual sessions to support employee skill development and business growth.	
MULTIPLY	
Numeracy for Life	GLLM
This multi-authority project in Gwynedd, Môn, Conwy and Denbighshire aims to improve adult numeracy skills across Anglesey through community-based and work-related support, offering both one-on-one and group sessions. Targeting adults aged 19+ without L2 maths qualifications, it focuses on practical applications like saving money and budgeting for daily life.	
Môn Multiply	GLLM
The project involves Môn CF offering community courses across Anglesey with embedded numeracy skills, leading to qualifications, and CAB running sessions to improve numeracy and boost confidence in money management. It also includes placing 8 apprentices with trusted employers, aiming for NVQ Level 2 certification.	

Annex B – Outputs Summary for Anglesey UKSPF Programme (figures accurate up to November 2024 project claims)

Investment Priority: Community & Place		
Output	Forecast	Actual
Amount of green or blue space created or improved (m ²)	1,481	1,478
Amount of land made wheelchair accessible/ step free (m ²)	50	45
Amount of public realm created or improved (m ²)	530	511
Number of amenities/ facilities created or improved (number of amenities of facilities)	75	40
Number of commercial buildings completed or improved (number of buildings)	36	4
Number of events / participatory programmes	845	805
Number of feasibility studies developed as a result of support	38	22
Number of households receiving support	106	106
Number of households supported to take up energy efficiency measures	110	110
Number of local events or activities supported	593	544
Number of neighbourhood improvements undertaken	698	163
Number of new or improved cycleways or footpaths	2	0
Number of organisations receiving financial support other than grants (number of organisations)	30	29
Number of organisations receiving grants	80	77
Number of organisations receiving non-financial support	93	86
Number of people attending training sessions	72	29
Number of people reached	6,341	7,178
Number of rehabilitated premises	3	3
Number of Tourism, Culture or Heritage assets created or improved	22	6
Number of trees planted	5,250	5,250
Number of volunteering opportunities supported (number of opportunities)	1,242	1,208

Investment Priority: Supporting Local Business		
Output	Forecast	Actual
Amount of low or zero carbon energy infrastructure completed (m ²)	5,000	0
Number of angel investors engaged	42	30
Number of decarbonisation plans developed as a result of support	39	12
Number of enterprises receiving angel investment	9	9
Number of enterprises receiving financial support other than grants	60	37
Number of enterprises receiving grants	428	396
Number of enterprises receiving non-financial support	631	580
Number of events/ participatory programmes	51	50
Number of low or zero carbon energy infrastructure installed (number of units)	23	15
Number of people attending training sessions	150	138
Number of people reached	100	100
Number of potential entrepreneurs assisted to be enterprise ready	301	249
Number of Tourism, Culture or Heritage assets created or improved	16	1

Investment Priority: People and Skills including Multiply		
Output	Forecast	Actual
Number of economically inactive people engaging with keyworker support services	384	384
Number of people accessing mental and physical health support leading to employment	76	0
Number of people attending training sessions	180	98
Number of people in employment engaging with the skills system	264	204
Number of people receiving support to gain vocational licence	82	82
Number of people receiving support to gain employment	384	384
Number of people retraining	99	93
Number of people supported onto a course through provision of financial support	395	215
Number of people supported to access basic skills	831	852
Number of people supported to engage in job-searching	648	648
Number of people supported to engage in life skills	1,696	1,093
Number of people supported to gain a qualification	692	624
Number of people supported to participate in education	407	132
Number of people taking part in work experience programmes	98	50
Number of socially excluded people accessing support	211	201
Number of volunteering opportunities supported (number of opportunities)	69	69
Number of adult numeracy courses run in a local area through Multiply (Number of courses)	90	83
Number of different cohorts participating in numeracy courses (Number of cohorts)	45	39
Number of people achieving a qualification	152	134
Number of people participating in Multiply funded courses	913	761

****A number of the projects are still claiming outputs right to the project end date. Discussions with delivery partners indicate that the forecasts will be achieved.***

ISLE OF ANGLESEY COUNTY COUNCIL Scrutiny Report Template	
Committee:	Partnership and Regeneration Scrutiny Committee
Date:	12 th March, 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)**
 - i. Cllr Geraint ap Bebb (chair)
 - ii. Cllr Keith Roberts
 - iii. Cllr Ieuan Williams
- **Partnership and Regeneration Scrutiny Committee (3 Members)**
 - i. Cllr Dylan Rees (vice-chair)
 - ii. Cllr Ken Taylor
 - iii. 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 March, 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 Cunning Plan? Devising a scrutiny work programme, Centre for Public Scrutiny (March, 2011)

² A Cunning 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 20th November, 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 04/03/25]

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
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
	Nomination of Committee Member on the Finance Scrutiny Panel
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)
North Wales Regional Transport Plan	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)
Schools' Digital Strategic Plan	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
	Local Area Energy Plan