

# 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  
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RHYBUDD O GYFARFOD	NOTICE OF MEETING
PWYLLGOR SGRIWTINI PARTNERIAETH AC ADFYWIO	PARTNERSHIP AND REGENERATION SCRUTINY COMMITTEE
DYDD IAU, 12 MEHEFIN, 2025 am 2.00 o'r gloch yp	THURSDAY, 12 JUNE, 2025at 2.00 pm
CYFARFOD HYBRID – YN YSTAFELL BWYLLGOR , SWYDDFEYDD Y CYNGOR, LLANGEFNI AC YN RHITHIOL DRWY ZOOM	HYBRID MEETING – IN COMMITTEE ROOM, COUNCIL OFFICES, LLANGEFNI AND VIRTUALLY THROUGH ZOOM
Swyddog Pwyllgor	Mrs. Mairwen Hughes 01248 752518 Committee Officer

## AELODAU / MEMBERS

Cynghorwyr / Councillors:-

### Y Grwp Annibynnol/ The Independent Group

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

### Plaid Cymru / The Party of Wales

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

### Annibynnwyr Môn/Anglesey Independents

Douglas Fowlie; Derek Owen; Liz Wood

### 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), Sedd Wag/Vacant Seat -(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 DECLARATION OF INTEREST**

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

### **2 MINUTES (Pages 1 - 10)**

To submit, for confirmation, the following meetings:-

- Minutes of the meeting held on 9 April, 2025;
- Minutes of the Election of Chair and Vice-Chair held on 20 May, 2025.

### **3 WELSH LANGUAGE ANNUAL REPORT - 2024-2025 (Pages 11 - 38)**

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

### **4 WELSH IN EDUCATION STRATEGIC PLAN : 2024/2025 - MEASURE PROGRESS (Pages 39 - 48)**

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

### **5 UK GOVERNMENT FUNDED PROGRAMME (YNYS MÔN LEVELLING UP PROGRAMME) - MEASURE PROGRESS (Pages 49 - 62)**

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

### **6 COMMITTEE FORWARD WORK PROGRAMME FOR 2025/2026 (Pages 63 - 70)**

To submit a report by the Scrutiny Manager.

## **PARTNERSHIP AND REGENERATION SCRUTINY COMMITTEE**

### **Minutes of the hybrid meeting held on 9 April 2025**

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

Councillors Non Dafydd, Jeff M Evans, John Ifan Jones, Euryan Morris, Pip O'Neill, Derek Owen, Margaret Murley Roberts, Ken Taylor and Sonia Williams

#### **Portfolio Member**

Councillor Gary Pritchard – Leader of the Council and Portfolio Member for Economic Development

Councillor Robin Williams – Deputy Leader and Portfolio Member for Finance and Housing Services

**IN ATTENDANCE:** Chief Executive,  
Head of Regulation and Economic Development,  
Chief Economic Development Manager (TJ) (for item 5 only),  
Scrutiny Manager (AGD),  
Scrutiny Officer (EA),  
Committee Officer (MEH),  
Webcasting Committee Services Officer (FT).

**APOLOGIES:** Councillor Nicola Roberts – Portfolio Member for Planning, Public Protection & Climate Change;

Mr John Tierney – The Roman Catholic Church  
Deputy Chief Executive

**ALSO PRESENT:** Gwynedd and Anglesey Public Services Board Programme Manager (ST) (for item 4 only)

#### **Portfolio Members**

Councillor Neville Evans – Portfolio Member for Leisure, Tourism Maritime;

Councillor Alun Roberts – Portfolio Member for Adults' Services, Equalities & Community Safety;

Councillor Dafydd Roberts – Portfolio Member for Education and the Welsh Language;

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

The start of the meeting was delayed until 2.15 p.m., due to technical difficulties.

## **1 APOLOGIES**

As noted above.

## **2 DECLARATION OF INTEREST**

Councillor Euryrn Morris declared a personal interest in Item 4 – Gwynedd & Anglesey Public Services Board – Governance arrangements & scrutinise progress against the 2023-2028 Well-being Plan as he is employed by Gwynedd Council on secondment to the Ambition Board.

## **3 MINUTES**

The minutes of the previous meeting held on 12 March, 2025 were confirmed as correct.

### **Arising from the minutes of the meeting held on 12 March, 2025 :- Item 4 – Annual Equality Report 2024**

**Action 1** – Welsh Language and Equality Promotion Group to consider a campaign to raise awareness to strengthen the baseline staff data, using insights from the Annual Conversation to monitor trends.

**The Welsh Language and Equality Promotion Group will meet during April/May, 2025.**

**Action 2** – To reconsider introducing new Equality Training for staff and Elected Members, following the approval of the Annual Equality Report 2024.

**Action completed** – mandatory training on equalities will be afforded to Elected Members and e-modules will be available for staff.

**Action 3** – To explore ways of improving Elected Members' understanding of the corporate induction process for new staff in collaboration with HR.

**Action in progress** – meeting arranged between Officers of the Policy and Welsh Language and the Training Team.

**Action 4** – To reconsider the Welsh Language and Equality Promotion Group's title and scope.

**Action in progress** – the Welsh Language and Equality Promotion Group to meet during April/May 2025.

#### **4 GWYNEDD & ANGLESEY PUBLIC SERVICES BOARD - GOVERNANCE ARRANGEMENTS & SCRUTINISE PROGRESS AGAINST THE 2023-2028 WELL-BEING PLAN**

The report of the Chief Executive was presented for consideration by the Committee.

The Deputy Leader and Portfolio Member for Finance and Housing Services said that the Well-being of Future Generations (Wales) Act 2015 places a duty on public bodies to improve the social, economic, environmental, and cultural well-being of Wales. The Act also established the Public Services Boards across Wales with members consisting of public bodies and the third sector. Gwynedd and Anglesey's public organisations have come together to collaborate as one Board. The Public Services Board works collaboratively as partner organisations to ensure that strategic plans are aligned with, and support achievement of local well-being objectives. He noted that the main challenges for the Board are to establish where it can add the most value and make a difference together with the limited resources and capacity available. The Gwynedd and Anglesey Well-being Plan 2023-2028 was published in May 2023 which highlighted the three specific Well-being objectives as noted within the report. The Welsh language is a permanent priority for the Board and will be promoted in all aspects of the work of the Board. He further referred that a ceremony was conducted in March 2025 for the signing of the Healthy Travel Charter by both Councils with the Cabinet Secretary for Transport and North Wales, Mr Ken Skates MS in attendance.

The Gwynedd and Anglesey Public Services Board Programme Manager said following comments received by this Committee previously, additional details are included within the report as to the projects undertaken by the Board and the organisations that are implementing the projects together with the outcomes and the further plans to be undertaken in the future. The methodology of Whole System Health Weight has been adopted as a way of working through the work of the Board which could influence the flow of healthy and affordable food choices and create opportunities to allow people to exercise and keep fit. She further said that the Welsh language is also a permanent priority for the Board as reported by the Deputy Leader.

The following were points of discussion by the Committee :-

- Questions were raised as to how the Board prioritises areas where it can add the most value considering the limited resources and capacity. The Deputy Leader and Portfolio Member for Finance and Housing Services responded that the lack of resources and capacity is a challenge in each partner organisation and to both County Council's. He noted that there is a desire within the Board to accomplish the priority areas identified. The Gwynedd and Anglesey Public Services Board Programme Manager said that this is the second Well-being Plan of the Public Services Board and lessons have been learnt to enable partner organisations to work more efficient and share resources. She noted that additional regional work is now been undertaken to benefit from the resources available.
- Reference was made that the North Wales Ambition Board is currently consulting of the Active Travel Charter. Questions were raised as to whether the Public

Services Board should collaborate closely with the Ambition Board as they have more resources to complete the work. The Chief Executive responded that the Health Travel Charter that has been considered and signed to facilitate active travel and well-being for employees across the partner organisations. The North Wales Ambition Board is currently consulting on the Regional Transport Plan for Wales. He noted that when the Ambition Board and the Partnership Board was established it was a priority that the duplication of work needed to be avoided whilst there is collaboration between the Boards as the Leaders of both Gwynedd and Anglesey are members of the Ambition Board and the Public Services Board.

- Reference was made to the Bilingual Workforce Project which is to address as to why public organisations are struggling to recruit staff to Welsh speaking posts. Questions were raised that the Public Services Board should be collaborating with the North Wales Ambition Board as they have a Regional Skills Partnership. The Chief Executive referred to the list of organisations that are part of the membership of the Public Services Board as noted in 1.3 of the report and said that some of these organisations have a wider North Wales remit. He noted that the Gwynedd and Anglesey Public Services Board can discuss the issues with specific Anglesey/Gwynedd context, rather than regional issues (i.e. North Wales).
- Questions were raised as to what extent has the poverty situation affected progress in implementing the well-being plan. The Chief Executive responded that the poverty plan is to minimise the impact of poverty. He said that whilst resources are limited the Authority is working with local partner organisations and the third sector to try to reduce the impact of poverty. He noted that sharing good practice and learning from expertise i.e. Bevan Foundation, to ensure that local interpretation of poverty is accurate was important. He further said that the Gwynedd and Anglesey Public Services Board can ensure that the limited resources available is used efficiently and to make informed decisions. Reference was made that small local agencies could provide important intelligence on people who are in poverty. The Chief Executive responded that as the Public Services Board has a statutory membership, consideration could be given to establishing a network of smaller agencies working in the community (subject to resource availability) who play a role in achieving the Boards objectives.
- Questions were raised as to what lessons has the Public Services Board learned from past experiences and how have they shaped its structure to avoid duplication of work undertaken by the partner organisations. The Chief Executive responded that duplication of work undertaken by partner organisations is unlikely due to the lack of capacity and resources with the Board. He noted that working within the Board is an opportunity to influence other partner organisation and to share good practices. The Gwynedd and Anglesey Public Services Board Programme Manager gave examples of the work undertaken by the Board in respect of Health Weight and Poverty as was highlighted within the report. She noted that sharing good practices is important and to avoid duplication of work by other organisations. Further questions were raised as to the increase of 'take-aways' on the high streets and questions were raised whether the Health Authority is responding to planning process when such facilities are opening as regards to healthy weight issues. The Chief Executive said that the Health Board now responding to the planning process. He noted

that the Authority has a strategic plan through MônActif which priorities being healthy and active.

- Questions were raised as to how the welfare objective of the Public Services Board can make sure that children and young people reach their potential. The Gwynedd and Anglesey Public Services Board Programme Manager responded that partner organisations agreed that the 'children and young people objective' was a priority to enable work to be undertaken in specific areas such as the effect of trauma in early years of a child and on their achievements and the future of children and young people. She noted that each member of the Board is receiving training on Trauma Informed to enable them to recognise the effects of trauma on children and young people. Regional work is also undertaken to highlights the opportunities available to enable young people to be able to work within their local communities and not having to move away to gain employment.
- Reference was made to the 'local engagement' objective and especially the needs of the local community through access and transport improvements in Bro Aberffraw. Comments were made that more Officers from the Authority and other organisations needs to attend community engagement meeting especially in the village of Newborough. Reference was made that the projects in the Bro Aberffraw will continue until February, 2026 as is noted in the report. Questions were raised as to the future projects for the area following February 2026. The Gwynedd and Anglesey Public Services Board Programme Manager said that 'local engagement' project priorities the effects of people living and working in the the Bro Aberffraw Ward. She noted that it is hoped that the measures that will be introduced during the short and long term will address the traffic issues in the areas due to the influx of people visiting the area. The Gwynedd and Anglesey Public Services Board Programme Manager further referred to the plans for the Bro Aberffraw Ward following February 2026 and noted that a review will be needed as to how effective the Bro Aberffraw Group have operated. She said that the Public Service Board now operates on a Task and Finish basis to address specific projects and outputs.
- Reference was made that with the introduction of the new Corporate Joint Committee (CJC's), questions were raised as to the role the Public Services Board will entail and could this lead to duplication. The Chief Executive responded that the governance structures of the CJC's is iperational with clear priority areas. He noted that the geographic areas within North Wales are different, and that the priorities of the PSB are not currently included within the remit/governance of the CJC's.
- Questions were raised as to which projects have not been completed. The Gwynedd and Anglesey Public Services Board Programme Manager responded that the Trauma Informed Board has seen a slippage due to difficulties having all the partner organisations together to attend training, however dates have been agreed for the Authority's Social Services Department to conduct training in the near future. She further said that the Board's Poverty project has also slipped and holding workshops with the Bevan Institute. The Leader and Portfolio Member for Economic Developments said that this Authority is committed to be a Trauma Informed Authority across all services of the Council and the communities of Anglesey . He noted that been part of the Gwynedd and Anglesey Public Services Boards allows for a commitment from all partner organisations to be Trauma Informed.

**It was RESOLVED to accept the governance arrangements of the Public Services Board and to note the progress against the 2023-2028 Well-being Plan published in July 2023.**

## **5 YNYS Môn FREE PORT - UPDATE**

The report of the Head of Regulation and Economic Development was presented for consideration by the Committee.

The Leader and Portfolio Member for Economic Development said that both UK and Welsh Governments invited bidders to submit proposals for Freeports in Wales in 2022. Freeports are designated areas where a range of economic incentives are available to boost the local economy and encourage growth and investment. The Anglesey Freeport has been developed fully aligned to the vision, objectives and values of the Council Plan 2023-2028, with particular focus on collaboration, the Welsh language, championing the Island and promoting opportunities that will deliver jobs and growth to the economy. The Freeport presents an opportunity to attract new private sector investments which is especially important given the context in that a number of major job losses have impacted the Island over the last 10 years. He stated that there are other designated sites on the Island that can benefit from the Freeport status .

The following were points of discussion by the Committee :-

- Questions were raised as to the potential employment and training opportunities that will arise from the Freeport and whether the Island's infrastructure can support the influx of workers. The Leader and Portfolio Member for Economic Development responded that the Authority has been realistic and not to raised expectations from the start as to the potential employment opportunities that will result from the Freeport; it is envisaged that around 3,000/4,000 employment opportunities will materialise from the Freeport project over the years. He noted that the employment and training opportunities will be dependent on the companies that choose to locate their businesses in the designated areas on the Island. Grwp Llandrillo Menai, Msparc and Bangor University, the Regional Skills Partnership and the Ambition Board are involved in discussions of the potential of the Freeport and will be ready to afford training opportunities when information is available as to what businesses will be locating into the designated area.
- Questions were raised as to whether the proposed £600k annual budget will be sufficient to meeting Anglesey Freeport's operational needs. The Leader and Portfolio Member for Economic Development responded that it is considered that the £600k annual budget will be sufficient as the Freeport is relatively small compared to other Freeports and funding will materialise from the companies that will establish within the designated areas.
- Reference was made that attracting an influx of workers into a rural Welsh speaking area could have an effect on the Welsh language. The Leader and Portfolio Member for Economic Development said that securing employment opportunities will secure the Island's future with affording young people work that will protect the Welsh language. Future generations of families relocating to the Island will afford their children to be educated in Welsh in the local schools and



will secure the Welsh language within the local communities. The Head of Regulation and Economic Development said that the one of the three strategic objectives within the Freeport project is the commitment to the Welsh language and culture and recognition has been given to the language by both Governments as well as the partner organisations and will be reflected within the legal agreements with the businesses that will locate in the designated areas.

- Questions were raised as to whether the three posts identified for the delivery company will be sufficient to carry out the extensive work required as to the delivery of the Freeport. The Chief Executive responded that the three posts within the Company will take away pressure on the staff of the Economic Development Department and they will take over the compliance work and reporting to both Governments.
- Reference was made that the project estimates 3,500 new employment opportunities that could be created across North Wales. Questions were raised whether arrangement will be in place to maximise local/regional employment opportunities. The Leader and Portfolio Member for Economic Development reiterated that the figure of 3,500 employment opportunities is an estimated figure and is dependent on the companies that will locate on the Island as part of the Freeport status. He said that every effort will be made that employment opportunities will be for the people of Anglesey.
- Questions were raised as to where there will be a boundary across the Island as regards to the Freeport. Further comments were made that the workers' rights need to be protected. The Leader and Portfolio Member for Economic Development responded that confirmation for the relaxation of the rules in the North of the Island is awaited from the Governments. He referred to the workers' rights and noted that the Freeports in Wales are different to Freeports in England due to Welsh Government intervention. The Head of Regulation and Economic Development said that the whole of the Island is included in the Freeport status in line with national guidance.
- Questions were raised as to whether the Police and other enforcement agencies are involved in discussions regarding the Freeport status as problems can arise due to illegal activities. The Head of Regulation and Economic Development responded that the Authority is the accountable body and when clarity as to the nature of the businesses that will locate in the designated areas the required support and enforcement requirements will be put in place.
- Questions were raised whether the planning applications for development on the designated site will be through the Authority's planning process. The Head of Regulation and Economic Development responded that the planning process will be undertaken through the Authority's planning processes. Reference was made that Candidate Sites will be invited through the Planning Policy process in preparation for the new Local Development Plan for Anglesey. Questions raised whether the developments with the designated sites will also need to be put forward as Candidate Sites. The Head of Regulation and Economic Development responded that all the designated sites are designated as employment sites. The Chief Executive said that work has progressed on three sites, namely the 2Sisters site in Llangefni, former Anglesey Aluminium site and outline planning for the second Msparc building.
- Reference was made that there will be a requirement of skilled workers to take advantage of the employment opportunities that will materialize from the Freeport. Questions were raised as to whether there are adequate training

opportunities available for young people of the Island and also to make them aware of the opportunities that will come from the Freeport in the future. The Leader and Portfolio Member for Economic Development said that Grwp Llandrillo Menai and Bangor University through Msparc and the Regional Skills Partnership are crucial in promoting the skills required when it is clear which employment opportunities that will be available.

- Questions were raised as to whether the Authority will have an influence as to the businesses that will be locating in the designated sites. The Head of Regulation and Economic Development responded that the objectives and aims of the Freeport will be reflected in the agreement with the Freeport membership and the landowners.
- Questions were raised as to what extent does the recent tariff increases from the USA impact on the Freeport's objective to boost international trade. The Chief Economic Development Manager responded that work is currently being undertaken to address the possible impact of the tariff increases and he said that he would report back to this Committee in due course.

**It was RESOLVED to :-**

- **Recognise the role of the Council in the development of the Anglesey Freeport, including the submission of the Outline and Full Business Cases;**
- **Recognise the robust governance arrangements and transition from Shadow Board to Full Board;**
- **Note the next steps in the confirmation of the Freeport, including the need to approve a Memorandum of Understanding with both UK and Welsh Governments prior to the Freeport becoming operational (MoU).**

## **6 COMMITTEE FORWARD WORK PROGRAMME 2025/2026**

The report of the Scrutiny Manager setting out the Partnership and Regeneration Scrutiny Committee's indicative Forward Work Programme 2025/2026 was presented for consideration.

**It was RESOLVED to agree the current version of the forward work programme for 2025/2026.**

**COUNCILLOR DYLAN REES  
CHAIR**

# **PARTNERSHIP AND REGENERATION SCRUTINY COMMITTEE**

## **Minutes of the hybrid meeting held on 21 May 2024**

<b>PRESENT:</b>	Councillors Non Dafydd, Douglas Fowlie, Gwilym O Jones, John Ifan Jones, Euryrn Morris, Pip O'Neill, Dylan Rees, Ken Taylor, Sonia Williams.
<b>IN ATTENDANCE:</b>	Corporate Director (Council Business)/Monitoring Officer, Head of Democracy, Committee Officer (MEH).
<b>APOLOGIES:</b>	Councillors Derek Owen, Margaret M Robert and Liz Wood
<b>ALSO PRESENT:</b>	Councillor Non Dafydd – Chair of the Isle of Anglesey County Council

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### **1 DECLARATION OF INTEREST**

None received.

### **2 ELECTION OF A CHAIRPERSON**

Councillor Dylan Rees was elected Chairperson of the Partnership and Regeneration Scrutiny Committee.

### **3 ELECTION OF VICE-CHAIRPERSON**

Councillor Gwilym O Jones was elected Vice-Chairperson of the Partnership and Regeneration Scrutiny Committee.

**COUNCILLOR NON DAFYDD  
AS CHAIR OF THE COUNTY COUNCIL**

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22/11/2024

# Isle of Anglesey County Council Scrutiny Report

<b>Committee:</b>	Partnership and Regeneration Scrutiny Committee
<b>Date:</b>	12 June 2025
<b>Subject:</b>	Welsh language annual report 2024 to 2025
<b>Scrutiny chair:</b>	Councillor Dylan Rees

## 1. Who will be the portfolio holder presenting / leading the report?

<b>Portfolio Holder</b>	<b>Role</b>
Councillor Dafydd Roberts	Education and Welsh language portfolio holder
<b>Service Officer (Supporting)</b>	<b>Role</b>
Ffreuer Owen	Policy and Welsh Language Manager

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

It is customary to submit the annual report to the committee each June for assurance as a 'critical friend'. The aim is to ensure that we are on track to meet our statutory duties and policy commitments, and make the best use of resources.

## 3. Role of the Scrutiny Committee and recommendations

- ☒ For assurance  
☐ For recommendation to the Executive  
☐ For information

Recommendation(s):

The committee is invited to scrutinise and comment on the Welsh language annual report for 2024 to 2025 before seeking the portfolio holder's delegated approval for publication.

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

The Welsh language is one of the plan's strategic objectives. It includes commitments to comply with Welsh language standards, to provide quality Welsh language services and to develop the use of Welsh within our internal administration.

## 5. Key scrutiny themes

Key themes the Scrutiny Committee should concentrate on:

1. Welsh language training and support
2. Current measures to ensure compliance with statutory duties
3. The council's priorities for the current financial year

## 6. Key points / summary

In accordance with Welsh Language Standards (No.1) Regulations 2015 the council must prepare an annual report outlining its compliance with statutory Welsh language duties. It relates to council services and administration and includes information on the following topics:

- Measures to meet service delivery, policy making and implementation standards.
- Action to promote Welsh language standards.
- Self-regulation.
- Work to promote the use of Welsh by service users, officers and in our administration.
- Performance reporting – complaint, employment, training and recruitment data.

(Separate statutory structures exist in relation to Welsh education and our Welsh language promotion strategy.)

The main areas of success for the reporting period are:

- Updating our Welsh language policy.
- An increase in the number of officers and elected members receiving training to improve their Welsh language skills.
- Effective collaboration with training and development officers and the National Centre for Learning Welsh to offer a range of Welsh language training options.
- National acknowledgement to our practices.

## 7. Impact assessments

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

The main equality consideration is the annual report's accessibility and the need to make it available to a wide audience. An audience which includes individuals belonging to the groups that are protected by the Equality Act 2010. It is important to ensure that the report's style is appropriate and that it is easy to digest. In accordance with our usual practice, the report will be available in alternative formats, such as audio and braille, by request. This is clearly stated on the inside cover. Hard copies will also be available by request at all council buildings.

Care has been taken to ensure that the report is easy to read, that its style and diction is appropriate and inclusive, and that it meets digital accessibility requirements.

Consideration will also be given to raising awareness of the report, sharing it with relevant partners and preparing promotional materials summarising its key findings.

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

N/A. Approving the annual Welsh language standards report is not a strategic decision.

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

As well as considering our compliance with Welsh language duties, preparing the annual report allows us to reflect on the ways in which we encouraged and facilitated opportunities to use the language through our public services and in our administration. Information about the action taken is included in the report.

In accordance with the requirements of the standards and our Welsh language policy the report is available in Welsh, which is clearly noted in the English version.

**7.4. Potential impact on the Council's Net Zero Carbon target**

No potential impact identified.

**8. Financial implications**

N/A

**9. Appendices**

Welsh language annual report 2025 to 2025.

**10. Report author and background papers**

Ffreuer Owen, Policy and Welsh Language Manager

- [Welsh language policy](#)

- [Producing a Welsh language standards annual report: Good practice advice document](#)





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# Welsh language annual report 2024 to 2025

How we carried out our duties, promoted and facilitated opportunities to use the language



Publication date: June 2025

# Welsh language annual report

## Overview

This is the Isle of Anglesey County Council's annual report on Welsh language standards between 1 April 2024 and 31 March 2025. It evaluates how we:

- complied with the standards and implemented our Welsh language policy
- promoted the language and facilitated opportunities to use it
- ensured that the Welsh language is not treated less favourably than English

## More information

This report is available on our website at [www.anglesey.gov.wales](http://www.anglesey.gov.wales). If you need it in another format and/or language, or have any questions about its content, please contact us using these details.

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

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Email: [Welsh@anglesey.gov.wales](mailto:Welsh@anglesey.gov.wales)

We welcome correspondence and calls in Welsh and English. Corresponding in Welsh will not lead to delay.

This publication is also available in Welsh.

**Mae'r cyhoeddiad hwn hefyd ar gael yn Gymraeg.**

## Related documents

Compliance notice under Section 44 of the Welsh Language (Wales) Measure 2011; Welsh language policy; Welsh Language Promotion Strategy 2021 to 2026; Council Plan. All available on our website.

# Contents

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Foreword.....	1
Highlights of the year.....	2
Executive summary .....	3
Priority one: Welsh language services.....	4
Priority two: Internal use of Welsh.....	7
Looking ahead.....	10
Appendix one: Complaints data .....	12
Appendix three: Report background.....	20

## Foreword

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In last year's report, we mentioned the progress made towards ensuring the Welsh language's status in our work and administration. That progress is now reflected in our revised Welsh language policy which was approved by our councillors in March 2025.

The policy reinforces our commitment by making it clear that all our public services are available in Welsh. It reflects the truly bilingual nature of the council by confirming that Welsh is used in all aspects of our internal administration. We are confident that the policy will be a useful resource for everyone involved with the council. You can read it on our website, [the Welsh language on Anglesey](#), and ask for a copy at our sites.

To implement our policy effectively, it is vital that our staff are supported to develop their Welsh language skills. Thanks to the encouragement of managers, the Welsh language team and training teams, more of our employees than ever before are receiving training through an effective partnership with the National Centre for Learning Welsh. You can read more about the council's Work Welsh programme in our Learn Welsh North West tutors' [newsletter](#).

Collaboration is one of our core values which helps us to improve by learning from each other's experience and expertise. We continued to work with the Welsh Language Commissioner, ARFOR area councils, and others to model our internal use of Welsh. As part of the Gwynedd and Anglesey Public Services Board, we put together a resource to help each other recruit more Welsh speakers to maintain our high standard of services. Our work was widely discussed by Fforwm Iaith Ynys Môn (the area's Welsh language forum) and we were proud to be a part of its anniversary celebrations as it marked ten years of collaboration for the benefit of the language locally.



**Dylan J. Williams**  
Chief Executive



**Councillor Dafydd Roberts**  
Education and Welsh Language  
Portfolio Holder

## Highlights of the year

The main purpose of the annual report is to show how met our Welsh language duties and promoted and facilitated opportunities to use the language. But, like every year, it is also an opportunity to acknowledge the efforts of our staff who maintain our high standard of Welsh language services.

Here are some of the year's highlights:



Updating our Welsh language policy



Over 70% of staff with the highest level of Welsh language skills



200% increase in staff receiving training



Working with others for the benefit of the Welsh language locally



More national acknowledgement of our practices



### A word about our Welsh language services

"The opportunities I receive and the help I get to learn Welsh, thanks to the council, are invaluable."

**Elected member of our scrutiny committee**

"... I've never felt disadvantaged at council meetings. The translation service is second to none."

**Lay member**



## Executive summary

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The main purpose of the annual report is to demonstrate the council's ongoing commitment to maintaining and improving our Welsh language services. We know that the Welsh language is important to the people we serve and our aim is always to provide the best possible service to the residents of Anglesey. Despite financial challenges and increased pressure on council services, we showed resilience and resourcefulness again this year.

By making the language a **strategic objective** of our Council Plan, responsibility for implementing the standards and offering quality Welsh language services is positively shared across the organisation. Our **Welsh language** policy gives reassurance that all our services are readily available in both Welsh and English.

To ensure that the language policy is implemented, a solid foundation must be laid. Preparing a new **strategic procurement plan** that sets our ambition to support local businesses was an important step. It will help support the economy and allow us to use local providers who understand the importance of offering Welsh language services in our area.

To maintain quality services, our staff must have the necessary Welsh language skills. We are pleased that **over 70% of our employees reported having the highest level of Welsh language skills**, which is level five on our framework. All members of our senior management teams – the leadership team, corporate management team and Fforwm Môn managers – bar one, are confident users of the language.

Although the staffing situation is encouraging, it cannot be taken for granted. Challenges such as recruiting to specialist professions and a lack of confidence in professional Welsh language skills, such as holding meetings and giving presentations, persist. This means that we must continue to offer **a wide range of Welsh language training** and work constantly to ensure that colleagues take advantage of the support.

The continued efforts of managers and the training and Welsh language teams have led to an increase of **over 200% in the take up of training** compared to last year. Thanks to an effective partnership with Learn Welsh North West tutors, more council officers than ever are receiving help to improve their Welsh language skills. Also, for the first time, some of our councillors are learning in conjunction with our staff.

The number of **complaints** about Welsh language services **remains low** and consistent with recent years. However, at the time of preparing this report, the Welsh Language Commissioner was considering one complaint and had opened one investigation against us. We will cooperate fully to learn from any mistakes.

Our efforts were again recognised the Welsh Language Commissioner. Details of our Welsh language promotion strategy, internal practices, and our impact assessment arrangements were shared with national and international audiences as **examples of best practice**. By working together to share knowledge we hope to learn from and inspire others to follow our example.

## Priority one: Welsh language services

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This section summarises steps to comply with service delivery and policy making standards. Service delivery standards focus our interactions with the people of Anglesey. Among other things, they relate to how we deal with people over the phone or in person, our publications with our online presence. Under the policy making standards we must also consider the impact of our decisions on the Welsh language.

### Performance management

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#### Indicators

Quarterly updates were shared on our Welsh language indicators as part of our council scorecard. There has been an increase in the percentage of jobs advertised requiring a high level of Welsh language skills, and in the number of officers receiving Welsh language training. Trends in relation to complaints and followers of our Welsh language social media accounts were consistent. You can view the scorecard on our [website](#).

#### Self-assessment

As every year, our corporate management team considered their services' compliance with our Welsh language duties. There was general assurance that each of the nine services were able to meet Welsh language standards and the expectations of our Welsh language policy. This was mainly due to the language skills of our staff and a high level of awareness of the requirements.

The main challenge identified was recruitment to specialist posts. At the time of preparing this report some positions remained vacant following more than one recruitment drives. We issued advice to managers in 2019 stating that language requirements may only be reconsidered after two unsuccessful attempts to appoint. That advice was incorporated into our revised Welsh language policy to offer additional assurance that the requirements cannot be changed without the consideration and consent of our recruitment panel.

We worked together as part of the Gwynedd and Anglesey Local Service Board to prepare a practical resource for managers to help attract candidates with Welsh language skills.

The revised Welsh language policy also places expectations on officers to seek consent and follow appropriate guidelines when commissioning digital services. This was in response to gaps identified last year in external companies' understanding of the Welsh language requirements placed upon us.

#### Welsh Language Promotion Group

The group met four times during the year to consider plans to promote and develop the use of Welsh. Among other matters, discussions led to:

- Improved communication with elected members which lead to councillors receiving training to improve their Welsh language skills.
- Piloting a new language awareness session by Iaith Cyf with learners and confident Welsh speakers.
- Holding several events to celebrate the efforts of our Welsh learners including walks, coffee mornings and chat and char sessions with managers.

### Effective practice

Examples of effective practices by services to proactively improve their performance include:

An increase in the number of Welsh language champion in Transformation and Regulation and Economic Development Services

Consideration of the Welsh language in the Procurement Strategic Plan for 2024 to 2029

Business Centre staff holding Welsh language hot topic and current affairs discussion groups



Additional content on the Learning Pool Welsh language dashboard

New leisure sector Welsh language vocabulary resource

### Impact assessment

Our assessment of the impact of a difficult decision in relation to education was recognised by the Welsh Language Commissioner as an example of effective practice. At a national event on policy-making standards, reference was made to our Welsh language assessment impact arrangements.

### Translation

The support of the translation service is essential to meet our duties under the standards. The team translated **nearly two million** words this year (**1,922,449**) and provided simultaneous translation service in **270** meetings, an increase from 255 last year.

### Direct checks

### Compliance surveys

The Welsh language team carried out secret shopper surveys of our telephone services again this year which found high levels of compliance. Officers generally



greeted callers in Welsh first and had the skills needed to deal with Welsh language queries.

## Understanding user experience

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### Complaints

We received **seven complaints** this year which raised suspicions of failure to comply with Welsh language standards, the same number as last year. Their details are included in the appendices.

At the time of preparing this report, the Welsh Language Commissioner was considering what action to take in relation to one of those complaints and had opened one statutory investigation.

## Priority two: Internal use of Welsh

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This part of the report summarises steps to maintain the Welsh language's status in our administration and to support our officers and councillors to use the language in their work.

### Performance management

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#### **Welsh language policy**

We stated in our report last year our intention to review our Welsh language policy which had been in place since the standards came into force in 2016. We are pleased to report that our revised language policy was unanimously adopted by the full Council in March 2025.

The updated policy reflects our current practice and our improved understanding of the requirements of the standards. The main developments relate to our internal business and the measures that ensure the Welsh language's status as a language of administration. It is within this context that we have seen the greatest change as Welsh is now used in all aspects of our internal administration. This process of culture change has been gradual and deliberate focussing on support, training and changes to recruitment practices.

Key policy developments include:

- Incorporating guidance published in 2019 that makes Welsh an essential skill for council posts, to different levels in line with our language skills framework.
- A new section on the role of elected and lay members to make it clear under what circumstances they are expected to comply with standards and outline support available to them to develop their use of Welsh.
- Commitments to promote Welsh place names and to encourage others to uphold the same standards as us when working together.

The style and language have been simplified to make the policy clearer to the public, staff, councillors and others. Clear and concise communication should improve our compliance with the standards and help achieve our strategic objectives.

#### **Recruitment**

Again this year, Welsh language skills were an essential requirement for all advertised posts. The nature and duties of jobs advertised vary from year to year. This year, the majority of vacancies required intermediate Welsh language skills, which is level three on our framework. The council scorecard also showed a slight increase in the number of jobs requiring advanced Welsh language skills, which are levels four and five on our framework.

Appointing specialist officers was challenging, for example to legal and procurement roles. However, positive progress was made in a historically challenging area.

Following recruitment and restructuring work, more of our IT officers have higher level Welsh language skills and are receiving Welsh language training.

77 new members of staff received Welsh language and standards awareness as part of the induction process. We also piloted a new language awareness session by Iaith Cyf with 14 colleagues with the intention of offering it to everyone in the future.

### **Modelling our internal use of Welsh**

We continued to collaborate with the Welsh Language Commissioner, Gwynedd and Carmarthenshire councils, the Welsh Government, Natural Resources Wales, the National Centre for Learning Welsh and others, on a project to model our internal use of the language and help other organisations.

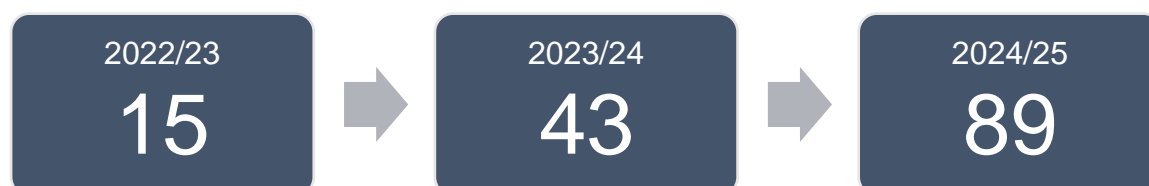
We were privileged to present information about our working practices to an international audience at the annual conference of the International Association of Language Commissioners in Cardiff in June 2024. You can listen to our policy and Welsh language manager's contribution on the association's [website](#).

## **Understanding user experience**

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### **Work Welsh programme**

Undoubtedly, the main success story of this year is the huge increase in the number of our staff receiving training to improve their Welsh language skills. The council plan commits to supporting our staff and councillors to increase their confidence and use more Welsh at work. Thanks to the efforts of managers, the training and Welsh language teams, and an effective partnership with Learn Welsh North West tutors, more of our staff than ever attend Welsh lessons. Since 2022/23 the numbers of learners have risen from 15 to 89.



Entry, foundation and intermediate lessons are held each week at the business centre by two dedicated tutors as part of the National Centre for Learning Welsh's Welsh Work programme. This year, there was additional support for Welsh speakers to improve their professional skills in ten-week confidence-building and language skills development courses at the MS-Parc science park and online.

We celebrated our learners' progress by holding events such as coffee mornings and chat and char sessions with managers. The support of managers is key to the success of the project and, by involving them in their officers' learning journey, course completion rates are increasing and interest in lessons is growing. You can read more about the council's Work Welsh programme in our tutors' [newsletter](#).



Here are the views of some of our learners and their managers on the support available to improve their Welsh language skills:

“Since attending the course with Eleri, my confidence to use Welsh has increased and I feel that I can now easily contribute to conversations in the office without overthinking, which is a nice feeling to have!”

#### **Scrutiny Officer (Welsh language skills development)**

“What we've seen is a clear shift in [the staff member's] confidence to use Welsh, not only in the workplace but also at home with her family.”

#### **Scrutiny Manager**

“It's really good. Eryl is a very good teacher and I learn a lot in class. It's important to speak Welsh with the people we're working with and supporting, so I just want to work on my confidence to speak Welsh with them, and also colleagues in the office.”

#### **Health and Wellbeing Officer (Intermediate)**

“Part of the condition in appointing [...] was that he would start a course to increase his Welsh. He's worked himself up through the course, he's starting to speak Welsh with us, his colleagues, which is a good thing, his vocabulary has developed, he's also doing a pretty good job at mutations which takes a lot of work.”

“We're using Welsh with a wide cross-section of people from schools to farmers and he's eager to learn in order to use the language with everyone.”

#### **Countryside and AONB Officer**



## Looking ahead

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Here are some of our plans for the year ahead:



Preparing for Eisteddfod yr  
Urdd Ynys Môn 2026



Reviewing our Welsh  
language promotion strategy



Establishing a Welsh language  
and equality steering group



Assessing staff understanding  
of Welsh language standards



More events to celebrate and  
support our learners

Next year we will be looking forward to welcoming the Urdd Eisteddfod to Anglesey. This special occasion will be an opportunity for us to celebrate our commitment to the Welsh language and Welsh culture. We will work closely with our schools to ensure that all our young people can participate and practice their Welsh. We will also reflect on the success of our Welsh language promotion strategy and prepare a new five-year plan.

The remit of the Welsh language promotion group will change as we extend its responsibility to cover our equality duties. This pilot will establish whether our Welsh language governance structures can be successfully applied to our equality responsibilities.

We will continue to raise awareness of our Welsh language policy to encourage greater use of our Welsh language services. Our colleagues' understanding of the policy and the requirements of the standards will also be tested through the Policy Portal process.

We will build on the success of our Work Welsh programme by holding more classes and events to celebrate the progress of our learners. Emphasis will be placed on supporting learners to use the language in all aspects of their working life.

## Appendix one: Complaints data

Here are the details of the complaints that were made to us about our use of Welsh. The first two tables contain details of complaints that met the definition of our complaints' procedure, and were made by people directly affected by the matter complained about.

The third table contains details of 'other' complaints or feedback from people not being directly affected by the circumstances complained about. It also includes complaints that relate to our use of Welsh but do not create suspicion of failure to comply with the standards.

The fourth table sets out any ongoing statutory investigations by the Welsh Language Commissioner to enforce Welsh language standards, whether in relation to a complaint or of the commissioner's own initiative.

**Table 1: Complaints by class of standards**

Standards class	No.
Service delivery	5
Policy-making	2
Operational	0
<b>Total</b>	<b>7</b>

**Table 2: Complaint details**

Complaint	Standards class	Details
2024/25-01	Service delivery	Alleged lack of use of Welsh at a leisure centre fitness class
2024/25-02	Service delivery	English-only email sent to Learning service partners
2024/25-03	Service delivery	Alleged lack of use of Welsh at a residential care home
2024/25-04	Policy-making	Alleged lack of support for a pupil to receive Welsh language immersion education
2024/25-05	Service delivery	English-only email to Learning service partners
2024/25-06	Policy-making	Alleged lack of due regards of the Welsh language as part of stakeholder engagement work
2024/25-07	Service delivery	Failure to answer Welsh language correspondence

**Table 3: Other complaints**

Number	Attention
1	Lack of use of Welsh on private car park signs found not be linked to the council

**Table 4: Details of Welsh Language Commissioner statutory investigations**

Investigation	Standards class	Details
YGS01	Service delivery	Investigation opened into complaint 2024/25-06 for alleged lack of due regards of the Welsh language as part of stakeholder engagement work



## Appendix two: Workforce Welsh language skills, training and recruitment data

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Here is information about our workforce' Welsh language skills. We have categorised the information to fit the definitions of our language skills framework which specifies different levels of Welsh language ability:

### **Level 0: Awareness**

- No skills

### **Level 1: Entry**

- Able to chat in general (greetings, names, sayings, place names)
- Able to understand basic queries
- Able to read basic words and phrases, such as short and simple signs or notes
- Able to write basic messages

### **Level 2: Foundation**

- Able to answer simple work-related queries
- Able to understand basic social conversation
- Able to read simple material relating to the work (slowly)
- Able to answer simple correspondence with help

### **Level 3: Intermediate**

- Able to hold a conversation with someone else, with some hesitation, about normal work matters
- Able to follow routine work-related conversations between fluent Welsh speakers
- Able to read normal material with a dictionary
- Able to draft custom text, with editorial support

### **Level 4: Advanced**

- Able to speak the language in most situations with some English words
- Able to follow most work-related conversations including group discussions
- Able to read most material in your own field
- Able to prepare most of the written material related to the field, with some checking assistance

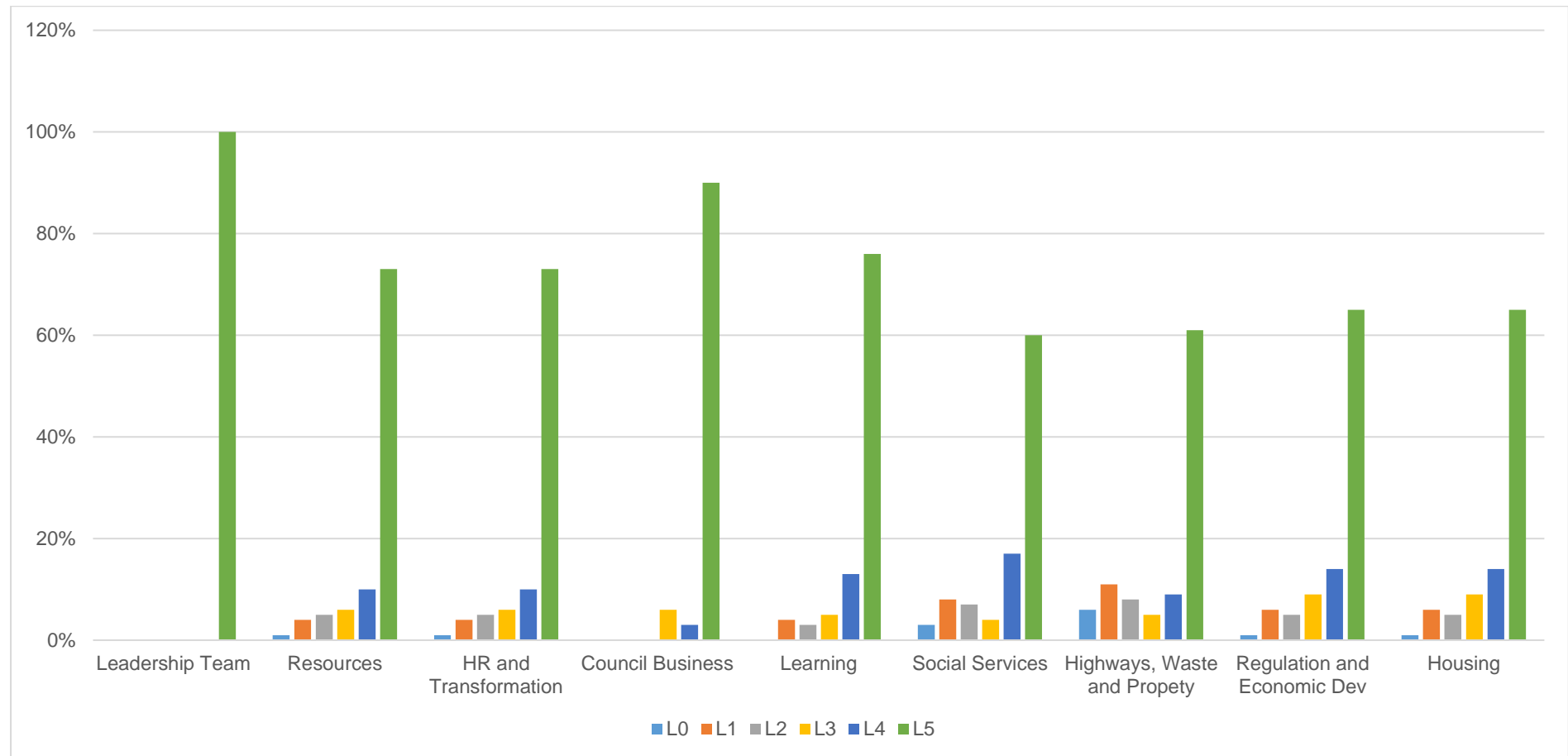
### **Level 5: Proficient**

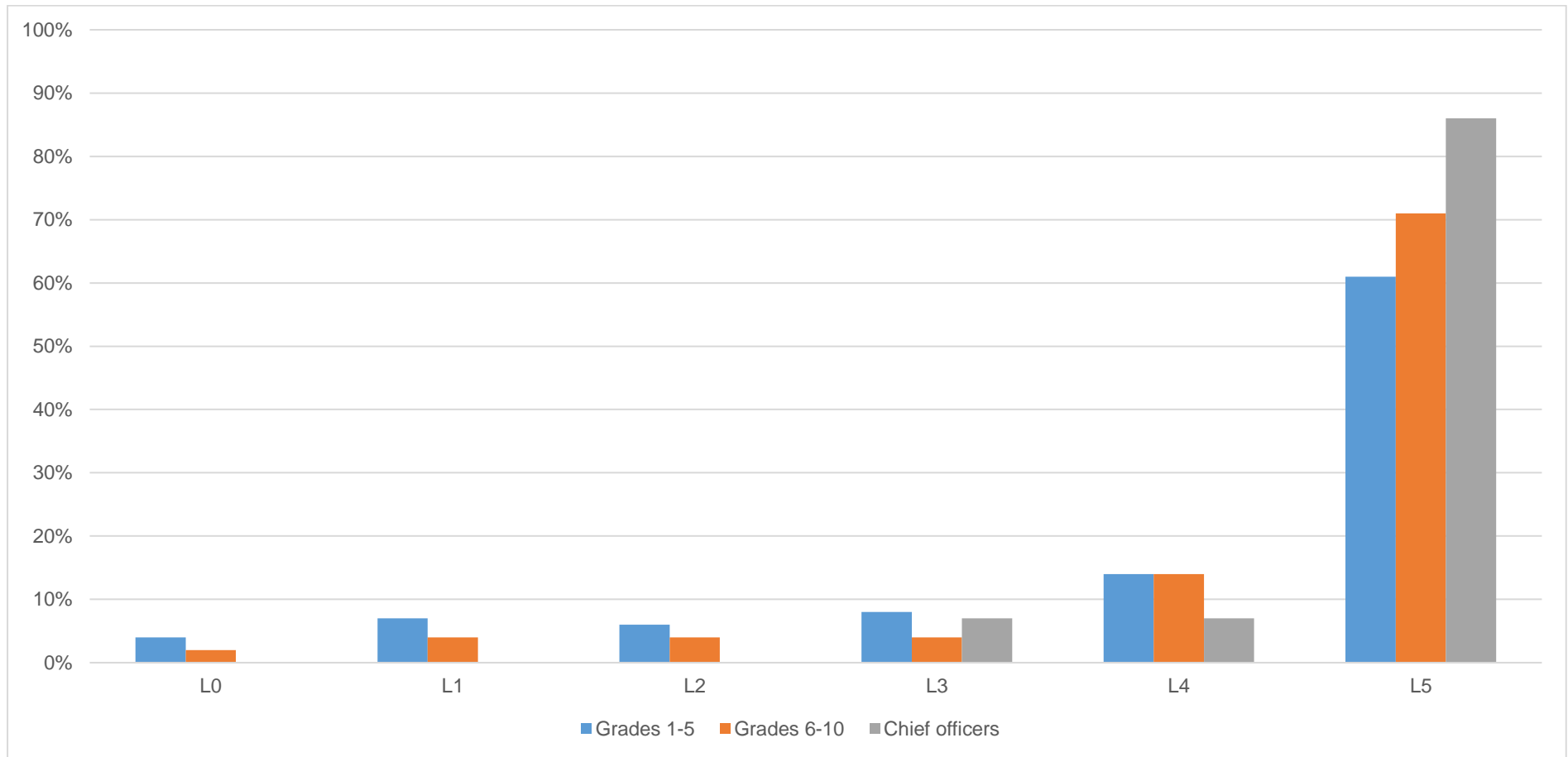
- Able to hold a conversation and answer questions, for an extended period when required
- Able to understand all conversations relating to the work
- Able to understand all material relating to the work
- Able to complete complex writing without the need for checking

## Welsh language skills data: Summary

On average, 73% of our staff describe their Welsh language skills as proficient, which is the fifth and highest level on our framework. Only 3% of our employees have no Welsh language skills.

**Diagram 1: Welsh language skills by service**



**Diagram 1: Welsh language skills by salary scales**

## Welsh language skills by service

### Leadership Team (chief executive, deputy, directors and personal assistants)

Number of employees in service: 9

Level	L0	L1	L2	L3	L4	L5
No.	0	0	0	0	0	9
Percentage	0%	0%	0%	0%	0%	100%

### Resources

Number of employees in service: 94

Level	L0	L1	L2	L3	L4	L5
No.	1	4	5	6	9	69
Percentage	1%	4%	5%	6%	10%	73%

### Human Resources and Transformation

Number of employees in service: 94

Level	L0	L1	L2	L3	L4	L5
No.	6	3	2	4	17	62
Percentage	6%	3%	2%	4%	18%	66%

### Council Business

Number of employees in service: 31

Level	L0	L1	L2	L3	L4	L5
No.	0	0	0	2	1	28
Percentage	0%	0%	0%	6%	3%	90%

### Learning

Number of employees in service: 80

Level	L0	L1	L2	L3	L4	L5
No.	0	3	2	4	10	61
Percentage	0%	4%	3%	5%	13%	76%

### Social Services

Number of employees in service: 689

Level	L0	L1	L2	L3	L4	L5
No.	24	48	47	25	114	404
Percentage	3%	8%	7%	4%	17%	60%

### Highways, Waste and Property

Number of employees in service: 316

Level	L0	L1	L2	L3	L4	L5
No.	18	34	25	15	30	194
Percentage	6%	11%	8%	5%	9%	61%

### Regulation and Economic Development

Number of employees in service: 348

Level	L0	L1	L2	L3	L4	L5
No.	4	20	17	31	50	226
Percentage	1%	6%	5%	9%	14%	65%

### Housing

Number of employees in service: 185

Level	L0	L1	L2	L3	L4	L5
No.	5	6	8	12	25	129
Percentage	3%	3%	4%	6%	14%	70%

### Welsh language skills by salary scales

#### Scales 1-5

Total number of employees: 1360

Level	L0	L1	L2	L3	L4	L5
No.	48	98	86	103	189	836
Percentage	4%	7%	6%	8%	14%	61%

#### Scales 6-10

Total number of employees: 455

Level	L0	L1	L2	L3	L4	L5
No.	10	18	20	20	65	322
Percentage	2%	4%	4%	4%	14%	71%

#### Chief officers

Total number of employees: 14

Level	L0	L1	L2	L3	L4	L5
No.	0	0	0	1	1	12
Percentage	0%	0%	0%	7%	7%	86%

## Training data

### Welsh language training

Here are details of the numbers who received training to promote or develop their Welsh language skills during the year.

Qualification	No.
Entry	26
Foundation	21
Intermediate	15
Higher (Developing Welsh language skills)	19
Confidence building	8
<b>Total</b>	<b>89</b>

### Language medium of training courses

Our aim is to identify and keep a record of the language medium of each of our in-house training sessions. It is important to note that the recording preferences of our HR system are not ideal for the collection of such data when considering the figures below. (Adjustments are made manually to ensure that the data is as up-to-date as possible.)

For courses described as 'bilingual', this may mean that either the instructor is able to deliver the session bilingually or that translation provision is available at the time. Officers can use their preferred language in bilingual training courses.

The table below notes the internal training offered over the year and shows the number of staff members who attended training courses through different language mediums during the year. It should be noted that most training is offered bilingually for flexibility and cost effectiveness.

	No.
Welsh medium training courses	22
Bilingual medium training courses	993

## Recruitment data

Here are the details of new posts and vacancies advertised during the year according to their Welsh language skills requirements. Although we continue to categorise jobs in accordance with the requirements of the standards, we only consider Welsh language skills desirable for council posts in rare exceptions.

	No.
Posts requiring Level 1 Welsh language skills	63
Posts requiring Level 2 Welsh language skills	19
Posts requiring Level 3 Welsh language skills	217
Posts requiring Level 4 Welsh language skills	73
Posts requiring Level 5 Welsh language skills	91
Posts requiring no Welsh language skills	0

## Appendix three: Report background

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1. **The Welsh Language (Wales) Measure 2011** is the legal framework that places a duty on the council to adhere to standards relating to the Welsh language. The standards explain how we are expected to use or consider the language in different situations. The basic principles of the standards are:
  - not to treat the Welsh language less favourably than English; and
  - to promote and facilitate the use of Welsh to make it easier for people to use the language.
2. We received a **compliance notice** from the Welsh Language Commissioner in 2015. This is the document that sets out the 160 Welsh language standards we must comply with. You can see their details, and read more about our arrangements to meet them, on our website.
3. Our **Welsh language policy** explains how we will operate in accordance with the requirements of the standards. It follows the principle that Welsh and English have equal status in our work and administration. It recognises our responsibility to protect and promote the Welsh language and to develop the use of the language within and outside the council.
4. We also must publish an **annual report** describing how we have carried out our Welsh language duties. It includes specific data that we must report on annually about complaints, our officers' Welsh language skills, training and posts advertised by us. This information can be found in full in the appendices.
5. The report is **approved** by our leadership team, which includes our chief executive, deputy and directors. It has been formally scrutinised by Partnership and Regeneration our Scrutiny Committee and is supported by our executive. It receives final delegated approved by the relevant portfolio holder.



Our Policy and Welsh Language Manager has day-to-day responsibility for the standards and for promoting the Welsh language within the council. The chief executive is the senior leadership team officer responsible for maintaining a strategic overview of language-related issues. We also have a portfolio holder who takes responsibility for the Welsh language on the executive. A steering group made up of key officers and elected members has oversight and helps to promote the language in all aspects of our work.

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22/11/2024

# Isle of Anglesey County Council Scrutiny Report

<b>Committee:</b>	Partnership and Regeneration Scrutiny Committee
<b>Date:</b>	12/06/2025
<b>Subject:</b>	Report on the Welsh in Education Strategic Plan (WESP)
<b>Scrutiny Chair:</b>	Councillor Dylan Rees

## 1. Who will be the portfolio holder presenting / leading the report?

Portfolio Holder	Role
Councillor Dafydd Roberts	Portfolio Holder for Education and the Welsh Language
Service Officer (Supporting)	Role
Mr Owen Davies	Senior Manager – Primary Sector

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

To receive the annual WESP report.

## 3. Role of the Scrutiny Committee and recommendations

- ☒ For assurance  
☐ For recommendation to the Executive  
☒ For information

Recommendation(s): To receive an update on Anglesey's 2024-2025 WESP data and offer a method of sharing this information.

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

Objective 1 – Increasing the opportunities to learn and use the language.  
 Objective 3 – Ensuring effective provision for today and future generations.

## 5. Key scrutiny themes

Key themes the Scrutiny Committee should concentrate on:

- Effectiveness of the Welsh in Education Strategic Plan (WESP) in supporting Anglesey to achieve its Outcome 1-7 targets.
- The Language Centre service's responsiveness to the requirements of our immersion programme.

3. Evaluating the possible risks and effects noted in the report.

## 6. Key points / summary

The Learning Service uses LAEG funds under the Welsh 5050 Grant sub-heading to support language centres and uses grant funds to increase the provision for engaging with secondary schools. Should there be any change to the grant post-2025, this provision would be at risk.

Need to consider the increasing costs of transport (taxis) and re-visit the creative ideas that cut costs in the long term and demonstrate the Council's commitment to being carbon neutral.

The Senior Manager supports schools to submit applications for a grant to increase workforce capacity. We have been successful in the past year to support Ysgol Uwchradd Caergybi's application. These funds mean that there is collaboration between the school and members of Coleg Menai's language team to support professional development via modelling and developing bilingual teaching pedagogy.

WESP (Welsh in Education Strategic Plan) data reports on the Welsh language's position in education on Anglesey over the period of 06/24-06/25. The 2025 report notes the stability of outcomes 1, 2, 3, 5 and 6 but a decline in outcomes 4 and 7.

Outcome							Status 2024-2025
<ul style="list-style-type: none"> <li>Outcome 1 – More nursery children/three-year-olds receive their education through the medium of Welsh. <b>2025 – 100%</b></li> </ul>							Stable
<ul style="list-style-type: none"> <li>Outcome 2 – More reception class children/five-year-olds receive their education through the medium of Welsh. <b>2025 – 100%</b></li> </ul>							Stable
<ul style="list-style-type: none"> <li>Outcome 3 – More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another. <b>(Schools no longer report on assessment data nationally). Despite this, each school has plans in place to monitor pupils' literacy, reading and writing skills.</b></li> </ul>							Stable
<ul style="list-style-type: none"> <li>Outcome 4 – More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh – <b>Decline to (67%). This percentage is based on schools registering fewer children for Welsh first language and possibly more for second language (to create the best conditions for each child to receive the best grades possible).</b></li> </ul>							Decline
2022	2023	2024	2025	2026	2027	2028	
68.1%	70.4%	68.46%	66.91%				

<ul style="list-style-type: none"> <li>Outcome 5 – More opportunities for learners to use Welsh in different contexts in school - <b>Information gathered from schools shows that this outcome is on track.</b></li> </ul>							<b>Stable</b>
<ul style="list-style-type: none"> <li>Outcome 6 – An increase in the provision of Welsh-medium education for pupils with additional learning needs (ALN). <b>2025 – 100%</b></li> </ul>							<b>Stable</b>
<ul style="list-style-type: none"> <li>Outcome 7 – Increase in the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh – <b>Decline reflects staff members leaving and challenging recruitment.</b></li> </ul>							<b>Decline</b>
2022	2023	2024	2025	2026	2027	2028	
89.03%	90.57%	93.36%	89.91%				

Please see the appendices at the end of the document for Anglesey WESP 2024-2025 data. This data is intended to be shared with: Scrutiny Committee, Language Forum and to create an annual statutory report for Welsh Government (July).

### Recent developments:

#### Learning Service

A senior officer has developed a website in the form of an app to support Anglesey's parents and carers.

One of this resource's outcomes is to promote Welsh medium education by emphasising advantages to the island's children and young people.

#### Early Years:

- In December 2024, 8 additional settings succeeded to achieve a silver award, and across the island there are 22 settings who have a silver award. Each one implements a plan to complete the requirements and are eager to receive their award plaques so they can move onto the gold award.
- As there are 2 new settings, the bronze requirements need to be introduced to them, and they are very eager to start the journey. There are actions in place to support one setting aiming towards a bronze award.

Anglesey Taith i Iaith Award	Gold	Silver	Bronze
2022-2023	0	0	10
2023-2024	0	22	12
2024-2025	9	21	1

#### Primary and Secondary

- Across this year, three schools have requested additional support for the Welsh language. A senior manager in the service has collaborated on forming a WESP Project Group at the three schools. The group includes headteachers, teachers, governors, a senior manager, Language Centre and Language Charter officers and strategic ancillary members such as the Director of the National Centre for Learning Welsh.
  - Ysgol Uwchradd Caergybi

- Ysgol Uwchradd Caergybi's WESP Project Group was established in May 2024, with an extensive focus on establishing a category 3 year 7 class, establishing a language centre within the school that also supports teaching of Humanities through the medium of Welsh and a programme of specific support to support the workforce.
- **Ysgol Llanfawr**
  - Group established in March (26/3/2025), with focus on ethos, curriculum and supporting bilingual pedagogy.
- **Ysgol Santes Fair**
  - Group established 3/5/2025 with focus on supporting the workforce, bilingual teaching and Language Charter experiences.
- The Yr.6 Language Cohort Information Transfer Guidance has been adapted this year to reflect the fact that the SIMS system for gathering the information is duplicating catchment processes. Therefore, a senior officer has requested secondary schools to add a column for language cohorts in their information gathering spreadsheet regarding year 6. The secondary schools will then send an anonymous profile of their schools' language cohorts to the Learning Service.
- Anglesey language centres are essential to ensure that newcomers receive timely immersion support. We have balanced the 2025 Welsh language budget to ensure continuity to this service despite financial challenges requiring us to monitor closely every year.
- Use of these funds to operate 2 centres on a full-time basis and 1 member on Ysgol Uwchradd Caergybi's site has had a positive impact on the school and the island's WESP outcomes.

### **Anglesey Language Charter**

There are 38 of Anglesey's primary schools that are part of the Language Charter, and 5 secondary schools. Many discussions have occurred within the county and new resources and documents have been shared with the schools since relaunching in September 2024. Five schools have applied for the 2024-2025 awards, four primary schools and one secondary school, with the validation occurring during the summer term 2025 and beyond.

Many schools have received a visit during the year, varying from the Language Charter service, language awareness training or support visits.

Regular meetings are held with cluster coordinators within the local authority to collaborate on the support for schools. Clear guidance was given to the coordinators' work programme for the Welsh Language Grant expenditure, and there were successful projects in each of the catchment areas. Support was secured for each school to implement the grant funds and to monitor impact.

During the year, discussions have been held with representatives from each school catchment area. During the meetings, the handiest and most effective methods of cascading good practice among clusters within the authority were shared. A PPT template and a handy procedure were shared on how to record the evaluation and impact of the grant usage in a simple and appealing way.

Once again this year, this successfully led to implementation consistency across the authority. Activities were planned to enrich primary and secondary pupil experiences across the county. Good practices were shared, and the impact of the implementation was tracked in meetings throughout the year in order to exemplify good practices and identify next development steps.

Regular discussions were held between a primary/secondary Language Charter officer and Menter Môn officers, and other agencies such as the Urdd to ensure successful collaboration and appropriate platforms to highlight all the work produced by the schools.

One primary school has taken part in the Llafar Gwlad project, which connects three schools from different counties in Wales to develop pupils' oracy skills. A successful project with positive feedback.

One secondary school has been successful in gaining the Siarter Iaith silver award, with other schools close to being validated.

**Identified risks:**

- The capacity of schools to continue to immerse and integrate newcomers to mainstream.
- Financial challenges endanger the island's immersion strategy.
- A recent trend of a decline in the numbers being registered for GCSE first language Welsh.
- Recruitment challenges mean that more teachers and staff require Welsh learning or Welsh refresher courses to teach confidently in both languages.
- Transport finances are increasingly challenging in the context of funding transport to the language centres.

## **7. Impact assessments**

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

The strategy acknowledges areas requiring further support whilst also ensuring that there are systems and high expectations across the island.

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

The strategy acknowledges areas requiring further support whilst also ensuring systems and high expectations across the island.

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

The strategy includes several plans that align to ensure clarity on the Council's aspiration and commitment to a million Welsh speakers by 2050. Re-categorising schools ensures Anglesey's understanding and status as one of the language's strongholds and parents' expectations in terms of education provision across the island.

### **7.4. Potential impact on the Council's Net Zero Carbon target**

Positive / Neutral / Negative and how

## **8. Financial implications**

The Learning Service uses LAEG funds under the Welsh 5050 Grant sub-heading to support language centres and using grant funds to increase the provision for engaging with secondary schools. Should there be any change to the grant post-2025, this provision will be at risk.

Need to consider the increasing costs of transport (taxis) and re-visit the creative ideas that cut costs in the long term and demonstrate the Council's commitment to being carbon neutral.

The Senior Officer supports schools to submit applications for a grant to increase workforce capacity. We have been successful in the past year to support Ysgol Uwchradd Caergybi's application. These funds mean collaboration between the school and members of Coleg Menai's language team to support professional development via modelling and developing bilingual teaching pedagogy.

## **9. Appendices**

WESP data dashboard report by the Data Unit

## **10. Report author and background papers**

Mr Owen Davies



## Deilliant 1

Mwy o blant meithrin / tair oed yn cael eu haddysgu drwy gyfrwng y Gymraeg

Cylchoedd Meithrin

34

EYW

4

Ysgolion Gynradd

36

Ysgolion Sefydledig

1

Ysgolion Pabyddol dan  
Gymorth Gwirfoddol

1

% yn darparu addysg drwy  
gyfrwng y Gymraeg

100.00%

100.00%

100.00%

100.00%

100.00%

## Deilliant 2

Mwy o blant dosbarth derbyn / pump oed yn cael eu haddysgu drwy gyfrwng y Gymraeg

Nifer o Ddalgylchoedd

5

Nifer o Sefydliadau  
Addysg Gynradd

38

Plant 5 oed yn derbyn eu  
haddysg drwy'r Gymraeg

581

% yn derbyn asesiad  
Cymraeg iaith gyntaf

100.00%

% yn darparu addysg drwy  
gyfrwng y Gymraeg

100.00%

% yn derbyn eu haddysg  
drwy gyfrwng y Gymraeg

100.00%

## Deilliant 3

Mwy o blant yn parhau i wella eu sgiliau Cymraeg wrth drosglwyddo o un cyfnod o'u haddysg statudol i un arall

Niferoedd y dysgwyr sy'n parhau i wella eu sgiliau Cymraeg wrth drosglwyddo o un cyfnod o'u haddysg statudol i un arall

Anstatudol





## Deilliant 4

Mwy o ddysgwyr yn astudio ar gyfer cymwysterau Cymraeg (fel pwnc) a phynciau drwy gyfrwng y Gymraeg

2023-2024

Nifer o Ddysgwyr

419

% y dysgwyr sy'n astudio ar gyfer cymwysterau Cymraeg  
(fel pwnc) a phynciau drwy gyfrwng y Gymraeg

68.46%

2024-2025

Nifer o Ddysgwyr

451

% y dysgwyr sy'n astudio ar gyfer cymwysterau Cymraeg  
(fel pwnc) a phynciau drwy gyfrwng y Gymraeg

66.91%



## Deilliant 5

Mwy o gyfleoedd i ddysgwyr ddefnyddio'r Gymraeg mewn cyd-destunau gwahanol yn yr ysgol

Cynyddu cyfleoedd i ddysgwyr ddefnyddio'r Gymraeg mewn cyd-destunau gwahanol yn yr ysgol

# Ar Drac

## Deilliant 6

Cynnydd yn y ddarpariaeth addysg cyfrwng Cymraeg i ddisgyblion ag anghenion dysgu ychwanegol

% o ddisgyblion cynradd / uwchradd sydd yn derbyn gwasanaeth yn gwbl ddwyieithog

# 100.00%

## Deilliant 7

Cynnydd yn nifer y staff addysgu sy'n gallu addysgu Cymraeg (fel pwnc) a thrwy gyfrwng y Gymraeg

2023-2024

Nifer o Staff

534

% y staff addysgu sy'n gallu addysgu Cymraeg  
(fel pwnc) a thrwy gyfrwng y Gymraeg

93.36%

2024-2025

Nifer o Staff

491

% y staff addysgu sy'n gallu addysgu Cymraeg  
(fel pwnc) a thrwy gyfrwng y Gymraeg

89.11%





Welsh in Education

Cymraeg

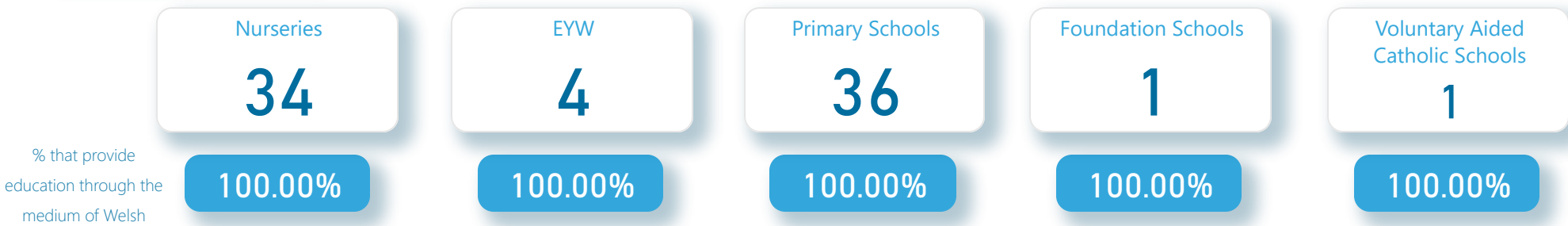
Welsh in Education

Welsh in Education



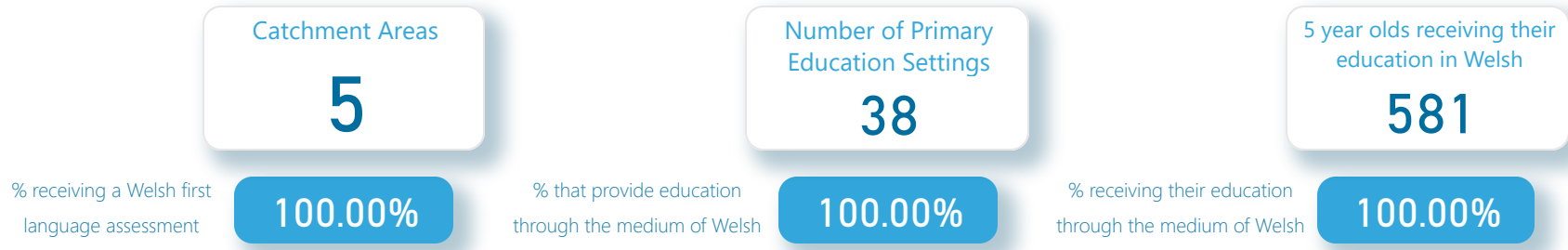
Outcome 1

More nursery children / three year olds receive their education through the medium of Welsh



Outcome 2

More reception class children / five year olds receive their education through the medium of Welsh



Outcome 3

More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another

Number of learners continuing to improve their Welsh language skills when transferring from one stage of their statutory education to another

Not Statutory



Welsh in Education

Cymraeg

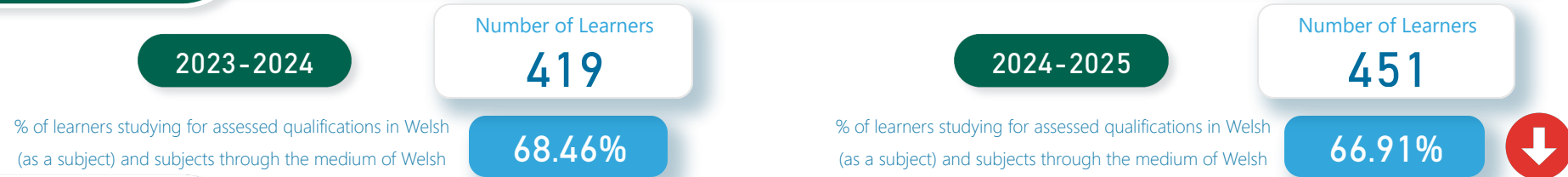
Welsh in Education

Welsh in Education



Outcome 4

More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh



Outcome 5

More opportunities for learners to use Welsh in different contexts in school



Outcome 6

An increase in the provision of Welsh-medium education for pupils with additional learning needs



Outcome 7

Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh



22/11/2024

# Isle of Anglesey County Council Scrutiny Report

<b>Committee:</b>	Partnership & Regeneration Scrutiny Committee
<b>Date:</b>	12.06.2025
<b>Subject:</b>	UK Government Funding – Holyhead: A culture and heritage driven transformation
<b>Scrutiny Chair:</b>	Cllr. Dylan Rees

## 1. Who will be the portfolio holder presenting / leading the report?

Portfolio Holder	Role
Councillor Gary Pritchard	Leader and Economic Development Portfolio Holder
Service Officer (Supporting)	Role
Christian Branch	Head of Regulation and Economic Development
Tudur Jones	Chief Economic Development Officer
Efan Milner	Programme Manager

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

This is the 4 <sup>th</sup> update of 5 to the Committee outlining progress in the delivery of the UK Government funded Programme for Holyhead (formerly LUF)
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## 3. Role of the Scrutiny Committee and recommendations

- ☒ For assurance
- ☒ For recommendation to the Executive
- ☒ For information

<p>Recommendation(s): The Committee is requested to:</p> <p>R1. Notes progress in the delivery of the UK Government funded Programme for Holyhead R2. Notes the implementation of the UK Government funded Programme for Holyhead in line with UK Government guidance R3. Recognises the on-going role of the Council in supporting the Programme's Delivery Partners</p> <p>The focus of this update to the Scrutiny Committee will be the Programme's projects being delivered by Môn CF. Annex B provides details of the remaining projects within the wider Programme</p>
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#### **4. How does the recommendation(s) contribute to the objectives of the Council's Plan?**

The UK Government Funded Programme has been developed against the context of Council priorities, with other key local, regional and national policies and strategies informing its scope Plan (i.e. Regional Economic Framework for North Wales, the Welsh Government Programme for Government and the Levelling Up White Paper).

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)

#### **5. Key scrutiny themes**

Key themes the Scrutiny Committee should concentrate on:

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

## **6. Key points / summary**

### **6.1 Outline**

Môn CF are one of the partners working with the Council to deliver the UK Government funded Programme for Holyhead.

Their Vacant Property Projects involve the purchase and refurbishment of derelict/vacant town centre properties and bringing them back into use for the benefit of local businesses. The project reflects the 'Empty Shop Initiative' which MonCF commenced in 2011 to revive the town's high street by addressing high vacancy rates of commercial premises. The initiative involved negotiating reduced rents and securing new businesses for the empty shops,

As part of the Project, Môn CF have purchased 4 properties (the former HSBC building, Central building, 9 Stanley Street and 14 A/B Stanley Street) which are located either on Market Street or Stanley Street in Holyhead Town Centre.

The following provides a summary of the project noting current progress and outlines some of the issues that have been encountered during delivery.

### **6.2 Former HSBC**

The HSBC building is being refurbished to provide two Commercial units (Tap Room and Restaurant) and 6 overnight accommodation flats. Whilst progress has generally been good on the refurbishment it has been recently hampered by several issues. The extension at the rear of the building has been delayed for two main reasons. The first is the need to remove bedrock on which a Scottish Power Energy Networks (SPEN) transformer is located. Removing the bedrock requires close cooperation with SPEN who need to attend site whilst the bedrock is removed. The second is the need to secure agreement for the capture, storage and use of rainwater. This requires the approval of Dŵr Cymru Welsh Water and the Council's Sustainable Drainage Design officer. The drainage has now been redesigned and should be approved this month. Costs have increased due to the additional works required to accommodate the new drainage and increases in the price of materials and labour through inflation.

### **6.3 Central Building**

Work on the Central Building is progressing well with completion expected in August. Once improved the building will be occupied by a Café on the ground floor and a Dance Studio on the upper floors. The minor delay with this refurbishment is the power connection which needs to be resolved. The roof has had to be improved and strengthened but this is now complete.

### **6.4 9 Stanley Street**

This scheme has now been completed and a local business – Anglesey Soap – has opened on the ground floor. The two bedroomed flat above the shop will soon be let.

### **6.5 14a/b Stanley Street**

This scheme has had to be withdrawn from the Vacant Property Project due to the structural issues related to Churchill House (the buildings are connected). To recoup the lost Outputs and Outcomes the Programme Board agreed to transfer the budget to another property (2 – 4 Market Street). Work on this building has now started and the food outlet is now operational. The building will also provide 2 residential units.

## 6.6 Vacant Property Project costs:

Scheme	Original Budget	Tender Award Value	Estimated Completion Sum
HSBC	£2,856,885.58	£3,668,894.08	£3,668,894.08
Central building	£985,683	£1,268,885	£1,293,884.14
9 Stanley Street	£400,980	£242,306.26	£285,268.14
2-4 Market Street	-	£20,000	£20,000

## 6.7 Summary

Programme officers have worked closely with Môn CF to continuously monitor progress and manage rising costs, providing certainty and reassurance to the Programme Board. As stated previously the increase in costs is mostly down to increased inflation impacting on materials. Regular meetings, including progress reviews with architects and contractors, as well as monthly delivery partner meetings have allowed Môn CF to track developments and highlight challenges. Programme management of £400,000 are included in the wider budget in order to facilitate delivery of the projects. Môn CF have also recently completed a town centre painting scheme, utilising alternative grant funding. This collaborative approach has not only ensured that cost increases are effectively absorbed through mitigation efforts but has also fostered a strong and positive working relationship.

Outcomes agreed with UK Government	
Anticipated	Achieved to date
4 dilapidated buildings improved	1 Residential Flat
4 Commercial units accommodating high street uses	1 Commercial space
6 overnight accommodation flats created	2 FTE posts created
1 Residential flat	
Employment created (30 FTE's)	
Direct land value uplift: £0.4m	
Wider land value uplift: £2.9m	

## Annex A – Artists impressions and images of the buildings in the Vacant Property Projects.

## 6.8 Wider Programme Update

As noted in the Scrutiny Committee report in March 2024 the original Programme completion date was March 2025. We have now reached agreement with the UK Government to extend the deadline to March 2026 (to include a formal process to evaluate and report upon the Programme).

**Annex B** provides an overview of progress on the Programme's other projects which include;

- Empire (Holyhead Town Council)
- Newry Kiosks (Holyhead Town Council)
- St Cybi's Church (Diocese of Bangor)
- Ucheldre Centre
- Transforming Towns (Regulation & Economic Development)

## **7. Impact assessments**

### **7.1. Potential impacts on groups protected 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

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

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

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

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. The Council is also engaging with local businesses on the use of bilingual signs and menus.

### **7.4. Potential impact on the Council's Net Zero Carbon target**

Neutral – reduction in running costs through the installation of PV panels and/or air source heat pumps on buildings. Also aid reduction in EPC values in new and existing buildings

## **8. Financial implications**

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

## **9. Appendices**

Annex A – Images of MonCF Projects  
Annex B – Wider Programme Update and Outputs

## **10. Report author and background papers**

Efan Milner – Programme Manager  
[Report to Scrutiny Committee November 2023](#)  
[Report to Scrutiny Committee March 2024](#)  
[Report to Scrutiny Committee November 2024](#)  
<https://www.anglesey.gov.wales/en/Business/Economic-development/Holyhead-Levelling-Up-Fund/Welcome.aspx>





## ANNEX A – MonCF

### Adeilad Canolog/ Central Building Argraff arlunydd/Artist's impression





## HSBC - Argraff arlunydd/Artist's impression





  
 Wedi ei ariannu gan  
 Llywodraeth y DU  
 Funded by  
 UK Government

Proposed Restaurant 3D Visual



  
 Wedi ei ariannu gan  
 Llywodraeth y DU  
 Funded by  
 UK Government

Proposed Tap Room 3D Visual







9 Stanley Street – Lluniau ar ôl cwblhau/Images following completion





## Annex B - LUF Programme Update and Outputs

Project Lead	Description	Update	Outcomes and Outputs
Holyhead Town Council	A substantial extension by Holyhead Town Council to the Empire Play Centre and Cinema, the town's main indoor attraction, to cater for increasingly higher demand and the renovation of the Newry Beach Frontages improving facilities for locals and visitors alike.	<p>Play Centre progressing well. PV panels installed on the roof and extension has been completed.</p> <p>Work now focussed on installing the play frame.</p> <p>Completion expected by July 2025. Formal opening planned once complete</p> <p>Cinema reopened February 2025 following refurbishment.</p> <p>Works on the Kiosks completed and official opening was held in September 2024.</p> <p>Four businesses are now operating from the kiosks.</p>	<p>Empire</p> <ul style="list-style-type: none"> <li>• 1.5 FTE created</li> <li>• 16,000 additional visits to the play centre.</li> <li>• Leisure space created/improved</li> </ul> <p>Newry Kiosks –</p> <ul style="list-style-type: none"> <li>• 4.5 FTE posts created</li> <li>• Capture additional spend locally</li> <li>• 60 Sqm of underused / dilapidated heritage space brought back into use</li> </ul> <p>General</p> <ul style="list-style-type: none"> <li>• Additional floorspace and/or floorspace brought into use to support employment</li> </ul>
Bangor Diocese	Renovation of St Cybi's Church, a Grade 1 listed heritage asset. Redevelopment of Eglwys Y Bedd, which will expand into a community hub, helping local people and bringing more activity into the heart of the town.	<p>Work on St Cybi's progressing well. New underfloor heating installed.</p> <p>New and reclaimed tiles being laid.</p> <p>Repairs to the tower complete</p> <p>Work on Eglwys y Bedd extension ongoing.</p>	<ul style="list-style-type: none"> <li>• Reorganisation of the church for better use of space to display heritage assets</li> <li>• Increase the number of annual events and visits.</li> <li>• Additional floorspace and/or floorspace brought into use</li> <li>• Creation of new posts (2.5 FTE's)</li> <li>• Provision of a social enterprise café/foodbank</li> </ul>

		Planned completion in now August for both buildings	
Ucheldre	<p>Extension to the existing arts and culture centre. A new dance and art studio will be created. Additional theatre facilities will also be created.</p> <p>The gallery, reception and café will be altered to improve public access to the building.</p> <p>Centre continues to offer limited events.</p>	<p>Monitoring of ongoing costs to ensure delivery within budget.</p> <p>Need to monitor delivery timetable to recognise any possible delays to the deadline</p> <p>Work on the dance and art studios is going well and final designs for the external panelling have been agreed.</p> <p>New gallery has been completed and new changing room facilities are nearing completion.</p> <p>Internal works inside the church to be completed towards the end of the project.</p>	<p>Cultural / arts space created - 576.5 additional sqm.</p> <p>Increased visitor numbers to culture / art events: 50% increase in visitors from 35,000 to 52,500.</p> <p>Additional floorspace and/or floorspace brought into use.</p> <p>New jobs created - 11 FTE's</p> <p>Additional volunteering opportunities created</p> <p>Promoting carbon reduction.</p>
IACC	<p>The Council has extended the Townscape Transformation programme in Holyhead to include the refurbishment of dilapidated town centre heritage properties and improvements to shopfronts on Stanley Street.</p> <p>This will help reverse the decline of the town centre and provide new residential properties in the town centre. It</p>	<p>Tenders for all the remaining contracts have been completed and contractors successfully appointed.</p> <p>Owner agreements are nearing completion and will be issued soon.</p> <p>Work on the shopfronts to begin in June 2025</p> <p>Work will commence on 1 Stanley Street in June with</p>	<p>Vacant space brought back into use: 6 buildings refurbished and 6 shop frontages renovated</p> <p>3 Commercial units accommodating high street uses:</p> <p>14 new residential units and 4 existing units refurbished.</p> <p>Direct land value uplift: £0.8m</p> <p>Wider land value uplift: £1.7m</p>

	will also transform the public realm around St Cybi's by improving access which will draw people into the town centre.	completion estimated as December 2025.  Work on both Boston Street properties to commence in July.  Iron railings above the Market Buildings have been completed	Additional floorspace and/or floorspace brought into use to support employment 17 FTE's
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22/11/2024

# Isle of Anglesey County Council Scrutiny Report

<b>Committee:</b>	<b>Partnership and Regeneration Scrutiny Committee</b>
<b>Date:</b>	<b>12th June, 2025</b>
<b>Subject:</b>	<b>Partnership and Regeneration Scrutiny Committee Forward Work Programme</b>
<b>Scrutiny Chair:</b>	<b>Cllr Dylan Rees</b>

## 1. Who will be the portfolio holder presenting / leading the report?

<b>Portfolio Holder</b>	<b>Role</b>
Not applicable	
<b>Service Officer (Supporting)</b>	<b>Role</b>
Anwen Davies	Scrutiny Manager

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

Assist the Scrutiny Committee in considering, agreeing and reviewing its forward work programme for 2025/26
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## 3. Role of the Scrutiny Committee and recommendations

- ☒ For assurance  
☐ For recommendation to the Executive  
☐ For information

<b>Recommendation(s):</b> The Committee is requested to: <b>R1</b> agree the current version of the forward work programme for 2025/26 <b>R2</b> note progress thus far in implementing the forward work programme
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## 4. How does the recommendation(s) contribute to the objectives of the Council's Plan?

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.
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## 5. Key scrutiny themes

Not applicable
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1.

## 6. Key points / summary

### 1. Background

1.1 Effective work programming is the bedrock of an effective local government scrutiny function<sup>1</sup>. 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 programming<sup>2</sup>

- 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. **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.

<sup>1</sup> A Cunning Plan? Devising a scrutiny work programme, Centre for Public Scrutiny (March, 2011)

<sup>2</sup> A Cunning Plan? Devising a scrutiny work programme, Centre for Public Scrutiny (March, 2011)

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 2025/26 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.<sup>3</sup>

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).

## 7. Impact assessments

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

Not applicable

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

Not applicable

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

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.

<sup>3</sup> Meeting of the Partnership and Regeneration Scrutiny Committee convened on 9<sup>th</sup> April, 2025

7.4. Potential impact on the Council's Net Zero Carbon target

Not applicable
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**8. Financial implications**

Not applicable
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**9. Appendices**

Partnership and Regeneration Scrutiny Committee Forward Work Programme 2025/26
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**10. Report author and background papers**

Anwen Davies, Scrutiny Manager, Isle of Anglesey, Council Offices, Llangefni. LL77 7TW
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**ITEMS SCHEDULED FOR SCRUTINY → MAY, 2025 – APRIL, 2026**  
**[Version dated 03/06/25]**

**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

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<b>CORPORATE SCRUTINY COMMITTEE</b>	<b>PARTNERSHIP AND REGENERATION SCRUTINY COMMITTEE</b>
<b>May, 2025 (20/05/2025 )</b>	<b>May, 2025 (20/05/2025)</b>
Election of Chair: 2025/26	Election of Chair: 2025/26
Election of Vice-chair: 2025/26	Election of Vice-chair: 2025/26
<b>May, 2025 (21/05/2025)-Additional Meeting</b>	
Results of Engagement on Post-16 Education Provision	
Ysgol Uwchradd Caergybi School building	
<b>June, 2025 (17/06/2025) – Q4</b>	<b>June, 2025 (12/06/2025) – Education / Welsh Language</b>
Performance Monitoring: Corporate Scorecard Qtr4: 2024/25	Welsh Language: <ul style="list-style-type: none"> <li>• Annual Report on the Welsh Standards: 2024/25</li> <li>• Welsh in Education Strategic Plan 2022-2032: Measure Progress→2024/25</li> </ul>
Annual Delivery Plan: 2025/26	UK Government Funded Programme [Ynys Môn Levelling Up Programme – Measure Progress]
Canolfan Addysg y Bont Roof Repair: Lessons Learned	
<b>Item for Information:</b> Ambition North Wales Qtr 4: 2024/25 Progress Report	
Committee Forward Work Programme for 2025/26	Committee Forward Work Programme for 2025/26
<b>No meeting scheduled</b>	<b>July, 2025 (15/07/2025) – Emergency Services</b>
	North Wales Fire & Rescue Service
	North Wales Police and Crime Commissioner / North Wales Police
	Gwynedd & Ynys Môn Public Services Board Annual Report: 2024/25

CORPORATE SCRUTINY COMMITTEE	PARTNERSHIP AND REGENERATION SCRUTINY COMMITTEE
	Committee Forward Work Programme for 2025/26
<b>September, 2025 (17/09/2025) – Q1</b>	<b>September, 2025 (16/09/2025) – Joint Working with Grŵp Llandrillo Menai &amp; Bangor University</b>
Performance Monitoring: Corporate Scorecard Q1: 2025/26	Grŵp Llandrillo Menai
Annual Performance Report: 2024/25	Bangor University
Committee Forward Work Programme for 2025/26	Committee Forward Work Programme for 2025/26
<b>October, 2025 (15/10/2025)</b>	<b>October, 2025 (14/10/2025) – Education</b>
Annual Report North Wales Regional Partnership Board (Part 9): 2024/25	Standards in Schools Annual Report 2024 /25
Regional Emergency Planning Service Annual Report: 2024/25	Education Scrutiny Panel Progress Report
Recommendations of the Scrutiny Task and Finish Group: Letting of Council Accommodation – update on progress.	Schools' Digital Strategic Plan
<b>Item for Information:</b> Ambition North Wales: <ul style="list-style-type: none"> <li>Annual Report: 2024/25</li> <li>Qtr 1: 2025/26 Progress Report</li> </ul>	
Committee Forward Work Programme for 2025/26	Committee Forward Work Programme for 2025/26
	<b>November, 2025 (13/11/2025) - Crime and Disorder</b>
	Gwynedd & Ynys Môn Community Safety Partnership Annual Report: 2024/25
	Menter Môn
	Committee Forward Work Programme for 2025/26
<b>November, 2025 (18/11/2025) - Q2</b>	<b>November, 2025 (26/11/2025) – Health</b>
Monitoring Performance: Corporate Scorecard Q2: 2025/26	Audit Wales: Urgent and Emergency Care: Flow out of Hospital-North Wales Region- measure progress
	Welsh Ambulance Services Trust
	Betsi Cadwaladr University Health Board
Committee Forward Work Programme for 2025/26	
<b>January, 2026 (21/01/2026) – 2026/27 Budget (morning)</b>	<b>January, 2026 (20/01/2026)</b>

<b>CORPORATE SCRUTINY COMMITTEE</b>	<b>PARTNERSHIP AND REGENERATION SCRUTINY COMMITTEE</b>
2026/27 Budget Setting (Revenue Budget) – initial budget proposals	Corporate Safeguarding
Finance Scrutiny Panel Progress Report	Natural Resources Wales
	UK Government Funded Programme [Ynys Môn Levelling Up Programme – Measure Progress
	Committee Forward Work Programme for 2025/26
<b>January, 2026 (21/01/2026) (afternoon)</b>	
<b>Item for Information:</b> Ambition North Wales Qtr 2: 2025/26 Progress Report	
Committee Forward Work Programme for 2025/26	
<b>February, 2026 (18/02/2026) – 2026/27 Budget</b>	<b>February, 2026 (12/02/2026) - Education</b>
Final Draft Budget Proposals for 2026/27 – revenue & capital	Gwynedd and Ynys Môn Additional Learning Needs & Inclusion Partnership
Finance Scrutiny Panel Progress Report	Education Scrutiny Panel Progress Report
	Shared Prosperity Fund (to be confirmed)
Committee Forward Work Programme for 2025/26	Committee Forward Work Programme for 2025/26
<b>March, 2026 (18/03/2026) - Q3</b>	<b>March, 2026 (17/03/2026)</b>
Monitoring Performance: Corporate Scorecard Q3: 2025/26	Annual Report on Equalities: 2024/25
Housing Revenue Account Business Plan: 2026/2056	Public Services Board – governance arrangements / scrutiny of delivery of the Wellbeing Plan
	Ynys Môn Free Port – measure progress
<b>Item for Information</b> - Ambition North Wales Qtr 3: 2025/26 Progress Report	
Committee Forward Work Programme for 2025/26	Committee Forward Work Programme for 2025/26
<b>April, 2026 (22/04/2026)</b>	<b>April, 2026 (21/04/2026)</b>
	Ynys Môn Citizens Advice
	Medrwn Môn
	Communities for Work Plus Programme: Annual Report 2024/25
Committee Forward Work Programme for 2025/26	Committee Forward Work Programme for 2025/26

**Items to be scheduled:**

<b>Corporate Scrutiny Committee</b>	<b>Partnership and Regeneration Scrutiny Committee</b>
Census 2021	Gypsy and Traveller Accommodation Action Plan
Modernisation of Learning Communities and Strengthen the Welsh Language Programme	Improving Reliability and Resilience across the Menai Straits
Tree Strategic Plan	Impact of Tourism on Anglesey Local Communities (resolution of the Partnership and Regeneration Scrutiny Committee, 21/06/2023)
Service Asset Management Plan 2024/34 – Smallholdings Estate	Ynys Môn Local Development Plan
Ambition North Wales Qtr4: 2025/26: Progress Report	Local Tourism Levy for Wales
North Wales Corporate Joint Committee	Towards Net Zero Strategic Plan
Health and Safety Strategic Plan	School Improvement Guidance: A Framework for Evaluation, Improvement and Accountability
Play Strategic Plan	Anglesey Homelessness
	Local Area Energy Plan