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CYNGOR SIR
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ISLE OF ANGLESEY
COUNTY COUNCIL

Mr Dylan J. Williams
Prif Weithredwr – Chief Executive
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RHYBUDD O GYFARFOD	NOTICE OF MEETING
PWYLLGOR SGRIWTINI CORFFORAETHOL	CORPORATE SCRUTINY COMMITTEE
DYDD MAWRTH, 18 TACHWEDD 2025 am 2:00 y. p.	TUESDAY, 18 NOVEMBER 2025 at 2.00 pm
YSTAFELL BWYLLGOR, SWYDDFEYDD Y CYNGOR AC YN RHITHIOL DRWY ZOOM	COMMITTEE ROOM, COUNCIL OFFICES AND VIRTUALLY VIA ZOOM
Swyddog Pwyllgor	Ann Holmes 01248 752518 Committee Officer

AELODAU/MEMBERS

Cynghorydd/Councillor:

PLAID CYMRU / THE PARTY OF WALES

Geraint Bebb, John Ifan Jones, Jackie Lewis, Llio A. Owen, Alwen Watkin, Sonia Williams
(*Is-Gadeirydd/Vice-Chair*), Arfon Wyn

Y GRWP ANNIBYNNOL / THE INDEPENDENT GROUP

Dafydd Rhys Thomas

LLAFUR CYMRU/ WELSH LABOUR

Keith Roberts

ANNIBYNNWYR MÔN / ANGLESEY INDEPENDENTS

Jeff Evans (*Cadeirydd/Chair*), Aled Morris Jones (Democratiaid Rhyddfrydol Cymru/Welsh Liberal Democrats) R. Llewelyn Jones

AELODAU CYFETHOLEDIG (Gyda hawl pleidleisio ar faterion Addysg) / CO-OPTED MEMBERS (With voting rights when dealing with Educational matters)

John Tierney (Yr Eglwys Gatholig / The Catholic Church),
Wenda Owen (Yr Eglwys yng Nghymru/The Church in Wales)
Kathryn Seeney (Rhiant Llywodraethwr – Sector Ysgolion Cynradd/Parent Governor-
Primary Schools Sector)
Christina Williams (Rhiant Llywodraethwr – Sector Ysgolion Uwchradd ac ADY/Parent
Governor- Secondary Schools Sector and ALN)

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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 OF THE PREVIOUS MEETING (Pages 1 - 10)

To present the minutes of the previous meeting of the Corporate Scrutiny Committee held on 15 October 2025.

3 MONITORING PERFORMANCE:CORPORATE SCORECARD QUARTER 2 2025/26 (Pages 11 - 30)

To present the report of the Head of Profession (HR) and Transformation.

4 SELF-ASSESSMENT AND PERFORMANCE (WELLBEING) REPORT 2024/25 (Pages 31 - 92)

To present the report of the Head of Profession (HR) and Transformation.

5 FORWARD WORK PROGRAMME (Pages 93 - 100)

To present the report of the Head of Democracy.

CORPORATE SCRUTINY COMMITTEE

Minutes of the hybrid meeting held on 15 October 2025

PRESENT:

Councillor Jeff M Evans (Chair)
Councillor Sonia Williams (Vice-Chair)

Councillors Geraint Bebb, Aled M Jones, John Ifan Jones,
R LI Jones, Llio Angharad Owen, Keith Roberts, Ieuan Williams
and Arfon Wyn

Co-opted Members :

John Tierney (The Catholic Church in Wales)
Christina Williams (Parent Governor – Secondary Sector and ALN)

Portfolio Members

Councillor Gary Pritchard (Leader of the Council & Portfolio
Member for Economic Development,
Councillor Neville Evans – Portfolio Member of Leisure, Tourism &
Maritime,
Councillor Carwyn Jones – Portfolio Member for Corporate
Business & Customer Experience,
Councillor Alun Roberts – Portfolio Member for Adults' Services &
Community Safety,
Councillor Dafydd Roberts – Portfolio Member for Education and
the Welsh Language),
Councillor Robin Williams – Deputy Leader and Portfolio Member
for Finance and Housing Services.

IN ATTENDANCE:

Chief Executive,
Deputy Chief Executive,
Director of Social Services,
Director of Education, Skills and Young People,
Head of Adults' Services,
Head of Democracy (DS),
Scrutiny Manager (AGD),
Executive Manager (Leadership Team) (SO) (for item 4),
Strategic Leader (Secondary) (ED) (for items 6 & 8),
Corporate Planning, Performance and Programme Manager (GP)
(for items 6 & 8),
Programme Manager (EB) (for item 8),
Programme Manager (AH) (for item 8),
Committee Officer (MEH),
Support Assistant (Democratic Services) Webcasting (CH).

ALSO PRESENT: Local Members invited for item 8

Councillors Glyn Haynes, Pip O'Neill and Dafydd Rhys Thomas.

Joseph Griffiths – North Wales Regional Partnership Board (for item 3);

Helen Kilgannon – Regional Manager (North Wales Councils – Regional Emergency Planning Service)

Jon Zalot – North Wales Councils – Regional Emergency Planning Service.

APOLOGIES:

Councillor Jackie Lewis and Alwen P Watkin.
Kathryn Seeney (Parent Governor – Primary)

Councillor Gwilym O Jones (Local Member invited for item 8)

1 DECLARATION OF INTEREST

Councillor Jeff Evans declared a personal and prejudicial interest in Items 6 & 8 as he is a Governor at Ysgol Uwchradd Caergybi and family members working at the school. Following the granting of a dispensation by the Standards Committee – Dispensation Panel held on 9 October, 2025 he was allowed to take part and vote in respect of these items.

Councillor Keith Roberts declared a personal and prejudicial interest in Items 6 & 8 as he is a Governor and Ysgol Uwchradd Caergybi. Following the granting of a dispensation by the Standards Committee – Dispensation Panel held on 9 October, 2025 he was allowed to take part and vote in respect of these items.

Councillor Robert LI Jones declared a personal interest in Items 6 & 8 as he has a family member working at the school.

Councillor Ieuan Williams declared a personal interest in Items 6 & 8 as he has been co-opted on the Governors of Ysgol Uwchradd Caergybi.

2 MINUTES OF THE PREVIOUS MEETING

The minutes of the previous meeting of the Corporate Scrutiny Committee held on 17 September 2025 were confirmed as correct, subject to the name of Councillor Llio Angharad Owen in the members present.

Actions from the last meeting

- That updated data regarding population trends be presented to a future members' briefing session. – **Programmed as an item for a future members' briefing session.**

- The Portfolio Member for Leisure, Tourism and Maritime to discuss activity scheduling with the MônActif Manager including the feasibility of weekend and early/late sessions – **Action completed as the Portfolio Member for Leisure, Tourism and Maritime has discussed the timetables in full with the MônActif Team.**
- That a quarterly report on the Council's climate related activities and progress towards achieving net zero status be included as a standing item on the committee's agenda, subject to the matter being first considered by the Political Group Leaders meeting. – **Action completed – Matter discussed at the Political Group Leaders meeting held on 2 October, 2025 and it was considered that clear and suitable arrangements are in place as regards to climate change issues and that regular updates be afforded when it is timely and appropriate.**

3 **NORTH WALES REGIONAL PARTNERSHIP BOARD ANNUAL REPORT (PART 9:HEALTH AND SOCIAL SERVICES) 2024/25**

The North Wales Regional Partnership Board Annual Report (Part 9 : Health and Social Services) 2024/2025 was presented for consideration by the committee.

The Portfolio Member for Adults' Services and Community Safety said that the aim of the North Wales Partnership Board is to work collaboratively across health and social care services to help support resilient communities and to ensure a seamless service for individuals that require care and support. He referred that the Board includes members from the 6 local authorities in North Wales, the Betsi Cadwaladr University Health Board, North Wales Fire & Rescue Service, North Wales Police, North Wales Ambulance Service and the third sector organisations. He expressed that the Board has developed considerably since its establishment to be an effective equal partnership across the region. Workshops have been established to discuss different elements of the work of the Board which has added value. The 6 Portfolio Members with responsibility for Social Services across the North Wales local authorities also meet on a monthly basis.

The Director of Social Services reported that the Authority benefits from the work undertaken regionally as the Authority is an equal partner within the Regional Partnership Board. He referred to the local projects to Anglesey as is noted within the report. As a partner in the Partnership Board the Authority is able to secure additional grants funding towards projects for the benefits of the residents of Anglesey. This aligns with the priorities set out in the Council Plan 2023-2028. He further noted that the partner organisations can learn lessons as regards to different projects from each other, with every county having now established a similar project as the Cartrefi Clyd project, established by this Authority. £4 million investments have been undertaken in these projects across North Wales.

Mr Josphe Griffiths from the North Wales Regional Partnership Board said that a number of projects have been established on Anglesey. Canolfan Glanhwfa in Llangefni is an example which has a Dementia support facility. An Extra Care facility has also been supported in Menai Bridge. He referred to the Regional Integrated Fund which is shared between the 6 local authorities and the Health Board and examples of the projects that have benefited from the funding was highlighted within the report.

The following were points of discussion by the Committee:-

- Reference was made that it is noted in the report that the Regional Partnership Board questions its own governance structure. It was noted that there is a lack of regional scrutiny process within the Board. It was suggested that each local authority should scrutinise one of the 6 models of care provision highlighted within the report or a Regional Scrutiny Committee needs to be established.
- Reference was made that it was considered that the report is unclear as to the value the support given from the Board to people requiring additional support within the health and social care provision.
- Reference was made to the Action Plan included within the report. It was noted that there is a lack of costing associated within the projects in the Plan.
- Reference was made that the reports highlighted several successes achieved by the Board, however, questions were raised as to the projects that have not been as successful and whether lessons have been learnt.

The Portfolio Member for Adults' Services responded that he agreed that there are challenges and specific areas needs to be addressed. He noted that the Board is focusing on the longer term than previously. He agreed that there are areas that need to be strengthened and to learn from projects that have not materialise as expected.

Mr Joseph Griffiths, North Wales Regional Partnership Board said that he agreed that the Action Plan, which was attached to the report, can be enhanced with the projected costing next to each project. He noted that the Board focuses on the lesson learnt from projects that have been challenging.

- Reference was made that the Dementia facility located at Canolfan Glanhwfa, Llangefni is exemplary in the support afforded to the residents. Questions were raised as to how the Board will address the distance for people to travel from the north of the Island and from rural areas to the facility afforded.
- Reference was made to the Pilot Scheme for Year 9 pupils in Secondary Schools to attract young people to be interested in a career in social care and health services. Questions were raised as to whether the scheme will continue to be afforded within the Secondary School.

Mr Joseph Griffiths, North Wales Regional Partnership Board responded that the Board is aiming to afford funding to support people to travel from rural area to the Canolfan Glanhwfa, Llangefni. He noted that he would afford details of the project and contact details to the Committee thereafter.

The Head of Adults' Services said that the Authority has appointed three Officers who visits individuals within their home environment and within their communities as regards to Dementia support. He noted that people need to be encourage and supported to integrate with other people. A Dementia Hub has been developed in Canolfan Glanhwfa which will have expertise attending and supporting individuals with dementia diagnosis.

The Director of Social Services said that Anglesey was the first Authority to undertake the provision of a social care and health course for Year 9 pupils. He noted that negotiations were undertaken with Headteachers of the Secondary Schools, in the first instance, before affording the opportunity to pupils and the feedback thereafter was exemplary. The young people appreciated the opportunity to attend these courses which also highlighted the career pathways within social care and the health sector. He further said that the course will be afforded again this year to the Year 9 pupils in the Secondary Schools of the Island. He noted that other professionals within the social care sector will also attending the Secondary Schools to highlight the work that they undertake and the career path opportunities available.

It was RESOLVED :-

- **That the Committee confirms it has read, understood and taken into account the work that is required to be undertaken by the Regional Partnership Board.**
- **That the Committee notes the work and progress in 2024/2025 on the work areas that are being taken forward through the North Wales Regional Partnership Board.**

4 NORTH WALES COUNCILS' REGIONAL EMERGENCY PLANNING SERVICE ANNUAL REPORT 2024/2025

The North Wales Councils' Regional Emergency Planning Service Annual Report for 2024/2025 was presented for the Committee's consideration.

The Leader of the Council and Portfolio Member for Economic Development said that the Annual Report provides an overview of the service's activity during 2023/24. The Council has emergency planning and response duties under the relevant legislation and regulations and is a principal responder. The Council meets its obligations by collaborating with the North Wales Local Authorities through the North Wales Councils Regional Emergency Planning Service. The report summarises both regional activity during the year regarding incident management and emergency response as well as activity within the six North Wales Local Authorities individually. He noted that this Annual Report includes considerable details of the work undertaken and the purpose of the Regional Emergency Planning Service.

The Regional Manager for the North Wales Councils Regional Emergency Planning Service said that considerable work has been undertaken by the Service due to increase in storms and weather warnings that have occurred and especially Storm Darragh and recently Storm Amy. She noted that significant work has also been undertaken by the Service with the Charter for the Bereaved. The Regional Emergency Planning Service have been an integral part of the Menai Task and Finish Group focusing on the simultaneous closure of the bridges. She expressed that the Service is primarily established to reduced duplication across North Wales and ensured the availability of increased resources for the local authorities.

In scrutinising the Annual Report, the following matters were discussed by the committee:-

- Reference was made to the concerns as regards to the sudden closure of the Menai Suspension Bridge recently. It was expressed that it is evident that Welsh Government is not listening to the concerns of the local community as the bridge closed without warning recently which cause considerable delays; concerns were also expressed that if the Britannia Bridge was also needed to be closed this could cause considerable distribution on the Island to the Emergency Services taking patients to Ysbyty Gwynedd and children and young people in schools and colleges. Concerns were also expressed that the businesses in Menai Bridge are extremely affected by closure of the Suspension Bridge with people avoiding the area. Questions were raised as to whether there is an update as to the timeframe for finishing the work on the Menai Suspension Bridge.

The Leader of the Council and Portfolio Member for Economic Development responded that the Regional Emergency Planning Service is not responsible for the closure of the Menai Suspension Bridge nor the lack of maintenance of the bridge. He reminded the Committee that the Regional Emergency Planning Service responsibility is to plan and manage the situation when both bridges are closed due to storms and weather warnings. He referred to a recent storm when the situation arose for the potential need to close Britannia Bridge and the restrictions on the Menai Suspension Bridge. The responsibility of the Regional Emergency Service is to put in place an Action Plan to address the situation in collaboration with the Local Resilience Forum and the Emergency Services and other organisations to ensure that the Plan addresses the needs and concerns of the residents of the Island.

The Chief Executive said that the Regional Emergency Planning Services' role is to collaborate with partners, respond to issues and impacts and ensure effective community information with residents to ensure that people lives are not in danger. He noted that considerable work has been undertaken with the Authority and the Regional Emergency Planning Service to produce a Draft Action Plan which will be considered by the Local Resilience Forum next month. He noted that the Menai Suspension Bridge is the asset and responsibility of Welsh Government. He expressed that the matter relating to the sudden closure and part opening thereafter of the Menai Suspension Bridge was a matter for discussion at the Extraordinary Meeting of the Isle of Anglesey Council that has been arranged on 28 October, 2025.

- Reference was made to the closure of Holyhead Port from the 7 December, 2024 to 15 January, 2025 due to the damage caused by Storm Darragh. Questions were raised whether negotiations occurred with the Irish Government with regard to the effect of the ferries unable to cross the Irish Sea from Holyhead.

The Leader responded that discussions were taken place with Irish Ministers and Officers together with Stena and Irish Ferries and several other multi-agency organisations due to the closure of the Port in Holyhead. He expressed that he did not consider that the matter was relevant to this Annual Report.

- Reference was made that this Committee needs to undertake work and training on the Equalities Act as it seems that during emergency situations there seems to be differentiate equality process.

The Chief Executive responded that there is a difference when dealing with people during an emergency. He expressed that there are a number of vulnerable people living on the Island and are depended on the Council services and volunteers in an emergency. He said that the aim of the Authority and the Regional Emergency Planning Service is to make sure that when an emergency occurs that people are safe and are afforded support when needed.

- Questions were raised regarding the resilience of the cyber security of the Council.

The Chief Executive responded that cyber security attacks is one of the main risks faced daily by the Authority and two Officers deal with cyber security in the Council to ensure that the correct software is in place and to ensure that the required training for staff is in place. The Authority is working towards conforming with the Cyber Assessment Framework presented by Welsh Government.

Having scrutinised the update report and having regard to the Officer response to the matters raised, the Corporate Scrutiny Committee resolved to note the progress of the North Wales Councils Regional Emergency Planning Service work in 2024/25.

5 FORWARD WORK PROGRAMME

The report of the Scrutiny Manager incorporating the Committee's Forward Work Programme to April 2026 was presented for consideration.

The Committee requested that the IT based business continuity needed to be included in the Forward Work Programme. **OUTCOME OF THE CONSULTATION ON THE PROPOSAL TO RELOCATE YSGOL UWCHRADD CAERGYBI TO A NEW SCHOOL BUILDING FOR 11-18 YEAR OLD LEARNERS**

7 EXCLUSION OF THE PRESS AND PUBLIC

It was **RESLVED** to adopt the following:-

“Under Section 100(A)(4) of the Local Government Act 1972, to exclude the press and public from the meeting during the discussion on the following item on the grounds that it may involve the disclosure of exempt information as defined in Schedule 12A of the said Act and in the attached Public Interest Test.”

8 STRATEGIC OUTLINE CASE - RELOCATE YSGOL UWCHRADD CAERGYBI LEARNERS TO A NEW SCHOOL BUILDING FOR 11-18 YEAR OLD LEARNERS

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

The Portfolio Member for Education and the Welsh Language said that the Strategic Outline Case (SOC) contains a case for a new school building for Ysgol Uwchradd Caergybi to replace the current building by September 2030. The new school building would accommodate pupils currently at Ysgol Uwchradd Caergybi and any additional pupils from the catchment area. Details of the funding proposals to build a new school were outlined to the Committee.

The Local Members, invited to the Committee were unanimously supportive of the recommendations put forward as outlined within the report.

Having discussed the Strategic Outline Case and funding proposal to build a new school **it was RESOLVED to recommend to the Executive as follows:-**

- **To approve the Strategic Outline Case (SOC) for the new school building for Ysgol Uwchradd Caergybi;**
- **To approve the submission of the SOC to Welsh Government by 8 January, 2026 for the Business Case Scrutiny Group meeting a fortnight later;**
- **To approve ring fencing capital receipts from the sale of the present Ysgol Uwchradd Caergybi site to repay part of the Council's investment towards the construction of the new school building for Ysgol Uwchradd Caergybi;**
- **To delegate authority to the Director of Education, Skills and Young People in consultation with the Director of Function (Resources)/Section 151 Officer and the Director of Function (Council Business)/Monitoring Officer to amend the SOC if necessary – if the changes do not result in material changes (in terms of policy, principles, financial contribution, risks and harm to third parties);**
- **To ring fence developer funds from housing developments within the Ysgol Uwchradd Caergybi catchment area to contribute towards the cost of the project.**

**COUNCILLOR JEFF EVANS
CHAIR**

22/11/2024

Isle of Anglesey County Council Scrutiny Report

Committee:	Corporate Scrutiny Committee
Date:	18/11/2025
Subject:	Scorecard Report Q2 2025/26
Scrutiny Chair:	Cllr Jeff Evans

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

Portfolio Holder	Role
Cllr. Robin W Williams	Deputy Leader, Finance, Corporate Business and Customer Experience
Service Officer (Supporting)	Role
Carys Edwards	Head of Profession HR and Transformation
Gwyndaf Parry	Corporate Planning, Performance and Programme Manager

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

It is the Committees' responsibility, in line with its Terms of Reference to:

The focus of the Committee's work will be to secure assurance regarding the performance / delivery of all services, ensuring the Council achieves its corporate and service objectives (as outlined in its Corporate Business Plan, Annual Budget, Budget and Policy Framework, Performance Management Framework, Corporate Policies or their successor plans and policies) and to support and make recommendations for continuous improvement.

3. Role of the Scrutiny Committee and recommendations

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

Recommendation(s):

- The Committee is requested to review the scorecard and note the areas which the Leadership Team are exploring and investigating to manage and secure further improvements into the future.
- These are recommended as follows:

- 2.1** Housing – 03) The average number of calendar days to re-let units of accommodation (excluding DTLs)
- 2.2** Housing – 04) Average number of calendar days taken to deliver Medium Disabled Facilities Grant – Adaptations (£1-10k)
- 2.3** Housing – 05) Average number of calendar days taken to deliver Disabled Facilities Grants – Adaptions worth over £10k
- 2.4** Economy – 04) Total number of customers with annual mooring contracts
- 2.5** Economy - 07) Percentage of high-risk businesses subject to planned inspections that were inspected to ensure compliance with Food Hygiene Legislation
- 2.6** Climate Change - 02) Percentage of domestic waste reused, recycled, or composted
- 2.7** Whole Council Health - 12) % of FOI requests responded to within timescale

3 The committee is asked to recommend the mitigation measures identified above and outlined in the report to the Executive

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

Used as part of the performance management framework to monitor the Council Plan and its strategic and wellbeing objectives.

5. Key scrutiny themes

Key themes the Scrutiny Committee should concentrate on:

- 1. The majority (87%) of the indicators with targets monitored during the quarter performed well against targets (Green or Yellow RAG)**
- 2. Five indicators remain as red or amber from the Q1 Scorecard**
 - a. Hosing – Re-lets (voids) – Whilst still Red, there is strong month-on-month improvement since the new processes were introduced in April and only legacy cases affect the performance. **Do the council/service believe that this indicator will continue to improve?**
 - b. Housing – Two DFG indicators – The performance has been affected by an earlier pause on approvals with a knock-on effect on contractor availability. **Is the council/service confident that it will not need to put a pause on approvals again this year?**
 - c. Climate Change – Domestic recycling – There remains a positive reduction in residual (black bin) waste and the Kerbside Intervention Team have removed

or reduced over sized or multiple bins across the island. Despite this, the dry weather resulted in a reduction of Green waste being composted and impacted on the performance. **As the performance remains below the Welsh Governments target, are there any implications to the council of not hitting the target and what can be done to mitigate this?**

- d. Whole council – FOI timeliness – Whilst red, there is a slight improvement in the FOI performance. The CRM process noted in the Q1 report is now under review with the appointment of a new Data Protection Officer. **Is the council confident that the new process will enable the council to achieve the target of 90% or are there other things that can be done to improve the performance?**

3. Two new indicators are red or amber in the quarter

- a. Economy – Mooring Contracts - Below target and unlikely to meet annual expectation due to declining demand and competitor marina provision. **What can the council/service do to improve the performance?**
- b. Economy – High-risk food hygiene inspections – Performance dropped considerably in Q2 but mainly due to a need to implement new licensing requirements for practitioners (e.g. tattooists, body piercers, etc). **Is the council/service confident that the target for high-risk food hygiene inspections will be reached before the end of the financial year?**

6. Key points / summary

6.1 This is the second scorecard for the 2025/26 financial year. It portrays the Council's performance against the strategic objectives outlined in the Council Plan.

6.2 The majority (87%) of the indicators with targets monitored during the quarter performed well against targets (Green or Yellow RAG).

6.3 The report highlights some of the positive stories with respect to the quarter 2 performance. Some of these highlights include:

- 88% of the council's vacant posts, 288 vacancies in total, have been advertised as needing a Welsh level 3 or above
- Close to 300k participants have taken part in Môn Actif activities during the first half of the year
- 88% of tenants were satisfied with responsive maintenance repairs up to the end of September, an improvement from the 84% in Q1
- 95% of planning applications have been determined within timeframes, 323 applications in total
- 11 low carbon heating systems have been installed at council buildings so far with a further 23 planned

6.4 Seven indicators are currently Red or Amber against targets. They are:

- Housing – 03) The average number of calendar days to re-let units of accommodation (excluding DTLs)
- Housing – 04) Average number of calendar days taken to deliver Medium Disabled Facilities Grant – Adaptations (£1-10k)
- Housing – 05) Average number of calendar days taken to deliver Disabled Facilities Grants – Adaptions worth over £10k
- Economy – 04) Total number of customers with annual mooring contracts
- Economy - 07) Percentage of high-risk businesses subject to planned inspections that were inspected to ensure compliance with Food Hygiene Legislation
- Climate Change - 02) Percentage of domestic waste reused, recycled, or composted
- Whole Council Health - 12) % of FOI requests responded to within timescale

7. Impact assessments

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

N/A

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

N/A

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

N/A

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

Report is one tool used to monitor the Climate Change Strategic Objective

8. Financial implications

The end of Q2 financial position is noted in the report.

9. Appendices

Scorecard Report Q2 2025/26

10. Report author and background papers

Gwyndaf Parry, Corporate Planning, Performance and Programme Manager Alwyn Williams, Corporate Business & Performance Analyst Council Plan 2023-2028 Scorecard Report Q1 2025/26 (as presented to the committee in September 2025)

Corporate Scorecard 2025/26

Quarter 2 report

Prepared by – Transformation Service

Publication date: November 2025

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

1. Introduction

1.1 The Council Plan 2023-28 identifies six strategic objectives and sets out the key actions and commitments for the next five years.



Welsh Language



Social Care and
Wellbeing



Education



Housing



Economy



Climate Change



Council Plan 2023 to 2028

- 1.2 This scorecard monitoring report for 2025/26 is used to monitor the performance of our Key Performance Indicators (KPIs) in delivering the council's day to day activities that underpin the delivery of the Council Plan.
- 1.3 Some KPIs are new (indicated by an [N] in the titles), some currently do not have targets and are there to set a baseline, and many do not have data available until later in the year. Trends are monitored from Q2 during 2025/26 with the aim of setting targets in 2026/27 where appropriate.
- 1.4 It provides the evidence to enable the Council to monitor its performance and to be data informed when identifying any mitigating actions agreed by the Leadership Team to drive and secure performance improvements into the future.
- 1.5 The results within the scorecard are all cumulative and as such a trend column is available from Q2 to inform the performance trends from quarter to quarter.
- 1.6 The RAG status for each section of the scorecard, with the exception of financial management which is done from a professional opinion perspective, can be found below:
- Red - more than 10% below target and/or needing significant intervention
 - Amber - between 5% & 10% below target and/or requiring some intervention
 - Yellow - within 5% of target
 - Green - on or above target

2. Overview

2.1 The majority (87%) of the indicators with targets monitored during the quarter performed well against targets (Green or Yellow RAG).

2.2 Seven indicators are currently Red or Amber against targets. They are:

2.2.1 Housing – 03) The average number of calendar days to re-let units of accommodation (excluding DTLs) – RED - 81 days, Target - 51 days

There has been a thorough review of the processes involved in this indicator. The service has introduced some changes to its processes which have resulted in improvements to the average days. Whilst current performance remains RED, there is a clear month-on-month improvement with the turnaround steadily reducing, indicating positive progress in managing property turnover.

Since implementing the changes in April, the turnover is around 54 days on average. Unfortunately, before the changes were implemented, returned properties averaged around 101 days to be re-let, which has resulted in a Q2 average of 81 days.

The service will continue to implement the new processes, and based on the current performance, this indicator should see an improvement throughout the year.

2.2.2 Housing – 04) Average number of calendar days taken to deliver Medium Disabled Facilities Grant – Adaptations (£1-10k) – is RED - 204 days, Target - 190 days

and

Housing – 05) Average number of calendar days taken to deliver Disabled Facilities Grants – Adaptions worth over £10k – RED – 285 days, Target - 221 days

As explained in the Q1 Scorecard Report, due to a danger of overspending, new approvals were put on hold in November 2024. This had a knock-on effect, when the service started approving again near the end of Q4 24/25. Successful contractors had unfortunately moved onto other projects, which resulted in a delay in starting DFG contracts. Despite having a small increase in the number of contractors available locally, many are not winning DFG tenders.

For context, 14 properties with medium DFGs and 2 properties with large DFGs were completed up to the end of September. The council remain committed to reducing the average number of calendar days to deliver DFGs.

2.2.3 Economy – 04) Total number of customers with annual mooring contracts – is RED – 151, Target – 170

Demand for moorings continues to reduce. Boat ownership has declined and a preference for walk-on facilities in marina facilities continues to increase with a resultant reduction in mooring uptake. The system of leasing out an area of seabed and then the lessee being required to purchase mooring equipment and arrange laying with a third-party contractor also makes moorings in Y Fenai unappealing.

With competition from Conwy, Felinheli, Caernarfon and Pwllheli marinas all offering step on berths with facilities it's difficult to foresee an improvement. Only a system where council owned and laid moorings akin to the systems used by others would see an increased uptake, although the initial outlay would be considerable and currently unachievable within budget. The annual target will very likely not be achieved.

2.2.4 Economy - 07) Percentage of high-risk businesses subject to planned inspections that were inspected to ensure compliance with Food Hygiene Legislation – RED – 64%, Target – 90%

74 of the 116 inspections due were carried out up to the end of Q2. This is down compared to the 85% achieved in Q1 and the 83% achieved at the end of Q2 in 2024/25.

To conform with the new special procedures licensing scheme, which focuses on improve hygiene and safety standards at tattooists, body pierces, acupuncturists and those undertaking electrolysis, all in scope practitioners and premises had to be inspected and licensed by the end of August. Inspections and assessments were often complex and required two officers, therefore the number of food inspections that could be completed was reduced as officers have dual food and health and safety role.

All the food premises that posed the highest risk received an inspection and all high-risk food premises due for inspection will receive an inspection by the end of the financial year.

2.2.5 Climate Change – 02) Percentage of domestic waste reused, recycled or composted – is RED – 66.36%, Target - 70%

The Q2 performance for this indicator was 66.36% against a target of 70%, representing a decline from the 67.5% in Q2 2024/25 and 67.8% in Q2 2023/24.

The drier weather over the summer resulted in 371 tonnes less green waste being collected compared to Q2 2024/25, which has negatively affected the overall recycling and composting rate. The Kerbside Intervention team have removed over 700 black bins from properties which either had more than one bin or that were not eligible for domestic waste collection (as the properties were either businesses or holiday homes). The team have also changed around 750 large black bins (360L) to standard size bins (240L).

To address performance, the council continues to focus on reducing general waste and increasing recycling through community engagement and resident education. This is a long-term strategy requiring sustained behaviour change, so improvements will be gradual rather than immediate.

The council has established a programme board to discuss what further mitigations can be put in place. Any significant changes identified by the board will be discussed by the Executive and Scrutiny Committees before any changes are made.

2.2.6 Whole Council Health - 12) % of FOI requests responded to within timescale – RED – 76%, Target – 90%

There were 467 requests received up to the end of Q2 and 111 of the requests were late. The Council remain committed to increasing the response rate for FOIs.

The Council's current Data Protection Officer (DPO) has reviewed the council's information requests policy and procedures. Following this a new specification will be developed for the establishment of information requests on the CRM system that will ensure our procedures are compliant with the Information Commissioner's Office (ICO). It is believed that the new online system should make improvements to performance in the long term. Some reduction in capacity within services to deal with information requests tasks also ensures that the target of 90% remains a difficult one.

2.3 Some examples of the good performance seen during the quarter include:

- 2.3.1 88% of the councils' vacant posts, 288 vacancies in total, have been advertised as needing a Welsh level 3 or above
- 2.3.2 Close to 300k participants have taken part in Môn Actif activities during the first half of the year
- 2.3.3 88% of tenants were satisfied with responsive maintenance repairs up to the end of September, an improvement from the 84% in Q1
- 2.3.4 95% of planning applications have been determined within timeframes, 323 applications in total
- 2.3.5 11 low carbon heating systems have been installed at council buildings so far with a further 23 planned

3. Welsh Language



	Q1	Q2	Q2 Target	Q2 RAG	Qtr Trend	Q2 2024/25	Q2 Comments
01) The percentage of jobs advertised by the Council as Welsh level 3 and above [N]	85%	88%	82%	G	↑	77%	288 vacancies at level 3 and above
02) The number of officers receiving Welsh language training	50	64	62	G	↓	62	
03) The number of complaints suggesting a failure to comply with the Welsh Language Standards	0	0	4	G	→	4	
04) The number of complaints that were subject to a statutory investigation by the Welsh Language Commissioner	1	1			→	0	One investigation ongoing based on a complaint made in 24/25
05) The percentage of visits to Welsh language interface of our main website	9%	7%	9%	Y	↓	7%	Fewer visits compared to Q1, but similar to Q2 24/25
06) The percentage of Welsh language responses to official consultations	-	6%	8%	Y	-	10%	
07) The percentage of followers following the Welsh side of the Council's main social media accounts	23%	23%	23%	G	→	23%	
08) The percentage of year 11 pupils studying Welsh [first language]							Data available in Q3
09) Welsh Language Unit - % of children that meet their targeted expectations (immersion) [N]							Data available in Q3
10) The number of businesses receiving Welsh Language support [N]							Data available in Q3

4. Social Care and Wellbeing



	Q1	Q2	Q2 Target	Q2 RAG	Qtr Trend	Q2 2024/25	Q2 Comments
01) Number of adults in receipt of Direct Payments	256	247	224	G	↓	226	
02) The percentage of adult protection enquiries completed within statutory timescales	96.34%	94.15%	90%	G	↓	89.80%	
03) The percentage of adults who have received advice and assistance from the information, advice and assistance service and have not contacted the service in the following 6 months	88.07%	87.64%	85%	G	↓	92.96%	
04) Number of older people (aged 65 or over) whom the authority supports in care homes	295	323	335	G	↓	320	
05) The percentage of carers of adults who received an assessment or review in their own right during the year following a request	98.20%	98.60%	93%	G	↑	95.20%	
06) The average length of time for all children who remain on the Child Protection Register as at end of quarter	163	170	270	G	↓	128	
07) Children Re-Registered on the Child Protection Register within 12 Months of previous removal from the register	3.57%	1.56%	15%	G	↑	0	
08) The percentage of referrals of children that are re-referrals within 12 months	7.69%	15.68%	15%	Y	↓	10.09%	29 of the 185 referrals were re-referrals
09) The percentage of statutory visits to children on the Child Protection Register due in the year that took place in accordance to regulations	90.61%	90.39%	90%	G	↓	92.13%	
10) The percentage of Initial Pathway Plans due in the year that took place within timescales	100%	100%	85%	G	→	100%	
11) Number of visits to Leisure Centres	129,096	260,023	265,188	Y	↓	252,090	
12) Number of people participated in Mon Actif activities [N]	146,746	296,458	287,188	G	↑		
13) Percentage of parents who feel they can identify a positive change following completion of the Positive Parenting Programme (PPP) [N]							Data available in Q4

5. Education



	Q1	Q2	Q2 Target	Q2 RAG	Qtr Trend	Q2 2024/25	Q2 Comments
01) Percentage of pupil attendance in primary schools (termly)	93.2%	93.2%	95%	Y	→	93.1%	Similar performance to Q2 24/25
02) Percentage of pupil attendance in secondary schools (termly)	88.2%	89.7%	90%	Y	↑	89.2%	Slight improvement compared to Q2 24/25
03) Percentage of Year 11 leavers not in Education, Training or Employment [NEET]							Data available in Q4
04) Number of schools in Estyn Follow up / Statutory Category	1	1			→	0	
05) Number of children and young people excluded permanently from school	23	2				4	
06) Number / proportion of schools with a financial recovery plan	6	6	6	G	→	6	
07) The percentage of adults who think that overall, the library service they use is 'very good' or 'good' [N]							Data available in Q4
08) The average overall rating out of ten awarded by users aged 16 or under for the library service they use [N]							Data available in Q4
09) Average percentage of children's Individual Development Plans (IDP) targets that are achieved by the target date [N]							Data available in Q3
10) Number of children that have progressed up, or completed, the Nofio Mon Programme as part of Mon Actif activities [N]	924	1610	1270	G	↑		



6. Housing

	Q1	Q2	Q2 Target	Q2 RAG	Qtr Trend	Q2 2024/25	Q2 Comments
01) Landlord Services: Average number of days to complete Responsive Maintenance repairs	15	14	18	G	↑	18	
02) Percentage of tenants satisfied with Responsive Maintenance repairs	84%	88%	85%	G	↑	88%	
03) The average number of calendar days to re-let units of accommodation (excluding DTLs) [N]	89	80	51	R	↑		Since the new process was established in April, it takes 54 days on average to re-let units. Historical process before April is the main reason for not achieving the target.
04) Average number of calendar days taken to deliver Medium Disabled Facilities Grant – Adaptations (£1k-10k)	205	204	190	A	↑	184	14 Medium DFG contracts completed
05) Average number of calendar days taken to deliver Large Disabled Facilities Grant – Adaptations (>£10k)	285	285	221	R	→	222	2 Large DFG contracts in Q1 and no further large contracts in Q2
06) Number of new Council homes developed, and former Council Homes purchased and brought back into Council rented homes.	4	13	13	G	↑	36	
07) The total amount of rent arrears owed by current tenants as a percentage of the total rent collectable for the permanent accommodation	3.19%	3.35%	3.10%	Y	↓	3.55%	
08) Number of empty private properties brought back into use through our Empty Homes interventions	15	32	25	G	↑	34	
09) Percentage of households successfully prevented from becoming homeless	80%	90%	85%	G	↑	90.0%	
10) Number of homelessness applications for assistance (section 62 assessments)	117	292			↓	294	
11) Number of Households currently placed in Emergency and Temporary Accommodation	79	84			↓	101	

7. Economy



	Q1	Q2	Q2 Target	Q2 RAG	Qtr Trend	Q2 2024/25	Q2 Comments
01) % of economic and development / regeneration grant funding received and implemented	70%	112%				41%	Spend ahead of schedule
02) Expenditure (capital and revenue) on large infrastructure, economic development and regeneration projects (£) [N]	£1.653m	£2.758m					
03) Percentage of council business units and commercial space let [N]	95%	98%	90%	G	↑		
04) Total number of customers with annual mooring contract	100	151	170	R	↓	190	51 contracts in Q2 against a target of 65. The annual target is very unlikely to be achieved
05) Percentage of all planning applications determined in time	94%	95%	90%	G	↑	97%	323 planning applications determined in time
06) Percentage of planning enforcement cases investigated within 84 days	87%	79%	80%	Y	↓	92%	
07) Percentage of high-risk businesses subject to planned inspections that were inspected to ensure compliance with Food Hygiene Legislation	85%	64%	90%	R	↓	83%	74 of the 116 inspections carried out. The highest risk businesses have all been inspected. Plans in place to catch up in the second half of the year.
08) Percentage of food establishments that meet food hygiene standards	99%	99%	95%	G	→	98%	
09) Number of people supported to become prepared for work, through SPF interventions [N]	162	320			↑		

8. Climate Change



	Q1	Q2	Q2 Target	Q2 RAG	Qtr Trend	Q2 2024/25	Q2 Comments
01) Total carbon emissions from council buildings (tCO2e)							Data available in Q4
02) Percentage of domestic waste reused, recycled, or composted	66.41%	66.36%	70%	R	↓	67.5%	No further improvement from Q1 partly due to a reduction in Green Waste because of the warmer weather
03) Percentage of waste reused, recycled, or composted from Council buildings	46%	44.4%			↓	48%	Rate has decreased compared to Q2 2024/25
04) Percentage of streets that are clean	100%	100%	96%	G	→	98%	
05) Average number of working days taken to clear fly-tipping incidents	0.01	0.03	1	G	↓	0.04	
06) Percentage of A roads in poor condition (annual)							Data available in Q3
07) Percentage of B roads in poor condition (annual)							Data available in Q3
08) Percentage of C roads in poor condition (annual)							Data available in Q3
09) Total carbon emissions from council fleet (tCO2e inc WTT)	156.5	311.02	320	G	↑	320	
10) Number of schools participating in accredited climate change programmes [N]							Data available in Q3
11) Number of low carbon heating systems installed in Council buildings [N]		11					11 installations completed with a further 23 planned
12) Use of public EV charging points operated by the Council (kwh) [N]	76,786	149,427			↓		This is the equivalent of driving from Holyhead to Cardiff and back over 1,100 times

9. Whole Council Health

	RAG	Trend	Budget	Actual	Variance (%)	Forecasted Actual	Forecasted Variance (%)
01) Forecasted end of year outturn (Revenue)	G	→	£192,983,000			£192,331,000	-0.34%
02) Forecasted end of year outturn (Capital)		↑	£35,148,000			£33,111,000	-5.80%
03) Income v Targets (excluding grants)	G	↓	-£8,204,707	£ 9,847,700	20.03%		
04) Forecasted general balances at end of year		↑				-£17,416,300	
05) Cost of borrowing - % of budgeted revenue expenditure		→	2.35%			2.35%	
06) No of Services forecast to overspend by over 5% of their budget		→				2	
07) % of Council Tax collected (for last 3 years)	Y	↑		97.1%			
08) % of Sundry Debtors collected (for last 3 years)	Y	↑		91.4%			

	Q1	Q2	Q2 Target	Q2 RAG	Qtr Trend	Q2 Comments
09) Total number of stage 2 complaints upheld / partially upheld	1	3	6	G	↓	3 Corporate complaints
10) Total % of written responses to stage 2 complaints within 20 days (Corporate)	100%	87%	80%	G	↓	
11) Total % of written responses to complaints within 15 days (Social Services)	80%	80%	80%	G	→	Two stage 1 complaints were late but an extension was agreed the complainants
12) % of FOI requests responded to within timescale	74%	76%	90%	R	↑	111 of the 467 FOI requests were late
13) Proportion of queries dealt with and closed by Cyswllt Môn (not forwarded to Services)	32%	35%			↑	
14) Number of staff authority wide staff, including teachers and school-based staff (FTE)	2376	2380			↑	
15) Sickness absence - average working days/shifts lost	1.93	3.93	4.08	G	↓	
16) Short Term sickness - average working days/shifts lost per FTE	0.92	1.73			↑	
17) Long Term sickness - average working days/shifts lost per FTE	1.01	2.2			↓	
18) Local Authority employees leaving (%) (Turnover)						
19) % of posts advertised and filled during first round of advertising	78%	73%	70%	G	↓	96 posts filled during first round of advertising

11. Conclusion and Recommendations

- 11.1 The performance of 87% of the performance indicators performing above target or within 5% tolerance of their targets for the quarter is positive.
- 11.2 It demonstrates that services are operating in line with the values and general principles of the Council.
- 11.3 **Recommendation – that the Leadership Team manage, investigate and secure improvements into the future for the following KPIs:**
 - 11.3.1 Housing – 03) The average number of calendar days to re-let units of accommodation (excluding DTLs);
 - 11.3.2 Housing – 04) Average number of calendar days taken to deliver Medium Disabled Facilities Grant – Adaptations (£1-10k)
 - 11.3.3 Housing – 05) Average number of calendar days taken to deliver Disabled Facilities Grants – Adaptions worth over £10k
 - 11.3.4 Economy – 04) Total number of customers with annual mooring contracts
 - 11.3.5 Economy - 07) Percentage of high-risk businesses subject to planned inspections that were inspected to ensure compliance with Food Hygiene Legislation
 - 11.3.6 Climate Change – 02) Percentage of domestic waste reused, recycled or composted
 - 11.3.7 Whole Council Health - 12) % of FOI requests responded to within timescale

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22/11/2024

Isle of Anglesey County Council Scrutiny Report

Committee:	Corporate Scrutiny
Date:	18/11/2025
Subject:	Self-Assessment and Performance (Wellbeing) Report 2024/25
Scrutiny Chair:	Cllr Jeff Evans

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

Portfolio Holder	Role
Cllr. Robin W Williams	Deputy Leader, Finance, Corporate Business and Customer Experience
Service Officer (Supporting)	Role
Carys Edwards	Head of Profession HR and Transformation
Gwyndaf Parry	Corporate Planning, Performance and Programme Manager

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

It is the Committees' responsibility, in line with its Terms of Reference to:

The focus of the Committee's work will be to secure assurance regarding the performance / delivery of all services, ensuring the Council achieves its corporate and service objectives (as outlined in its Corporate Business Plan, Annual Budget, Budget and Policy Framework, Performance Management Framework, Corporate Policies or their successor plans and policies) and to support and make recommendations for continuous improvement.

3. Role of the Scrutiny Committee and recommendations

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

Recommendation(s):

- 1 That the Committee:
 - 1.1 Review the report and, if applicable, makes recommendations for changes to the conclusions or action the Council intends to take to meet its performance requirements;
 - 1.2 if the Committee concludes that no changes are needed, the report should be endorsed and recommended to the Executive to this effect.

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

Used as part of the performance management framework to monitor the Council Plan and its strategic and wellbeing objectives.

5. Key scrutiny themes

Key themes the Scrutiny Committee should concentrate on:

1. **Strong organisational planning, people management, financial management and governance** – The council reports strong assurance in these areas with all themes demonstrating an overall strong assessment.
 - a. What processes are in place so the council can build on the successes?
 - b. What are the areas that need strengthening and how do the council identify, improve, and monitor these areas?
2. **Good progress against the Council's Wellbeing Objectives and KPIs** – The council reports positive performance against its planned activities for 2024/25 as well as positive performance against its longer-term outcomes for 2028 from the Council Plan.
 - a. How does the council monitor progress against its planned activities?
 - b. Is the council confident that it will achieve the desired outcomes by 2028?
3. **Communication with residents, businesses, and partners** –
 - a. How can the council improve its communication with the community following the National Resident Survey results?
 - b. How does the council intend to communicate this positive report with residents, businesses, and partners?

6. Key points / summary

This report is the first time that Isle of Anglesey County Council has combined its Self-Assessment, Performance (Wellbeing) Report for the 2024/25 year. It shows the result of our combined approach to planning, managing performance, and encouraging wellbeing of future generations. It provides evidence of how we have:

- Delivered on our strategic objectives and key priorities,
- Used our resources economically, efficiently and effectively, and

- Managed and reduced risks.

The council's work is guided by its vision "to create an Anglesey that is healthy and prosperous where people can thrive". The Council Plan sets out our strategic objectives, linking our priorities to the Wellbeing of Future Generations (Wales) Act 2021, ensuring that our decisions and services are sustainable and focused on improving outcomes for current and future generations.

This report provides a reflection of the Council's outputs and performance over the year, focusing on how we have delivered against what we planned to do. It does not necessarily reflect the full impact of our work on the outcomes for the community, which can be influenced by wider factors beyond the Council's direct control.

It demonstrates the council's commitment to the Local Government and Elections (Wales) Act 2021, which requires councils to regularly review how well they are meeting performance requirements. These include effectively carrying out functions, ensuring resource efficiency, and maintaining good governance. Our goal is to build on our strengths and continue improving innovation, transparency, and services in line with the national performance and governance framework.

It also highlights the work undertaken in partnership with our resilient community to achieve key outcomes. The report gives a clear overview of the progress made against the 2024/25 commitments identified in the Annual Delivery Document 2024/25, the progress made against the Council Plan Strategic Objective commitments by 2028, as well as our commitments under the Wellbeing of Future Generations (Wales) Act. This report evaluates our progress and serves as a foundation for our future ambitions.

7. Impact assessments

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

N/A

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

N/A

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

N/A

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

Report is one tool used to monitor the Climate Change Strategic Objective

8. Financial implications

The end of 2024/25 revenue financial position is noted in the report.

9. Appendices

Self-Assessment and Performance (Wellbeing) Report 2024/25

10. Report author and background papers

Gwyndaf Parry, Corporate Planning, Performance and Programme Manager
Alwyn Williams, Corporate Business & Performance Analyst
Council Plan 2023-2028
Annual Delivery Document 2024/25
Self-Assessment 2023/24



Self-Assessment and Performance (Wellbeing) Report 2024/25

Prepared by – Transformation Service

Publication date – November 2025

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

Introduction

This report is the first time that Isle of Anglesey County Council has combined its Self-Assessment, Performance (Wellbeing) Report for the 2024/25 year. It shows the result of our combined approach to planning, managing performance, and encouraging wellbeing of future generations. It provides evidence of how we have:

- Delivered on our strategic objectives and key priorities,
- Used our resources economically, efficiently and effectively, and
- Managed and reduced risks.

The council's work is guided by its vision “**to create an Anglesey that is healthy and prosperous where people can thrive**”. The Council Plan sets out our strategic objectives, linking our priorities to the Wellbeing of Future Generations (Wales) Act 2021, ensuring that our decisions and services are sustainable and focused on improving outcomes for current and future generations.

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It demonstrates the council's commitment to the Local Government and Elections (Wales) Act 2021, which requires councils to regularly review how well they are meeting performance requirements. These include effectively carrying out functions, ensuring resource efficiency, and maintaining good governance. Our goal is to build on our strengths and continue improving innovation, transparency, and services in line with the national performance and governance framework.

It also highlights the work undertaken in partnership with our resilient community to achieve key outcomes. The report gives a clear overview of the progress made against the 2024/25 commitments identified in the Annual Delivery Document 2024/25, the progress made against the Council Plan Strategic Objective commitments by 2028, as well as our commitments under the Wellbeing of Future Generations (Wales) Act. This report evaluates our progress and serves as a foundation for our future ambitions.



The Council's Wellbeing Objectives

The Council's strategic objectives and the council plan have been produced to support the Council's duty to meet the wellbeing objectives for the benefit of current and future generations. The Council's Wellbeing Objectives are:

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

The table below shows how the wellbeing objectives align with the Welsh Government's national wellbeing objectives and the Council's strategic objectives:

The Council's Wellbeing Objectives	Council Plan Strategic Objectives	Prosperous	Resilient	Healthier	More Equal	Cohesive Communities	Vibrant Culture & Thriving Welsh Language	Globally Responsive
Wellbeing Objective 1 - The people of Anglesey are educated to reach and fulfil their long-term potential	Welsh Language, Social Care and Wellbeing, Education, Housing and Economy	✓	✓	✓	✓	✓	✓	✓
Wellbeing Objective 2 - The people of Anglesey are safe, healthy and as independent as possible	Social Care and Wellbeing, Education and Housing		✓	✓	✓	✓	✓	
Wellbeing Objective 3 - The people of Anglesey and its communities enjoy, protect and enhance their built and natural environment for future generations	Welsh Language, Economy, Climate Change	✓	✓	✓	✓	✓	✓	✓

Council Plan 2023-2028 – Strategic Objectives

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

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

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

The Council Plan's vision is to:

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



The Welsh Language

Increase the opportunities to learn and use the language.



Social Care and Wellbeing

Providing the right support at the right time.



Education

Ensuring an effective provision for today and for future generations.



Housing

Ensuring that everyone has the right to call somewhere home.



Economy

Promoting opportunities to develop the Island's economy.



Climate Change

Responding to the crisis, tackling change and working towards becoming net zero organisation by 2030.

Our method of Self-Assessment

As part of the Local Government and Elections (Wales) Act 2021 monitoring the performance of all local authorities based on a self-assessment was set out.

The council undertake a comprehensive review of the self-assessment process on an annual basis including identifying lessons learnt during the previous year as well as utilising feedback from the Corporate Scrutiny Committee, Leadership Team and elected members.

During 2024 we reviewed our approach to self-assessment and made a few adjustments to further streamline and strengthen the process. We worked collaboratively with Services across the council to adjust the template to focus on four key areas, which are in line with applying the Wellbeing of Future Generations Act. These four areas are:



Service Planning and Performance



Workforce Planning



Financial Planning



Governance; Procurement & Contract Management and
Risk & Audit Management

We also allowed more time for Services to start the evidence gathering stage. We also moved the service challenge meetings, known as Service Reviews, from January to between March and May to ensure that a whole financial year's data was available to be used. We believe this strengthened the process based on our experiences from previous years. We will continue to review our self-assessment processes every year and implement changes that were not implemented during 2024/25.

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

Each of the nine Services was asked to complete a self-evaluation - scoring their performance on identified areas deemed important as to measure the general performance of services. They were asked to evaluate their performance against an updated criteria listed below and were thereafter challenged as to their findings by a group of officers and elected members in the Service Reviews:

Performance Rating	Description
Outstanding	Performance that consistently delivers excellent results and demonstrates exceptional contribution towards achieving Council strategic objectives.
Exceeds Expectations	Effective Service who are already doing well, delivering superior results beyond what was expected.
Meets Expectations	Performance that meets established standards and fulfils statutory and non -statutory obligations and knows the areas needed to improve.
Needs Improvement	Performance that falls below expected standards and requires corrective action by the Service.

Individual Services were asked to identify areas for improvement that they needed to focus on to improve performance into the future. These areas for improvement have been included in this self-assessment, however some have been included in a wider area for improvement for the Council and will be managed by a lead service which are identified in the 'Identified Areas for Improvement' section of this report.

Individual service areas for improvement are monitored as part of the Service Review process.

This self-assessment summarises the conclusion of the work for 2024/25 and evaluates the overall performance of the Council, answering at the simplest level, the following questions –

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

The Self-assessment forms an essential part of our performance management arrangements as can be seen in the diagram below –



For more details on how we monitor and assess performance, please visit www.anglesey.gov.wales/en/Council/Performance/Council-Plan/Performance-management.



Exceeds Expectations

Service Planning and Performance Management

How well are we doing?

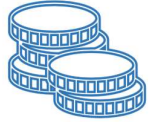
Service planning is an essential tool for performance management. It sets out what services will deliver, provides a clear roadmap for achieving the objectives of the Council Plan, and ensures accountability for outcomes. Performance management then brings this into practice by enabling the council and its staff to plan, monitor and review priorities through strategic, service and individual objectives, ensuring that resources are used effectively to drive continuous improvement.

The evidence supports an overall conclusion that the council have a strong grasp on Service Planning and have a clear vision for the future and how to achieve that vision. The council has a strong appetite for continuous improvement and is transparent when reviewing its key performance indicators, annual activities and monitoring arrangements.

How do we know?

Identified Strengths	Examples of Supporting Evidence
Clear Objectives and Key Performance Indicators – The council has a clear vision in place with measurable objectives for service delivery which is aligned to the community needs and legislative requirements. The council has clearly defined and measurable whole council KPIs that align with its strategic priorities and service delivery goals.	<ul style="list-style-type: none">• Council Plan• Annual Delivery Document• Council Values• Strategic plans• Modernising Learning Communities and Developing the Welsh Language Strategy• Local Code of Governance – pages 12-16, 20-22• Corporate Scorecard
Data Collection, Analysis and Benchmarking – The council is committed to becoming a data informed council, making evidence-based decisions by the regular monitoring of data, analysing data and identifying trends from the data to make informed decisions. The council compares performance with other councils whenever possible to ensure that the performance is in line with expectations and identify areas for improvement.	<ul style="list-style-type: none">• Quarterly Scorecard Monitoring• Service Performance Indicators• PowerBI Dashboards; net zero, tackling poverty, customer experience.• Stats Wales• Data Cymru• Data Cymru - Benchmarking Clubs (data is not available to the public)• Local Code of Governance - page 9

	<ul style="list-style-type: none"> • Council Committee Decisions • Council Committee Minutes
Regular Monitoring and Reporting – The council ensures accountability and transparency in performance management by regular monitoring of performance against established KPIs and the quarterly reporting of performance through our annual delivery document to elected members and senior leadership, officers, and the public	<ul style="list-style-type: none"> • Annual Performance Report • Annual Governance Statement • Annual Directors Report on the effectiveness of Social Services • Anglesey and Gwynedd Public Services Board Annual Report • Quarterly Scorecard Monitoring • Survey of tenants and residents (STAR) survey results
Stakeholder Engagement – The council is in continuous engagement with Anglesey residents, businesses, partners and staff, to gather feedback on service delivery and performance, ensuring services meet the needs of the community	<ul style="list-style-type: none"> • Public Consultations • Survey of tenants and residents (STAR) survey results • Local Code of Governance - page 9 • National Resident Survey • Staff Survey
Innovation and Adaptability – The council has a good track record of innovation and adapts well to changing circumstances	<ul style="list-style-type: none"> • Solar car port in council carparks • Net Zero Ysgol y Graig 'Graig Fach' Unit • Freeport • Holyhead Regeneration Programme - Holyhead seafront kiosks • Dementia Friendly Communities Scheme • Môn Actif Swim Safe • Anglesey home dialysis scheme
Compliance with Legal and Regulatory Standards – The council complies with relevant legislation, regulations and statutory duties and ensures accountability and transparency in its decision-making processes	<ul style="list-style-type: none"> • External Audit: Annual Audit Summary • Isle of Anglesey County Council Constitution • Local Code of Governance - page 7
Continuous Improvement Culture – The council has a culture of continuous improvement in performance management practices, through regular reviews and evaluations which enables the council to adapt to changing circumstances, identify emerging trends and drive ongoing improvement in service delivery	<ul style="list-style-type: none"> • Quarterly Scorecard Monitoring • Local Code of Governance - pages 14-16, 20-22



Exceeds Expectations

Financial Planning

How well are we doing?

Financial planning involves the strategic management of finances. It encompasses assessing the current financial situation, delivering objectives, and creating comprehensive plans to allocate resources whilst maintaining fiscal stability. This process includes short (up to 1 year), medium (1-3 years) and long term (3+ years) financial forecasting to ensure the council can meet its obligations and deliver services to the community.

The council have a strong grasp on Financial Planning and have a clear financial plan in place to achieve the council's vision.

How do we know?

Identified Strengths	Examples of Supporting Evidence
Budget Management – The council has a strong budget management process in place that aligns with the strategic objectives and service priorities, whilst minimising the risk of overspending or underfunding.	<ul style="list-style-type: none"> • Medium Term Financial Strategy and Budget • Local Code of Governance – pages 20-22
Financial Stability – The council has healthy reserves and low debt levels relative to its income and demonstrates prudent financial management practices that ensure long-term sustainability.	<ul style="list-style-type: none"> • Medium Term Financial Strategy and Budget • Statement of Accounts • Local Code of Governance – pages 20-22
Effective Resource Allocation – The council has an effective allocation of its financial resources to meet service demand and delivery requirements, whilst maximising its value for money. The council has good arrangements to respond to financial challenges in the short to medium term.	<ul style="list-style-type: none"> • Budget Book • Local Code of Governance – pages 14-16 • Medium Term Financial Strategy and Budget
Transparency and Accountability – The council has strong publicly available financial management reporting, including quarterly budget monitoring reports and annual statement of accounts.	<ul style="list-style-type: none"> • Statement of Accounts • Local Code of Governance – pages 23-24 • Budget Setting Process
Compliance with Financial Regulations – The council fully complies with relevant financial regulations, accounting standards and legal requirements including core funding and grant funding.	<ul style="list-style-type: none"> • Annual Governance Statement • Local Code of Governance – page 7
Monitoring – The council has regular monitoring and oversight of financial performance, including quarterly budget reporting of the revenue, capital and HRA accounts, whilst ensuring that the risks are managed appropriately.	<ul style="list-style-type: none"> • Quarterly Financial Monitoring Reports to the Executive

Audit Assessments – The council have positive inspection reports from its auditors including Audit Wales and Internal Audit which provide independent validation of the financial management practices

- [Annual Report of the Governance and Audit Committee](#)
- [Internal Audit Annual Report](#)
- [External Audit: Annual Audit Summary](#)

Workforce Planning

Exceeds Expectations



How well are we doing?

Workforce planning is a process where the council can analyse its current and future workforce needs against its commitments, plans and objectives. It enables the council to plan how it will recruit, support, develop and retain the employees it needs for the future, reflecting the long-term planning principle of the Wellbeing of Future Generations Act.

The council has a strong understanding of workforce planning and have the requirements in place for achieving its commitments, plans and objectives from a human resource perspective. The council is aware of the posts that are more challenging to recruit and have plans in place to maximise recruitment opportunities.

How do we know?

Identified Strengths	Examples of Supporting Evidence
Training and Development – The council provides many opportunities to undertake training, professional development and skill enhancement which enables employees to continually grow and adapt to changing job requirements and technological advancements	<ul style="list-style-type: none"> • Welsh language annual report • Local Code of Governance – pages 17-19 • Member Development and Training Programme • Academi Môn • Short courses for Staff
Workforce Planning – The council is committed to getting the right people, with the right skills, in the right place, at the right time whilst ensuring alignment with the councils' strategic objectives and service priorities. The council continuously develops and implements succession plans to identify and develop future leaders and key personnel ensuring continuity and sustainability	<ul style="list-style-type: none"> • Workforce Planning Strategy • Strategic People Plan 2025 • Local Code of Governance – pages 17-19
Work Benefits – The council offers many benefits to staff including flexible working, hybrid working, wellbeing support and occupational health, work pension as well as many other policies designed to improve the work-life balance of its staff	<ul style="list-style-type: none"> • Flexible working (Hybrid / Flexible working options / flexible retirement) • Cycle to work scheme • Manteision Môn
Performance Review – The council have a clear system for measuring employee performance, alignment with council strategies and strategic objectives, and career development through its annual development conversations with staff, annual workforce review and effective talent management	<ul style="list-style-type: none"> • Appraisal system • Corporate Safeguarding Annual Report • Local Code of Governance – pages 17-19

Employee Engagement and Satisfaction – The council have many forms for employee engagement including staff surveys and other feedback mechanisms which ensures an effective communication and positive work environment for staff to thrive and high morale

- Staff Attendance
- Staff Retention
- Staff Survey
- Members Briefing Sessions
- Fforwm Môn
- Y Ddolen
- Chief Executive Update
- [Local Code of Governance – pages 17-19](#)

Governance; Risk, Audit, Procurement & Contract Management

Exceeds Expectations



How well are we doing?

Risk Management deals with identifying and managing uncertainties that could impact on the councils' objectives in a positive or negative way. Internal Audit involves providing independent, objective assurance and consulting activities to add value and improve the council's operations. It helps the council to accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control and governance processes. External audit and regulators scrutinise management and governance processes, ensure service quality and compliance with legal and regulatory standards. Together, they maintain council accountability and service effectiveness and provide assurance that public funds are used responsibly. Procurement management focuses on the initial acquisition of goods or services, while contract management concentrates on the ongoing management and compliance of those agreements once they are in place. Both processes are critical to acquire and manage the resources that the council needs to operate and achieve key objectives efficiently and effectively.

The council regularly monitor and review the strategic risks and mitigating actions put in place to monitor them and it has an excellent relationship with regulators and auditors. The council have a good understanding of procurement rules and procedures, and contract management arrangements are working well. Overall processes and procedures are strong and the culture of the organisation ensures that they are essential practices in day-to-day activities.

How do we know?

Identified Strengths	Examples of Supporting Evidence
Risk Identification – The council have robust processes in place to identify and assess risks across all areas of operations, including financial, operational, strategic, and compliance risks.	<ul style="list-style-type: none"> • Risk Management Policy and Strategy • Risk management framework • Strategic Risk Register • Service Risk Register • Project Risk Register • Local Code of Governance - pages 12-24
Risk Mitigation – The council demonstrates proactive risk management practices aimed at minimizing the likelihood and impact of adverse events by developing and implementing effective risk mitigation strategies and controls to address them.	<ul style="list-style-type: none"> • Risk Management Policy and Strategy • Risk management framework • Strategic Risk Register • Service Risk Register • Project Risk Register • Local Code of Governance - pages 12-24

<p>Internal Audit Function – The Council has an independent and objective internal team that provides assurance and advice to all levels of management and elected and lay members on the quality of operations within the Council and is one of the key elements of the Council's governance framework. Its mission is to enhance and protect organisational value by providing risk-based and objective assurance, advice and insight.</p>	<ul style="list-style-type: none"> • Internal Audit Strategy • Internal Audit Charter • Internal Audit Updates • Annual Report of the Governance and Audit Committee • Local Code of Governance - pages 20-24 • Internal Audit Annual Report
<p>External Audit and Regulators – The council fully supports and is transparent with its external auditors and regulators on all aspects of council business including finance, education, social services, and other corporate activities which in turn provides independent validation of its internal controls and practices.</p>	<ul style="list-style-type: none"> • External Audit – Monitoring Report • External Audit: Annual Audit Summary • Estyn Reports • Care Inspectorate Wales Reports
<p>Compliance with Regulations and Ethical Procurement – The council have systems and processes in place to ensure compliance with all procurement standards and regulations, and all contracts are managed as such when due for renewal or when newly established. The council ensures that procurement decisions are made impartially and in the best interests of the council and the community by upholding ethical standards in procurement processes, including fairness, integrity, and avoidance of conflicts of interest.</p>	<ul style="list-style-type: none"> • Procurement Handbook • Procurement Strategic Plan 2024 to 2029 • IT Procurement Policy • Data processing policy and agreement • Annual Governance Statement • STAR Procurement Review and Action Plan • Safeguarding in procurement and contracting • Sustainable Procurement Policy • Local Code of Governance - page 7
<p>Contract Management and Performance Monitoring – The council have robust contract management practices to monitor supplier performance against agreed terms, service level agreements (SLAs), and KPIs, ensuring contracts deliver quality outcomes and are properly managed throughout their lifecycle.</p>	<ul style="list-style-type: none"> • Contracts Management Strategy • Annual Report of the Governance and Audit Committee

What and how can we do better?

Below are the areas identified as opportunities for improvement and monitoring throughout 2025/26.

Improvement matters identified	Actions identified to address weaknesses	Lead Officer / Service / Board	By when
1. The council need to continue modernising its digital and data infrastructure	<ul style="list-style-type: none"> Develop a Data Strategic Plan with the aim of continuing our journey to becoming a data informed Council Continue to progress the 4 key priorities of the Digital Strategic Plan Develop the Chatbot interface to provide an improved customer experience Review customer contact centres way of working and consider recommendations to improve customer experience. 	Transformation	March 2027
2. The council must ensure that it meets the requirements of the new Procurement Act 2023	<ul style="list-style-type: none"> Implement agreed outstanding actions from the Procurement Improvement Plan 	Resources	March 2026
3. The financial resilience of the council is under pressure due to the cost of living crisis and a decrease in funding	<ul style="list-style-type: none"> Maximise the grants available to the council Monitor and review the Medium Term Financial Plan (MTFP) Identify savings for 2026/27 onwards Review and streamline processes to improve efficiency and effectiveness of services and reduce the impact of reduced funding 	Resources	March 2026
4. The council needs to manage and rationalise assets to ensure that they are needed, are fit for purpose and if not identify the	<ul style="list-style-type: none"> Review and publish a new small holding asset management strategic plan 	Highways, Waste & Property	March 2026

work required to bring them up to standards.	<ul style="list-style-type: none"> Continue to implement the new Computer Aided Facilities Management System Undertake rationalisation of council assets in line with Asset Management Strategic Plan 2024-29 		
5. The council need to respond to identified workforce planning challenges including its age profile in some services and recruitment and retention problems in others	<ul style="list-style-type: none"> Review, revise and implement a recruitment drive for Council Business and the Provider Unit Services to reflect and work with HR on making every effort to 'grow your own' staff through training and development opportunities that enhance recruitment and retention Dyfodol Môn graduate scheme – continue with the programme in 25/26 - creating dynamic opportunities for ambitious graduates to develop specialist skills and start a career with the council. 	Transformation/ All Services	March 2026

The Council's Service Output Position Statement – 2025

Please note below the response of each service against the categories of evidence for 2025

Service	Service planning and performance	Financial planning	Workforce planning	Governance; procurement & contract management and Risk & Audit
Adult Services	Outstanding	Exceeds	Exceeds	Meets
Children & Families Service	Outstanding	Exceeds	Exceeds	Exceeds
Council Business	Meets	Needs Improvement	Meets	Meets
Highways, Waste & Property	Meets	Exceeds	Exceeds	Meets
Housing	Exceeds	Exceeds	Exceeds	Meets
Learning	Exceeds	Outstanding	Exceeds	Exceeds
Regulation & Economic Development	Exceeds	Outstanding	Exceeds	Exceeds
Resources	Exceeds	Outstanding	Meets	Exceeds
Transformation	Exceeds	Exceeds	Outstanding	Exceeds
Overall Output	Exceeds	Exceeds	Exceeds	Exceeds

Progress against identified improvement matters from previous self-assessment

The table outlines the improvement actions identified last year and an update on progress can be found below

Improvement matters identified	Lead Officer / Service / Board	Update on progress
1. The Council needs to review and revise the Corporate Scorecard provision following the adoption of the Council Plan 2023-2028	Transformation	A new Corporate Scorecard was designed and reported to the Executive and Corporate Scrutiny Committees on a quarterly basis.
2. The Council needs to continue modernising its digital and data infrastructure	Transformation	<p>The Digital Strategic Plan is now in place which aims to provide a clear direction and vision for corporate IT based upon the Council's general principles and priority areas for ICT service delivery.</p> <p>The council successfully implemented a new telephony system for the majority of offices and sites.</p> <p>A data maturity assessment was completed during the year and the working group are working on the next steps to improve on its data use including a new data strategy.</p>
3. The Council must ensure that it meets the requirements of the new Procurement Act 2023	Resources	<p>The Procurement Strategic Plan and revised Contract Procedure Rules were approved by the Executive in December 2024. The Procurement Act 2023 was brought into force in February 2025.</p> <p>A successful training programme was carried out at the start of the year, where over 100 of our staff received the training on the new procurement act which was delivered internally. A procurement handbook and templates are also in place.</p> <p>A Procurement Manager is now in post on an interim basis due to difficulties in recruiting.</p>

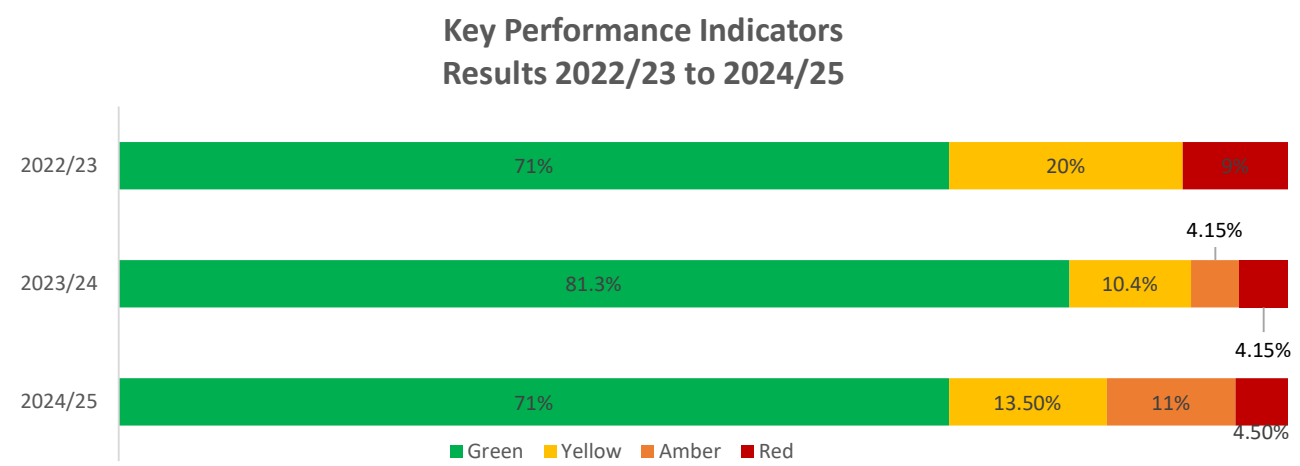
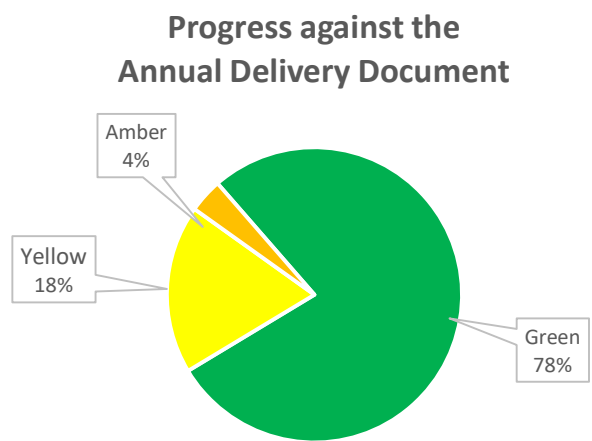
<p>4. The financial resilience of the Council is under pressure due to the cost of living crisis and a decrease in funding</p>	<p>Resources</p>	<p>The Council secured £47.748m of capital grants in 2024/25, which is equivalent to 61% of the total capital funding in 2024/25.</p> <p>MTPF for the period 2025/26 to 2027/28 was approved by the Executive in September 2024, with the period of the plan being increased from 2 to 3 years.</p> <p>Service budget savings were put forward for consultation during the budget setting process in early 2025. Savings that were identified and not implemented in 2025/26 will potentially be put forward to the Executive as part of the 2026/27 budget process.</p> <p>Work is ongoing across all services to identify areas where processes can be streamlined in order to reduce costs. A cost of change reserve has been set up to fund any expenditure required to implement changes. Examples of funding provided to date include:</p> <ol style="list-style-type: none"> 1. Maritime Income – Fund the purchase and implementation of Chip and Pin machines which allows visitors to pay for services by card at beach locations 2. Transport Review – to fund the cost of an external review of the Council's transport provision across all services, with the aim of identifying changes that provides a more coordinated service at a lower cost 3. Citizens Access Portal – the aim of the system is to allow Council Taxpayers, Housing Benefit claimants and landlords access to their accounts so that they can receive information about their account and update the Council on changes electronically
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<p>5. The Council needs to manage and rationalise assets to ensure that they are needed, are fit for purpose and if not identify the work required to bring them up to standards.</p>	<p>Highways, Waste & Property</p>	<p>All mitigating actions to manage RAAC within council buildings were actioned during the year.</p> <p>The Asset Management Strategic Plan 2024-2029 was published during the year.</p> <p>A new Computer Aided Facilities Management System was adopted in Summer 2024 with the aim for it to be used to manage all council assets, maintenance and build projects.</p> <p>Work is underway to develop a new small holding asset management strategic plan with plans in place to complete the work during 2025/26.</p>
<p>6. The Council needs to respond to identified workforce planning challenges including its age profile in some services and recruitment and retention problems in others</p>	<p>Transformation</p>	<p>The council continue to undertake a recruitment initiative for the Provider Unit. During 2024/25 the Denu Talent scheme only focussed on Adult Services, specifically to try and recruit to difficult to fill posts. Five young people successfully undertook a placement over 10 weeks, with two being recruited to permanent posts following the scheme.</p> <p>The People Risk Management Strategy was reviewed and republished during the year.</p> <p>New dedicated Careers pages were published on the Council Website (Jobs and Careers).</p> <p>There continues to be a drive to increase retention of staff in areas that see higher turnover. Staff turnover for 2024/25 was 8% compared to 9% the previous year, and staff retention was 93% for 24/25.</p>

Performance Report

Key Performance Highlights

Some of the key highlights for this year’s performance can be found below.



Progress against the Council's Wellbeing Objectives

The following pages summarise the Council's progress in 2024/25 towards achieving its three Wellbeing Objectives, the Council Plan and its longer-term outcomes for 2028.

The detailed evidence and updates that sit behind these summaries are available in **Appendix 1** where RAYG status and progress against each action in 24/25 is explained in full.

Together, these sections show how the Council is progressing from **short-term annual actions** (24/25 commitments) towards achieving its **long-term objectives** (outcomes by 2028).

The following diagram demonstrates how the information in this section connects to the detailed updates in Appendix 1, shown as 24/25 Commitments below.



Each table below sets out:

- what the Council aims to achieve **by 2028** (the long-term outcomes),
- what we **committed to deliver in 2024/25** (from the Annual Delivery Document 24/25), and
- how much progress has been made during the year.

Wellbeing Objective 1 - The people of Anglesey are educated to reach and fulfil their long-term potential

Strategic Objective	By 2028 we will have:	Long-term Progress	In 24/25 we committed to:	RAYG
Welsh Language	Ensured that when our Welsh language promotion strategy is revised in 2026 it is appropriate to respond to the results of the last census	On-track	<ul style="list-style-type: none"> • Complete a secret shopper review of Welsh language provision amongst council services • Undertake a self-assessment of compliance against Welsh language standards 	Green
Welsh Language	Updated our Welsh language policy and developed a new policy on the use of Welsh in the workplace	On-track	<ul style="list-style-type: none"> • Review our Welsh Language Policy 	Green
Welsh Language	Used grant programmes to develop the Welsh language in the economy and with businesses	Complete	<ul style="list-style-type: none"> • Implement the second phase of the Arfor programme, by <ul style="list-style-type: none"> ○ Providing 15 Enterprising Community Grants to businesses, ○ Supporting 30 businesses to increase their use of the Welsh language, 	Green
Welsh Language	Expanded our training offer to create increased opportunities for our staff, councillors, partners and the island's residents to develop their Welsh language skills	On-track	<ul style="list-style-type: none"> • Provide opportunities for staff and elected members to improve their Welsh language skills by: <ul style="list-style-type: none"> ○ Hosting a set of three Welsh language training classes ○ Monthly campaigns to encourage use of Welsh ○ Work with partners to increase the use of Welsh in the workplace • Promote the OgiOgi app to encourage parents and guardians to make more use of the Welsh language with their children 	Green

Strategic Objective	By 2028 we will have:	Long-term Progress	In 24/25 we committed to:	RAYG
Education	Ensured that the communities for learning modernisation strategy creates effective schools with strong leadership and an appropriate teaching environment	On-track	<ul style="list-style-type: none"> • Provide professional development opportunities for school teachers and support staff based on identified individual and school priorities • Progress the Modernising Learning Communities and Developing the Welsh Language Strategy by <ul style="list-style-type: none"> ○ Opening the new Ysgol y Graig Foundation Phase building to pupils ○ Consult on a potential new Ysgol Uwchradd Caergybi development ○ Engaging with learners and residents to review post-16 education provision on the island ○ Improve Ysgol Santes Fair; and ○ Opening community rooms at Ysgol Morswyn, Ysgol Llanfawr and Ysgol y Graig 	Green
Education	Developed the Welsh language across all learning settings by realising the aims, objectives and outcomes set in the 'Welsh in Education Strategic Plan'	On-track	<ul style="list-style-type: none"> • Immerse 96 pupils with little or no Welsh skills through language centres • Develop a 5 year Welsh language improvement scheme in Ysgol Uwchradd Caergybi • Ensure that all year 6 pupils have a language skill development plan 	Green
Education	Ensured the best possible experiences and progress for children and young people by delivering the Curriculum for Wales in all learning communities across the island	On-track	<ul style="list-style-type: none"> • Enable children and families to access community based educational activity programmes outside of traditional school hours including activities with Môn Actif, Actif North Wales, the youth service, Urdd Ynys Môn and the Food and Fun scheme (Cynllun Bwyd a Hwyl) and support Public Health Wales' Healthy Weight campaign 	Green

Strategic Objective	By 2028 we will have:	Long-term Progress	In 24/25 we committed to:	RAYG
			<p>to reduce obesity and related health issues within our communities</p> <ul style="list-style-type: none"> • Ensure that there are opportunities for children and young people's voices to be heard by <ul style="list-style-type: none"> ○ Providing opportunities to respond to public consultations that affect them ○ Arranging school visits to the Council and Council Chamber ○ Holding meetings of the Children and Young People forum and inviting guest speakers; and ○ Ensuring that school councils can meet with their School Governors and Local Elected Members when requested • Provide opportunities for school children to attend and take part in educational activities at Oriel Môn and Anglesey Archives • Increasing the wellbeing opportunities available in our schools by <ul style="list-style-type: none"> ○ Increasing access to school meals for 75% of pupils ○ Supporting schools and pupils through the Healthy Schools programme and increasing mental health awareness 	
Education	Increased educational opportunities for adults so that Anglesey's residents can continue to develop personally throughout their lives	On-track	<ul style="list-style-type: none"> • Work in partnership with Gwynedd & Môn Community Learning to offer a range of adult learning opportunities throughout Anglesey 	Yellow

Wellbeing Objective 2 - The people of Anglesey are safe, healthy and as independent as possible

Strategic Objective	By 2028 we will have:	Long-term Progress	In 24/25 we committed to:	RAYG
Social Care and Wellbeing	Reviewed and modernised the way we provide care and support	On-track	<ul style="list-style-type: none"> Integrate the day care provision in the Holyhead area within the community Consult on the Day Care Strategy Work to reduce the number of school and care leavers who are NEET (Not in Education, Employment or Training) by <ul style="list-style-type: none"> Piloting an early intervention hub in Ysgol Syr Thomas Jones, Amlwch, to target pupils Ensuring that pupils at risk of being NEET are identified earlier in all secondary schools Target care leavers between the ages of 18-24 who are NEETs Identify local employers and council services where young people can gain valuable work experience Welcome over 500,000 visits to Mon Actif centres Invest £1M in Mon Actif facilities Work with Medrwn Môn and utilise Shared Prosperity Fund (SPF) grant to provide bespoke professional development opportunities, including trauma informed training, to staff and the wider community and work towards being a Trauma Informed Island Modernise youth clubs and review the provision to identify future improvements 	Green
Social Care and Wellbeing	Improved and extended the supported housing provision	On-track	<ul style="list-style-type: none"> Open a new supported living accommodation schemes in Valley and Rhostrehwfa Create a modernisation programme for community accommodation 	Yellow

Strategic Objective	By 2028 we will have:	Long-term Progress	In 24/25 we committed to:	RAYG
			<ul style="list-style-type: none"> Relocating Specialist Children Services provision to a newly renovated property 	
Social Care and Wellbeing	Extended opportunities for people to receive care closer to their local communities	On-track	<ul style="list-style-type: none"> Increase participation in the integrated community hubs by improving the accessibility of the hubs, providing social prescribing services within some of the hubs, Co-locating the memory assessment service (MAS) and dementia activities within Canolfan Glanhwfa, Llangefni. Develop an Age Friendly Network, focusing on the eight domains of the Age Friendly Communities, Hold Older People's Forums in community locations to ensure that activities extend across the island. 400 people taking part in the Dementia Actif scheme 	Green
Social Care and Wellbeing	Developed additional internal provision for looked after children, Cartrefi Clyd and foster carers	On-track	<ul style="list-style-type: none"> Identifying properties for our 4th and 5th Cartref Clyd properties on the island Provide opportunities for young carers to undertake free swimming sessions in Mon Actif centres Work with 250 young people to improve their health and wellbeing including activity to support the healthy weight campaign 	Yellow
Housing	Opened a third extra-care housing scheme with plans in place for a fourth	Behind Schedule	<ul style="list-style-type: none"> Secure funding and planning permission for a new Extra Care development at Tyddyn Mostyn, Menai Bridge 	Yellow
Housing	Agreed the priorities for tenant participation activities and the	On-track	<ul style="list-style-type: none"> Increase the response rates to enquiries at the first point of contact be that via our digital, telephone or face to face channels 	Green

Strategic Objective	By 2028 we will have:	Long-term Progress	In 24/25 we committed to:	RAYG
	allocation of resources to include the voice of our tenants in our services		<ul style="list-style-type: none"> Modernise and upgrade the telecare system Work towards upgrading the access doors to around 220 shared housing stock in preparation for the digital switchover 	

Wellbeing Objective 3 - The people of Anglesey and its communities enjoy, protect and enhance their built and natural environment for future generations

Strategic Objective	By 2028 we will have:	Long-term Progress	In 24/25 we will	RAYG
Housing	Addressed the energy efficiency/fuel poverty agenda and will be working towards achieving the Welsh Housing Quality Standards II	On-track	<ul style="list-style-type: none"> Prepare a Target Energy Pathway for the council's housing stock detailing how the affordable heating and decarbonisation standards will be met 	Green
Housing	Conducted a housing market needs assessment, together with an annual housing prospectus, allowing us to report on the increase in the supply of affordable housing	On-track	<ul style="list-style-type: none"> Complete a local housing market assessment (LHMA) and annual housing prospectus 	Green
Housing	Increased the choice and number of homes available for the island's residents, together with assisting households to purchase their first homes	On-track	<ul style="list-style-type: none"> Develop 30 new homes Buy 15 old Council Houses Facilitate the renovation of 60 empty houses, Assist up to 10 first time buyers to enter the housing market 	Green
Economy	Supported low carbon energy production schemes	On-track	<ul style="list-style-type: none"> Provide support and advice to Menter Môn on the development of a Hydrogen Hub in Holyhead. Influence and collaborate with the UK Government, Great British Nuclear, the Welsh Government and the other key stakeholders on large scale energy developments 	Green

Strategic Objective	By 2028 we will have:	Long-term Progress	In 24/25 we will	RAYG
Economy	Worked together to realise circular economy objectives	On-track	<ul style="list-style-type: none"> • Work with Menter Môn to invest the £600k Circular Economy grant funding from WG to establish re use 'trwsio' locations on the Island. 	Green
Economy	Developed new business units to help local businesses grow and develop	On-track	<ul style="list-style-type: none"> • Secured planning permission for business units in Amlwch and work with partners to identify further capital funding opportunities • Progress the Ynys Môn Town Centres Improvement Strategy by <ul style="list-style-type: none"> ○ Engaging with stakeholders on individual Town Centre Plans ○ 30 businesses accessing Transforming Towns and Place Making Funding; and ○ Secure funding for over 10 property facelift schemes 	Green
Economy	Capitalised on additional investment for the benefit of the local economy	On-track	<ul style="list-style-type: none"> • Continue implementing the North Anglesey Economic Regeneration Plan by securing external funding from the Nuclear Decommissioning Authority (NDA) • Work with Stena, the UK and Welsh Governments and the North Wales Ambition Board to develop the Anglesey Freeport and to ensure investment opportunities for Holyhead Port, specifically <ul style="list-style-type: none"> ○ Securing final business case approval ○ The growth and regeneration of Holyhead Port; and ○ The Port Health Authority • Deliver the Holyhead Levelling Up Fund programme • Deliver the 15 Anglesey based projects and the 10 regional projects funded by the UK Shared Prosperity Fund (UKSPF) • Influence Energy Island Programme developments and developers 	Green

Strategic Objective	By 2028 we will have:	Long-term Progress	In 24/25 we will	RAYG
Economy	Grown and promoted the visitor economy in a respectful and sustainable manner to secure benefits for our communities and visitors	On-track	<ul style="list-style-type: none"> Deliver the Area of Outstanding Natural Beauty (AONB) Management Plan (2023-2028) Welcome 52 cruise ships to the island Collaborate with the Welsh Government to improve visitor activities 	Green
Economy	Redeveloped redundant industrial sites and brownfields	On-track	<ul style="list-style-type: none"> Develop and implement a Brownfield Programme which aims to redevelop redundant industrial sites, including the old Anglesey Aluminium site, Rhosgoch, Octel (Amlwch) and old Peboc site, Llangefni. 	Yellow
Climate Change	Minimised our direct carbon emissions to ensure that the net zero 2030 target is achievable	On-track	<ul style="list-style-type: none"> Review and implement the Towards Net Zero Plan 2022-2025; publish an internal asset carbon emissions data dashboard and submit our carbon emissions report to WG by September 2024. Progress the Fleet Transformation Plan by increasing the number of low carbon vehicles in the fleet by 13 (dependent on capital and grant funding) Adopt the new Local Development Plan (LDP) Delivery Agreement – present to full Council and submit to WG for agreement. Install low carbon heating systems in nine council buildings. 	Green
Climate Change	Increased recycling rates	Behind Schedule	<ul style="list-style-type: none"> Work towards achieving the Welsh Government target to recycle 70% of household waste and waste from council buildings Work with our partners to progress the key objectives of the Resources and Recycling Strategic Plan to improve our waste and recycling collection service 	Amber

Strategic Objective	By 2028 we will have:	Long-term Progress	In 24/25 we will	RAYG
Climate Change	Ensured that services consider climate change and biodiversity as fundamental issues when reaching decisions	On-track	<ul style="list-style-type: none"> • Ensure committees are able to give consideration to climate change and biodiversity when making a decision by updating the reporting templates • Implement flood control plans across the island (dependent on WG funding): <ul style="list-style-type: none"> ○ deliver six small scale schemes ○ develop business cases for four large scale schemes • Adopt and publish a local flood risk management strategy 	Green
Climate Change	Creating extensive low carbon travel options for the island's residents and visitors	On-track	<ul style="list-style-type: none"> • Implementing active travel plans at Amlwch and Holy Island, as well as infrastructure improvements between Malltraeth and Llanfairpwll • Appoint an EV charging point supplier to install public EV charging points across the island (dependent on grant funding) 	Green

The Corporate Scorecard and Key Performance Indicators

82.5% of the Corporate Scorecard performance indicators performed above target or within 5% tolerance of their targets for the year.

The Council's year on year performance for all comparable indicators (28 in total) demonstrates that 20 (72%) have improved during the year, 6 (21%) have declined and 2 (7%) have maintained on their performance levels.

Overall 71% of the indicators that are used to monitor the Wellbeing Objectives were Green against target for the year.

The scorecard report highlights some of the good performance some of these highlights include:

- 30 businesses received support to develop the Welsh Language as part of the ARFOR programme before it came to an end
- There were over 565,000 visits to Môn Actif Leisure Centres where people undertook exercise during the year, an increase of 50,000 visits compared to the previous year
- Only 1.9% of pupils leaving school at the end of year 11 were known not to be in employment, education or training (NEET) for 2024, an improvement on the 4% in 2023. This was possible due to improved identification of young people at risk of being NEET and working closely with them to identify and find successful outcomes.
- 86% of tenants were satisfied with responsive repairs undertaken at their properties throughout the year, an increase from the 80% that were satisfied in 2023/24
- Close to 98% of planning applications are now determined in time
- All three road categories were better than their targets with 1.8% in poor condition for A roads, 1.6% in poor condition for B roads and 7.3% in poor condition for C roads.

The report also highlights seven areas that underperformed against set targets. These were discussed by the Corporate Scrutiny Committee and the Executive and improvement will be led and monitored by the Leadership Team. The indicators are:

1. The average number of children undertaking private Môn Actif swimming lessons throughout the year
2. The average number of calendar days to let lettable units of accommodation (excluding DTLs)
3. The average number of calendar days taken to deliver a Small and Medium Disabled Facilities Grant
4. The average number of calendar days taken to deliver a Major Disabled Facilities Grant
5. The total number of customers with an annual mooring contract
6. The percentage of domestic waste reused, recycled, or composted
7. The percentage of FOI requests responded to within timescale

Further information, including all indicators, can be found in the [Q4 Scorecard for 2024/25](#).

National Resident Survey 2024

Overview

The Council took part in the *National Resident Survey 2024*, coordinated by Data Cymru, to better understand residents' views on local services, quality of life, and wellbeing across Anglesey.

A total of **1,737 residents** took part, providing valuable feedback that helps the Council measure progress and shape future priorities.

What residents told us

The results show that most people feel positive about living on Anglesey:

- 67% are satisfied with the island as a place to live
- 85% would recommend Anglesey as a place to live
- 86% feel safe during the day, and 65% feel safe after dark
- 78% rate local air quality as good
- 52% believe the Council provides high-quality services
- 41% believe the Council provides value for money
- 32% said they trust the Council

Next Steps

The feedback will be used to help the Council strengthen how it communicates and engages with residents, improve understanding of local priorities, and continue to focus on delivering high-quality, accessible services.

These insights also provide an important benchmark for tracking changes in public perception over time, helping the Council measure the impact of its work and improvement programmes.

Staff Survey 2024/25

Overview

During 2024/25, the Council carried out a Staff Survey to better understand staff views and experiences of working for the council. The survey explored themes such as leadership, communication, organisational culture, wellbeing, and awareness of the Council's priorities. The feedback received has provided valuable insight into what is working well and where improvements can be made.

What staff told us

There were **429 responses**, representing a **28% response rate**. The survey grouped questions into **12 themes**, each made up of several statements exploring staff experience, engagement, and workplace culture.

Overall, the survey highlighted a strong sense of pride and commitment among staff, alongside positive views on teamwork and awareness of the Council's direction. It also identified areas for further improvement, including how the Council communicates across the organisation and how it continues to support wellbeing and development in the workplace.

Theme	% positive
Proud	80%
Council Leadership	63%
Leadership Team	64%
Service Leadership	79%
Council Plan	63%
Skills Development	74%

Theme	% positive
Change	54%
Partnership Working	60%
Customer Service	70%
Staff Wellbeing	71%
Communication	73%
Overall Satisfaction	85%

Next steps

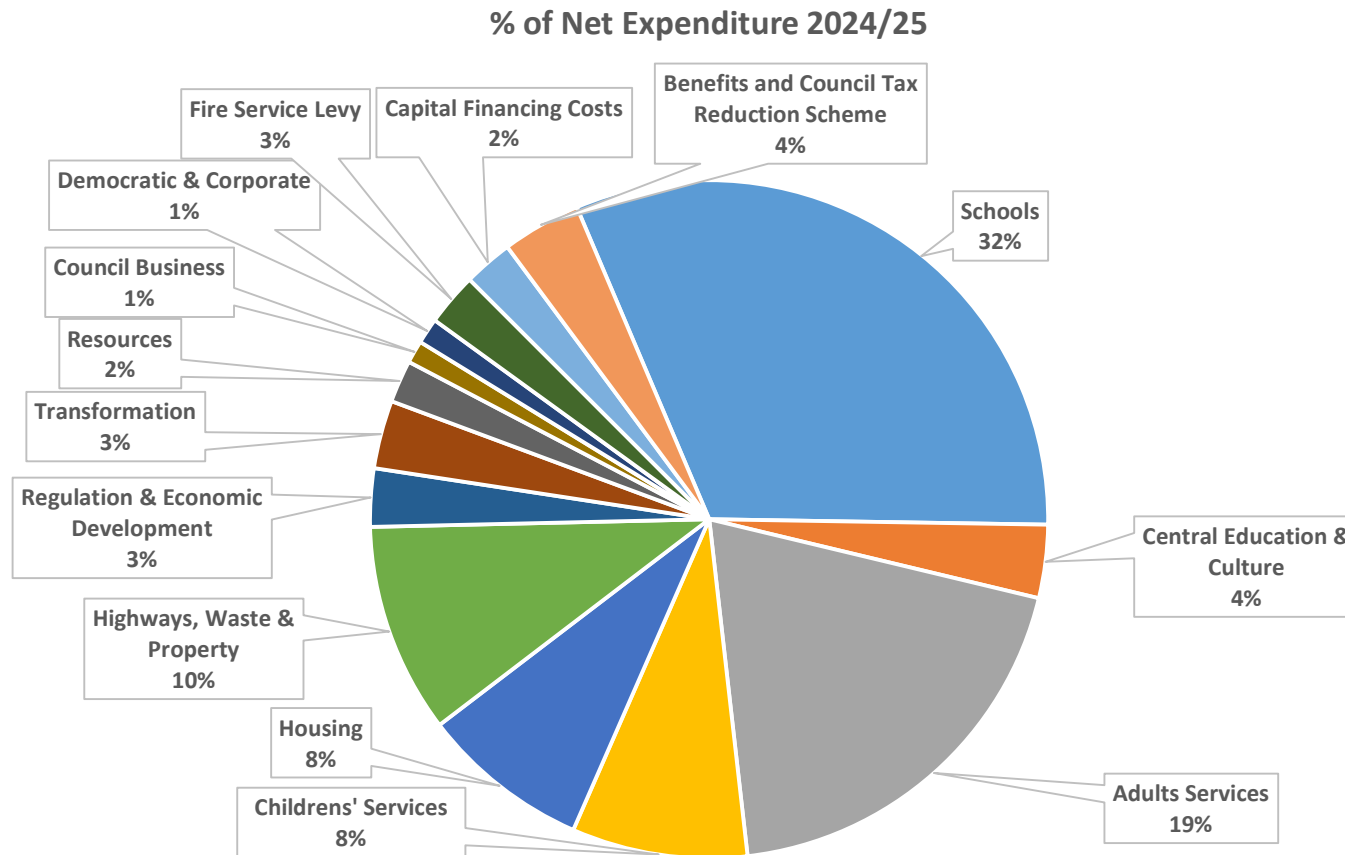
The results have been shared with senior leaders and the Executive and will form the basis of a *Staff Survey Action Plan*.

This plan will focus on maintaining the strengths identified and addressing the areas where staff feel further progress can be made.

By acting on this feedback, the Council aims to strengthen its culture, improve internal communication, and ensure staff feel valued and supported in delivering key services for residents.

Financial Revenue Outturn 2024/25

The revenue outturn split per Service for the financial year ending 31st March 2025, including the Housing Revenue Account (HRA), can be found in the chart below:



Further information on the [Revenue Outturn for 24/25](#) and the [HRA](#)

Appendix 1 - Detailed updates on work undertaken in 2024/25

A RAYG (Red, Amber, Yellow, Green) system has been designed to summarise performance –

RAYG	Description
Green	Nearly all (90%+) of the planned work has been completed with very few exceptions to be completed in the following year
Yellow	70% to 90% of the work has been completed with remaining work scheduled to take place in the following year
Amber	50% to 70% of the work has been completed with remaining work scheduled to take place in the following year or some work delayed
Red	Less than 50% of the work completed, the work has not yet been undertaken or has been cancelled

Wellbeing Objective 1 - The people of Anglesey are educated to reach and fulfil their long-term potential

Strategic Objective	Key Action	Update	Status
Welsh Language	Complete a secret shopper review of Welsh language provision amongst council services	A secret shopper exercise of the Council's telephone services and specifically its Welsh language provision was carried out during the year.	Green
Welsh Language	Undertake a self-assessment of compliance against the Welsh Language Standards	Self-assessment undertaken during the year. Results can be found in the Welsh Language Annual Report	Green
Welsh Language	Review our Welsh Language Policy	The revised Welsh Language Policy was approved by the Full Council in March 2025	Green
Welsh Language	Implement the second phase of the Arfor programme	<p>£1m in grant money to support the economic development and the Welsh language for businesses on Anglesey has now been fully spent. The fund provided financial support up to 70% of the total project costs from £6,000 up to £75,000 including capital costs, staff costs, training and equipment costs.</p> <p>Further information on Arfor 2 programme including the Enterprising Community Fund, and other programmes managed by the council can be found on the council website.</p>	Green
Welsh Language	Provide opportunities for staff and elected members to improve their Welsh language skills:	The council have provided numerous opportunities for staff and elected members to improve their Welsh language skills during the year.	Green

Strategic Objective	Key Action	Update	Status
	a) Hosting a set of three Welsh language training classes b) Regular campaigns to encourage use of Welsh c) Work with partners to increase the use of Welsh in the workplace	a) Five Welsh language classes effective since September 2024; Entry-level, foundation and intermediate weekly classes, 10-week confidence building course and a 10-week language skills development course. b) Campaigns have been ongoing throughout the year including; <ul style="list-style-type: none"> • coffee mornings with learners and their line managers, • Welsh challenge shared monthly through the staff emails, • Acknowledgement given to the council's practices by the Welsh Language Commissioner in two compliance promotion events. c) Collaboration activity as part of the Gwynedd and Anglesey Public Services Board Welsh language subgroup to carryout research on recruitment practices. Officers have also been leading Fforwm Iaith Ynys Môn (Anglesey's Welsh language forum) sub-groups working with workplaces and education providers.	
Welsh Language	Promote the OgiOgi app to encourage parents and guardians to make more use of the Welsh language with their children	The OgiOgi app was successfully promoted during the year with the help of appointing a part-time facilitator using ARFOR programme funding until March 2025. 51 parent and child groups were visited, and conversations held with 379 parents. The number of downloads have in turn increased.	Green
Education	Provide professional development opportunities for school teachers and support staff based on identified individual and school priorities	A universal school programme was provided during the year. All school staff are provided with opportunities to develop their careers. Training opportunities were also provided during inset days (in-service training) for school based staff.	Green

Strategic Objective	Key Action	Update	Status
Education	<p>Progress the Modernising Learning Communities and Developing the Welsh Language Strategy by</p> <ul style="list-style-type: none"> • Opening the new Ysgol y Graig Foundation Phase building to pupils • Consult on a potential new Ysgol Uwchradd Caergybi development • Start a review the post-16 education provision on the island • Provide community rooms at Ysgol Morswyn, Ysgol Llanfawr and Ysgol y Graig 	<p>The new Ysgol y Graig 'fach' unit, a net-zero carbon in operation building opened in September 2024.</p> <p>A consultation on the future development of Ysgol Uwchradd Caergybi was planned during 2024/25 and undertaken in early 2025/26. A decision on the new site and development will be discussed with The Executive later in 2025/26.</p> <p>An engagement activity on to review post-16 education provision took place between January – March 2025. The Executive discussed and resolved to further develop a closer working relationship between the existing providers and prepare a strategic plan on how this will be done in it's meeting in May 2025</p> <p>Work was completed on the community rooms at Ysgol Graig, Ysgol Llanfawr and Ysgol Morswyn</p>	Green
Education	Immersing 96 pupils with little or no Welsh skills through language centres	96 pupils immersed, with 30 receiving direct support from Holyhead High School's language centre.	Green
Education	Developing a 5 year Welsh language improvement scheme in Ysgol Uwchradd Caergybi	<p>Ysgol Uwchradd Caergybi Project Group reported that progress is as expected with a number of positive activities taking place.</p> <p>4 Teachers receive Language support through collaboration with the National Centre for Learning Welsh</p> <p>20 members of staff receiving training through Sgil Iaith to be able to teach bilingually.</p>	Green

Strategic Objective	Key Action	Update	Status
Education	Ensuring that all year 6 pupils have a language skill development plan	<p>All year 6 pupils have a language skill development plan in place. In addition, the Welsh Language Centre launched a new website to support parents and teachers on the Welsh language. A Welsh language charter is in place in all schools.</p> <p>All school catchment are working together on the Welsh language grant scheme to increase the use of Welsh beyond class.</p>	Green
Education	Enable children and families to access community based educational activity programmes outside of traditional school hours including activities with Môn Actif, Actif North Wales, the youth service, Urdd Ynys Môn and the Food and Fun scheme (Cynllun Bwyd a Hwyl) and support Public Health Wales' Healthy Weight campaign to reduce obesity and related health issues within our communities	<p>A collaboration took place between Môn Actif and PIPYN for pre-school age children with the aim of ensuring that each child has a healthy weight.</p> <p>11 Primary schools have signed up to take part in the School Health Research Network (SHRN) questionnaire. Schools are raising attention for any consultations that take place so that pupils can feed back.</p> <p>Chartwells, the current provider of school meals on Anglesey, attended schools throughout the year to get valuable feedback from children on their lunch menus.</p>	Green
Education	<p>Ensuring that there are opportunities for children and young peoples voices to be heard by</p> <ul style="list-style-type: none"> providing opportunities to respond to public consultations that affect them arranging school visits to the Council and Council Chamber 	<p>Several children and young people's forums were held in the council chambers in the main council offices in Llangefni during the year. Representatives from primary and secondary schools attend the forums to learn, collaborate and work together to respond on behalf of children and young people.</p> <p>Two primary schools visited the Council Offices for a tour, to meet the Council Chairman and other senior officials as well as take part in discussions around the work the council undertake.</p>	Green

Strategic Objective	Key Action	Update	Status
	<ul style="list-style-type: none"> holding meetings of the Children and Young People forum and inviting guest speakers; and ensuring that school councils can meet with their School Governors and Local Elected Members when requested 	Local councillors also visited numerous schools as part of their work on the Education Scrutiny Panel.	
Education	Provide opportunities for school children to attend and take part in educational activities at Oriel Môn and Anglesey Archives	Several schools visited Oriel Môn and the Archives throughout the year. A few off-island schools also visited Oriel Môn to take part in activities and view and learn about historic artifacts.	Green
Education	<p>Increase the wellbeing opportunities in our schools by</p> <ul style="list-style-type: none"> Increase access to school meals for 75% of pupils Supporting schools and pupils through the Healthy Schools programme and increasing mental health awareness 	<p>Free school lunches is offered to all primary school aged children on the island, 75% of whom are currently accessing free school meals. Work is ongoing to increase the number of children accessing free school meals in primary schools as well free school meals to those that are eligible in secondary schools.</p> <p>Healthy Schools Team supports, promotes and seeks grants to support the schools in terms of the health and wellbeing element.</p> <p>Healthy Schools team supports with the Menstrual Dignity work with all schools with menstrual goods and support with this work also taking place in the community e.g. sports clubs.</p> <p>The team worked with 6 schools with a Health and Wellbeing support scheme in their School Development Plans.</p>	Green

Strategic Objective	Key Action	Update	Status
Education	Work in partnership with Gwynedd & Môn Community Learning to offer a range of adult learning opportunities throughout Anglesey	<p>A wide range of courses were made available throughout Anglesey and Gwynedd, helping adult learners to:</p> <ul style="list-style-type: none"> • Develop new skills • Return to education • Expand knowledge in subjects of interest • Prepare for further learning, training or employment <p>Gwynedd and Môn Community Learning provides opportunities for formal and informal learning, from foundation level courses all the way through to professional qualifications – all delivered bilingually wherever possible, and accessible to all.</p> <p>Many courses were run during the year, although slightly behind the planned delivery due to issues with academic providers for some courses. Further work continues into 2025 to help increase the provision.</p>	Yellow
Education	Adopt and begin to deliver a new strategy for the provision of Library Services	The Draft Library Service Strategic Plan is still in its draft format. This work was paused in 24/25 due to the imminent implementation of the 7 th Welsh Public libraries Framework. As the framework is now in place, work will continue on the draft with the expectation of completing the work by March 2026.	Amber

Wellbeing Objective 2 - The people of Anglesey are safe, healthy and as independent as possible

Strategic Objective	Key Action	Update	Status
Social Care and Wellbeing	Integrate the day care provision in the Holyhead area within the community	<p>The day care provision in the Holyhead region has now been integrated within the community following the closure of Canolfan Morswyn in September 2024.</p> <p>The community team ran groups in Holyhead Library, Holyhead Leisure Centre, Gwelfor community Hub and the Sea Scouts building on different days of the week.</p>	Green
Social Care and Wellbeing	Consult on the Day Care Strategy	Some work was done on the strategy, however further work is required. This work will be on going throughout 25/26.	Amber
Social Care and Wellbeing	<p>Work to reduce the number of school and care leavers who are NEET (Not in Education, Employment or Training) by</p> <ul style="list-style-type: none"> • Piloting an early intervention hub in Ysgol Syr Thomas Jones, Amlwch, to target pupils • Ensuring that pupils at risk of being NEET are identified earlier in all secondary schools • Target care leavers between the ages of 18-24 who are NEETs • Identify local employers and council services where young people can gain valuable work experience 	<p>There was a reduction in number of NEET school leavers during the year, from 4% in 2024 to 1.9% in 2025.</p> <p>An early intervention hub continues to be piloted in Ysgol Syr Thomas Jones, Amlwch and a review of the provision will be undertaken in 2026.</p> <p>A dedicated resources is in place for targeting learners at risk of becoming NEET in the 5 secondary schools on the island.</p> <p>The council continue to work and provide support for care leavers between 18-24 who are NEET.</p> <p>The council established a Voluntary Work Experience scheme as a pilot between November and January which was successful. The aim of the voluntary work experience is to reduce NEET numbers aged 16-18. A similar project is in development for 2025/26.</p>	Green

Strategic Objective	Key Action	Update	Status
Social Care and Wellbeing	Welcome over 500,000 visits to Mon Actif centres	Môn Actif Leisure Centres welcomed close to 566,000 visits where people would be undertaking physical activities for the year.	Green
Social Care and Wellbeing	Invest £1M in Mon Actif facilities	Over £1m was spent to upgrade Môn Actif facilities during the year from Capital, SPF and Sports Wales Capital Grant funding. Work included: <ul style="list-style-type: none"> • New flooring in the main hall at Plas Arthur and Holyhead leisure centre • Improving energy efficiency in Plas Arthur by installing new cladding and windows • Improved CCTV at Plas Arthur • External lighting for the 3G pitches at Amlwch and David Hughes leisure centres 	Green
Social Care and Wellbeing	Work with Medrwn Môn and utilise Shared Prosperity Fund (SPF) grant to provide bespoke professional development opportunities, including trauma informed training, to staff and the wider community and work towards being a Trauma Informed Island	As part of the journey to becoming a Trauma Informed Island, over 700 staff from statutory partners, third sector, elected members and community organisations and foster carers have participated in trauma informed interventions/ professional learning. These vary from 1 day sessions to full accreditations that will help support our children, young people and families. This figure continues to grow week on week. Over 70% of the council's mainstream foster carers have now passed the Trauma Informed Diploma for Foster Carers, this is the first of its kind in Wales and feedback from our Foster Carers has been positive. Training for Ynys Mon's North Wales Police and the council's Cartrefi Clyd staff will be undertaken in 25/26 which also embeds a Trauma Informed Supervision model for all Cartrefi Clyd buildings.	Green

Strategic Objective	Key Action	Update	Status
		<p>Cllr Dyfed Jones, portfolio holder for Children, Young People and Families is following the footsteps of the Cllr Gary Pritchard, Council Leader in completing the Diploma in Trauma Informed.</p> <p>Plans are in place to visit every Ward on Ynys Môn during 2025/26 taking Trauma Informed into the communities. The aim is for the communities to become a Trauma Informed Island.</p>	
Social Care and Wellbeing	Modernise youth clubs and review the provision to identify future improvements	Thanks to a collaboration with Coleg Llandrillo Menai, Llangefni youth club moved from Plas Arthur Leisure Centre to the college. The site offers a modern building with new equipment and provides a taste of the college campus for future students.	Green
Social Care and Wellbeing	Open a new supported living accommodation schemes in Valley and Rhostrehwfa	<p>The council was successful in attracting £700K grant funding through Welsh Governments Housing with Care Fund (HCF) to purchase a supported living property off the open market in Rhostrehwfa and renovations are ongoing.</p> <p>The supported living accommodation at Valley has opened.</p> <p>A further property in the Gwalchmai area has been purchased, and adaptations will be made in the upcoming months. The project will be run in partnership with our housing department and partially funded by the Housing Revenue Account (HRA).</p>	Yellow
Social Care and Wellbeing	Create a modernisation programme for community accommodation	The Council have ambitious plans to transform and update accommodation options for people with learning disabilities through a program of new developments. Social Services working alongside the Housing Service and local housing associations, the council have been able to invest in several schemes and continue to develop plans in order to upgrade more properties in line with the available funding.	Yellow

Strategic Objective	Key Action	Update	Status
Social Care and Wellbeing	Relocating specialist children services provision to a newly renovated property	The specialist support service for children at Haulfryn is nearing completion with some provision being held there during the year. The full service will not commence until all building work has been completed on the property.	Yellow
Social Care and Wellbeing	Increase participation in the integrated community hubs by improving the accessibility of the hubs, providing social prescribing services within some of the hubs	<p>Canolfan Glanhwfa Community Hub has received funding totalling £1m to complete adaptation and renovation works to its building at Capel Moreia in Llangefni.</p> <p>Since then, community services have been provided for older and vulnerable people with major partners Age Cymru Gwynedd a Môn, Bwyd Da Môn, Carers Trust, Carers Outreach and Adferiad delivering key services. In addition the Centre provides a home for the award winning choirs Côr Ieuenctid Môn and Côr Encor (for people over sixty), stand up comedy classes and community courses by Grŵp Llandrillo Menai.</p> <p>People of all ages came together at an event to celebrate the launch of a new weekly dementia hub in Amlwch. Pupils from Ysgol Gynradd Amlwch joined older members of the community and carers at an open afternoon, hosted by Môn Actif and Age Friendly Ynys Môn at the Memorial Hall.</p> <p>The new hub, run by Dementia Actif Môn, will seek to support people living with dementia as well as their carers. Participants can chat and socialise with one another over a cuppa. Also present with information stalls about their services were North Wales Police, Carers Trust, Carers Outreach Service, Age Cymru Gwynedd a Môn and Tai Môn.</p>	Green
Social Care and Wellbeing	Co-locating the memory assessment service (MAS) and dementia activities within Canolfan Glanhwfa, Llangefni	Canolfan Glanhwfa Community Hub has received funding totalling £1m to complete adaptation and renovation works to its building at Capel Moreia in Llangefni.	Yellow

Strategic Objective	Key Action	Update	Status
		It has not yet been possible to move all activities to the centre due to the ongoing renovation works.	
Social Care and Wellbeing	Develop an Age Friendly Network, focusing on the eight domains of the Age Friendly Communities	<p>The development of an Age-Friendly Island is going from strength to strength. Over the past year we have worked in partnership with several third sector services and organisations to expand this work. The Nifty60s project and the development of the Ynys Môn Dementia Centre at the Glanhwfa centre in Llangefni, are examples of developments that support the health and wellbeing of Ynys Môn residents.</p> <p>The Older People's Commissioner for Wales, Rhian Bowen-Davies visited in October 2024 to discover our ambition to make Ynys Môn such an inspiring Age-Friendly community. She returned for a week-long visit in March 2025 to further immerse herself in initiatives that are available on Ynys Môn.</p> <p>During her visit, the Commissioner was able to visit communities across Ynys Môn; engage directly with older residents to hear about their experiences and learn how local services and groups are supporting people to live and age well.</p> <p>She met with key Council Officers and Elected Members, before witnessing firsthand the range of initiatives that have helped create an Age-Friendly Ynys Môn. Rhian Bowen-Davies took part in a range of community-led initiatives that reflect the island's commitment to helping older people stay active, connected, and independent.</p> <p>These included a 60+ Pickleball class at Canolfan Beaumaris, the Nifty 60s group in Holyhead, and a thriving IT skills class in</p>	Green

Strategic Objective	Key Action	Update	Status
		Benllech delivered by tutors from Grŵp Llandrillo Menai. She also met with members of several age-friendly organisations and groups such as Mencap Môn, Caffi Siop Mechell, Canolfan Glanhwfa's Walking Group, and residents at Hafan Cefni.	
Social Care and Wellbeing	Hold Older People's Forums in community locations to ensure that activities extend across the island	<p>In April 2024, Ynys Môn County Council and Age Cymru Gwynedd a Môn held an Island-Wide Older People's Forum in M-SParc, which brought together older people from all over the island.</p> <p>In the Forum, where there were over 70 people present, there were presentations by several interesting guest speakers. The event was opened by Brenda Roberts, Chair of the Older People's Council, and closed by Cllr. Gwilym Jones, the Age-Friendly Champion.</p> <p>A varied timetable of presentations were held, including Scam Prevention Support to the Action Fraud website to the North Wales Community Alert Bulletin, Citizens Advice Bureau offered support and advice available to help people maximise their income and energy. The presentation referenced to social tariffs, emergency support, tips on keeping the house warm, energy saving tips and more, Carers Outreach Service gave a presentation summarising what is an Unpaid Carer and how Carers Outreach service can help. We got to learn about various schemes, including the respite programme 'Short Breaks Scheme', support at home and with carer's rights, as well as many others.</p> <p>250 people attended the Older People's Forums over the year. Local forums were also held at Rhosneigr and Bodedern.</p>	Green

Strategic Objective	Key Action	Update	Status
Social Care and Wellbeing	400 people taking part in the Dementia Actif scheme	<p>Dementia Friendly Status for Ynys Môn - Ynys Môn County Council has been honoured as the first Dementia Friendly Council in North Wales, by the North Wales Regional Partnership Board.</p> <p>The Dementia Friendly Ynys Môn project works with local communities to address locally identified priorities. These priorities include identifying areas within communities that need a dementia friendly facility or community building. The project includes working with various organisations, businesses, strategy groups, which work collaboratively to create an Ynys Môn that is dementia friendly</p> <p>Activities continue in Amlwch, Holyhead, Llangoed, Llangefni, Bryngwran, and Bodorgan, with discussions in Rhosneigr about a potential new class in 2025/26.</p>	Green
Social Care and Wellbeing	Identifying properties for our 4 th and 5 th Cartref Clyd properties on the island	<p>The 4th property that will be a respite facility adjacent to Haulfryn day respite for children with disabilities is in planning stages.</p> <p>A further property has been awarded funding to buy off the open market. This search continues to find a suitable property to meet the departments needs and CIW regulations.</p>	Green
Social Care and Wellbeing	Provide opportunities for young carers to undertake free swimming sessions in Môn Actif centres	Support and leisure breaks are provided for young carers through the NCH Young Carers Project and young carers have access to free swimming sessions provided at Môn Actif leisure centres.	Green
Social Care and Wellbeing	Work with 250 young people to improve their health and wellbeing including activity to support the healthy weight campaign	A collaboration took place between Môn Actif and PIPYN for pre-school age children with the aim of ensuring that each child has a healthy weight.	Green

Strategic Objective	Key Action	Update	Status
		<p>11 Primary schools have signed up to take part in the School Health Research Network (SHRN) questionnaire. Schools are raising attention for any consultations that take place so that pupils can feed back.</p> <p>Chartwells, the current provider of school meals on Anglesey, attended schools throughout the year to get valuable feedback from children on their lunch menus.</p>	
Housing	Secure funding and planning permission for a new Extra Care development at Tyddyn Mostyn, Menai Bridge	Funding has been secured for a new Extra Care development in Tyddyn Mostyn, Menai Bridge. A full planning application has been submitted, and work is underway to ensure everything is in place for build when planning is granted.	Yellow
Housing	Increase the response rates to enquiries at the first point of contact be that via our digital, telephone or face to face channels	<p>Wherever possible enquiries are dealt with at the first point of contact through our Cyswllt Môn team. 40% of all queries received during 2024/25 were dealt with by Cyswllt Môn.</p> <p>We continue to develop our digital channels, enabling residents and other customers to make enquiries and find solutions themselves online. A number of new forms were added to the council website and CRM (Customer Relationship Management system) during the year.</p> <p>The new telephone system has led to an improvement in the ability to monitor all calls received via the main switchboard.</p> <p>Data for telephone and digital is monitored regularly by council services and improvements are made based on the data.</p>	Green

Strategic Objective	Key Action	Update	Status
Housing	Modernise and upgrade the telecare system	The telecare system has successfully been modernised and upgraded. Tenants are reporting that this has been a positive change for them.	Green
Housing	Work towards upgrading the access doors to around 220 shared housing stock in preparation for the digital switchover	The national digital switchover was delayed until 2027, however the council pressed ahead with upgrading access doors to shared housing stock. All are now in place and are compliant with the digital switchover.	Green

Wellbeing Objective 3 - The people of Anglesey and its communities enjoy, protect and enhance their built and natural environment for future generations

Strategic Objective	Key Action	Update	Status
Housing	Prepare a Target Energy Pathway for the council's housing stock detailing how the affordable heating and decarbonisation standards will be met	<p>A Stock Condition Survey, an essential part in the preparation of a target energy pathway, was completed in the year. The survey assesses energy efficiency performance and preliminary investment requirements to meet WHQS 23 standards during the year.</p> <p>A five-year contract for the installation of Solar PV and Battery Storage across the housing stock (wherever practical) commenced on site in January 2025. The Welsh Government also awarded the council a further £500k Optimised Retrofit Programme funding in support of the programme.</p> <p>The Target Energy Pathway will detail how the affordable heating and decarbonisation standards will be met. All council housing stock will have one in place in 25/26.</p>	Green
Housing	Develop 30 new homes	<p>Completed:</p> <ul style="list-style-type: none"> 10 houses Llys Llwydiarth, Pentraeth 10 new houses purchased in Parc y Coed, Llangefni 	Green

Strategic Objective	Key Action	Update	Status
		<ul style="list-style-type: none"> 8 flats Garreglwyd Road, Holyhead 4 flats Plas Alltran, Holyhead <p>Under construction:</p> <ul style="list-style-type: none"> Cae Braenar, Holyhead – 23 units Bryn Estate, Llanfaethlu – 9 units Former Ysgol Niwbwrch site – 14 units 	
Housing	Buy 15 old Council Houses	<ul style="list-style-type: none"> 15 new properties acquired during the year 18 have been renovated and are being used as housing stock. 23 were being renovated at the end of March 2025 	Green
Housing	Facilitate the renovation of 60 empty houses	<ul style="list-style-type: none"> 63 long-term empty properties brought back into use during 2024/25 	Green
Housing	Assist up to 10 first time buyers to enter the housing market	<ul style="list-style-type: none"> Authorised 13 first time buyer applications. 	Green
Housing	Complete a local housing market assessment (LHMA) and annual housing prospectus	<p>The LHMA combines different data to give a comprehensive overview of the housing needs on the island. It outlines household sizes, the types of accommodation required, income levels, and key details about the housing market, affordable housing, and empty properties.</p> <p>This information is crucial for shaping other documents, such as the council's Local Development Plan and Housing Strategy. It also helps the council and its partners make well-informed decisions about future housing provisions. This makes sure that there is a suitable mix of housing is available.</p> <p>Following a public consultation, the final LHMA and annual housing prospectus was sent to the Welsh Government.</p>	Green

Strategic Objective	Key Action	Update	Status
Economy	Provide support and advice to Menter Môn on the development of a Hydrogen Hub in Holyhead.	The council continue to work closely with Menter Môn on developing the Hydrogen Hub in Holyhead, including exploring opportunities to increase its capacity and local benefits.	Green
Economy	Influence and collaborate with the UK Government, Great British Nuclear, the Welsh Government and the other key stakeholders on large scale energy developments	<p>The council continue to engage with the UK Government and Great British Nuclear to ensure that any future nuclear project at Wylfa delivers maximum benefits for Anglesey and minimises local impact.</p> <p>The Council continues to work with both Governments and energy developers to promote Anglesey's opportunities and ensure that local communities benefit from major energy projects. The council also ensure that any potential negative effects and risks are highlighted with every development and communicate these with both the UK and Welsh Governments.</p> <p>Engagement has been made specifically during this period through the statutory planning processes, with specific reference to the proposed solar sites at Alaw Môn and Maen Hir. The council responded to the consultation process before submitting a statutory application (PAC) as part of the Maen Hir project. The Council presented its Local Impact Report for Alaw Môn in October 2024.</p>	Green
Economy	Work with Menter Môn to invest the £600k Circular Economy grant funding from WG to establish re use 'trwsio' locations on the Island	<p>Through the "Tyfu a Trwsio" project with Menter Môn, local reuse and repair initiatives have grown, with community workshops and new partnerships helping to give items a second life.</p> <p>Menter Môn's 'Ffiws' is a collaborative 'maker space' which makes available tools, equipment and technology at different locations across Anglesey and Gwynedd. Menter Môn held close to 70 'Ffiws' workshops with over 400 people attending during 24/25.</p>	Green

Strategic Objective	Key Action	Update	Status
		A trial has also started with St Davids Hospice to reuse suitable items from Penhesgyn (recycling centre) to be sold at their charity shops.	
Economy	Secured planning permission for business units in Amlwch and work with partners to identify further capital funding opportunities	<p>Planning permission has been secured for new business units in Amlwch.</p> <p>Large public consultations were also carried out which demonstrates a strong engagement of over 3000 responses with local people and businesses.</p>	Green
Economy	Progress the Ynys Môn Town Centres Improvement Strategy by <ul style="list-style-type: none"> Engaging with stakeholders on individual Town Centre Plans 30 businesses accessing Transforming Towns and Place Making Funding; and Secure funding for over 10 property facelift schemes 	<p>Following engagement with communities and businesses, a £100,000 of Town Centre Revenue grant was secured to finance the work of preparing Holyhead and Amlwch Placemaking Plans.</p> <p>Renovation projects are underway in Canolfan Glanhwfa and have been completed at Market Inn, Llangefni, supported by the Town Centre grant.</p> <p>Grants were awarded for eligible vacant property improvement works, and a pilot frontages painting scheme was launched. Building surveys and refurbishment plans have been commissioned for targeted sites across Holyhead, Llangefni and Amlwch.</p>	Green
Economy	Continue implementing the North Anglesey Economic Regeneration Plan by securing external funding from the Nuclear Decommissioning Authority (NDA)	<p>The Council has secured new funding to support regeneration in North Anglesey, including £50k for the Amlwch Placemaking Plan and gaining funding towards the Marine Terminal development.</p> <p>Several Amlwch property surveys and studies have been undertaken and several small urban improvement projects funded via SPF 'Lle Da'.</p> <p>An application for a further 3 years of funding from the NDA was also submitted to support regeneration activities.</p>	Green

Strategic Objective	Key Action	Update	Status
Economy	Work with Stena, the UK and Welsh Governments and the North Wales Ambition Board to develop the Anglesey Freeport and to ensure investment opportunities for Holyhead Port	<p>Work to establish the Anglesey Freeport continues, with major milestones reached, including partial tax site designation.</p> <p>Progress continues to be made on the Holyhead Gateway project within the Growth Deal. Stena Line continue to lead on developing this scheme with input from the Council.</p>	Green
Economy	Deliver the Holyhead Levelling Up Fund programme	<p>Significant progress continues to be made in the delivery of the Levelling Up Programme in Holyhead. A transformative and visual change in the High Street can now be seen as a number of projects are being implemented. These include the Ucheldre Centre, the former HSBC and Central Buildings, the Empire extension and several dilapidated buildings in the High Street. Work on St Cybi's and Eglwys y Bedd are progressing following delays caused by archaeological investigations at the site.</p> <p>£15m has been claimed from UK Government so far as the Programme enters its final 12 months.</p>	Green
Economy	Deliver the 15 Anglesey based projects and the 10 regional projects funded by the UK Shared Prosperity Fund (UKSPF)	<p>The Council has successfully delivered 25 local and regional projects under the UK Shared Prosperity Fund, supporting community development, skills and employment across Anglesey.</p> <p>A £5 million transition fund was secured for 2025 to help extend key projects for another year, while the Multiply scheme has received additional funding, from regional underspend, to boost adult numeracy and learning opportunities.</p>	Green
Economy	Engage with local businesses and potential inward investors to support employment and prosperity	The Council continues to work with local businesses and new investors to create jobs and attract long-term investment to Anglesey. The formation of 'Freeport Ynys Môn Ltd' marks a major milestone, with its new Board leading future development and ensuring local economic benefits are realised.	Green

Strategic Objective	Key Action	Update	Status
Economy	Deliver the Area of Outstanding Natural Beauty (AONB) Management Plan (2023-2028)	The Council has completed a busy year of work under the AONB Management Plan , including habitat restoration, dark sky initiatives, and the removal of invasive species. Funding has also improved public access to nature at key locations such as the Dingle, Llyn Maelog and Coed y Môr, with new circular walking routes promoted to visitors and residents alike.	Green
Economy	Welcome 52 cruise ships to the island	The Council continues to welcome cruise ships to Anglesey, working with Cruise Wales, town councils and local businesses to ensure visitors enjoy their time on the island. A new self-guided town walk and enhanced visitor experiences at attractions such as Oriel Ynys Môn are helping to spread the economic benefits across local communities. 54 cruise ships were welcomed in total during 24/25.	Green
Economy	Collaborate with the Welsh Government to improve visitor activities	The Council has worked with the Welsh Government to enhance visitor experiences across Anglesey, investing Shared Prosperity Fund support into improved access routes, green spaces and nature conservation.	Green
Economy	Develop and implement a Brownfield Programme which aims to redevelop redundant industrial sites, including; the old Anglesey Aluminium site, Rhosgoch, Octel (Amlwch) and old Peboc site, Llangefni	The Council is working with the Welsh Government and key partners to bring forward the redevelopment of redundant industrial sites such as Peboc in Llangefni, Anglesey Aluminium and Rhosgoch. These brownfield sites represent major opportunities for future employment and investment as part of the wider Freeport programme.	Yellow
Climate Change	Review and implement the Towards Net Zero Plan 2022-2025 ; publish an internal asset carbon emissions data dashboard and submit our carbon emissions report to WG by September 2024	The Council's work towards Net Zero remains on track. The Net Zero PowerBI Dashboard is now live on the internal MonITor system for staff and councillor use. The Council submitted its annual carbon emissions report to Welsh Government.	Green

Strategic Objective	Key Action	Update	Status
Climate Change	Progress the Fleet Transformation Plan by increasing the number of low carbon vehicles in the fleet by 13 (dependent on capital and grant funding)	The Council continues to modernise its vehicle fleet, with 31 electric vehicles now in use. Procurement savings have been achieved through Welsh Government collaboration, helping reduce emissions and running costs across services.	Green
Climate Change	Adopt the new Local Development Plan (LDP) Delivery Agreement – present to full Council and submit to WG for agreement	The Council's updated Delivery Agreement for the Local Development Plan has been approved by Welsh Government. Work is ongoing to strengthen the evidence base to ensure future planning policy remains robust and aligned to local needs.	Green
Climate Change	Install low carbon heating systems in nine council buildings	The Council is investing in low-carbon heating across nine buildings as part of its Net Zero programme. Technical upgrades and testing are underway, with a further £781,000 of Welsh Government funding secured to expand solar infrastructure and improve energy efficiency.	Green
Climate Change	Work towards achieving the Welsh Government target to recycle 70% of household waste and waste from council buildings	<p>The Council achieved a household recycling rate of 66% during the year. Continued work is underway to reach the Welsh Government target of 70%.</p> <p>Council buildings all, including schools, now have recycling bins in place. The council have recycled 47% on average during 2024/25. This is currently in line with expectations and will improve as their use increases.</p>	Red
Climate Change	Work with our partners to progress the key objectives of the Resources and Recycling Strategic Plan to improve our waste and recycling collection service	The Council continues to deliver its Resources and Recycling Strategic Plan , focusing on improving recycling rates and reducing residual waste. Additional staff have been appointed to support this work, and options for enhancing the collection service are being developed for future consideration.	Yellow
Climate Change	Ensure committees are able to give consideration to climate change and biodiversity when making a decision by updating the reporting templates	The Council is strengthening its governance arrangements to ensure climate change and biodiversity are considered in all decisions.	Yellow

Strategic Objective	Key Action	Update	Status
		An updated Scrutiny committee template now includes a specific question on the Council's Net Zero target..	
Climate Change	Implement flood control plans across the island (dependent on WG funding): <ul style="list-style-type: none"> • deliver six small scale schemes • develop business cases for four large scale schemes 	The Council continues to progress flood risk management projects across the island. Design and business case work is underway for both small and large-scale schemes, including in Llanfair PG, Menai Bridge, Llangefni, Benllech, Amlwch and Holyhead, subject to Welsh Government funding.	Yellow
Climate Change	Adopt and publish a local flood risk management strategy	The Council has approved a new Flood Risk Management Strategic Plan following a public consultation to gather feedback from residents and partners.	Green
Climate Change	Implementing active travel plans at Amlwch and Holy Island, as well as infrastructure improvements between Malltraeth and Llanfairpwll	The Council continues to deliver improvements to walking and cycling routes across Anglesey. Work between Marquis Bridge and Malltraeth has started, with further improvements planned towards Newborough, Amlwch and Holy Island in partnership with Transport for Wales and Welsh Government.	Yellow
Climate Change	Appoint an EV charging point supplier to complete preparation works and install up to 23 public EV charging points across the island (dependent appointing a suitable supplier)	The Council has secured £500,000 of grant funding to deliver up to 23 public electric vehicle charging points across the island. Site preparation work is progressing well, with several installations due to be completed later in 2025 through the new Welsh Government EV Infrastructure Framework.	Yellow

22/11/2024

Isle of Anglesey County Council Scrutiny Report

Committee:	Corporate Scrutiny Committee
Date:	18th November, 2025
Subject:	Corporate Scrutiny Committee Forward Work Programme
Scrutiny Chair:	Cllr Jeff Evans

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

Portfolio Holder	Role
Not applicable	
Service Officer (Supporting)	Role
Dyfan Sion	Head of Democratic Services

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

3. Role of the Scrutiny Committee and recommendations

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

Recommendation(s):

The Committee is requested to:

R1 agree the current version of the forward work programme for 2025/26

R2 note progress thus far in implementing the forward work programme

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.

5. Key scrutiny themes

Not applicable

6. Key points / summary

1. Background

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

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

1.2 Basic principles of good work programming²

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

2. Local context

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

- Strategic aspects
- Citizen / other stakeholder engagement and outcomes
- Priorities of the Council Plan and transformation projects
- Risks and the work of inspection and regulation

Matters on the forward work programme of the Executive. **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.

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

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

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.³

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

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

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.

³ Meeting of the Corporate Scrutiny Committee convened on 15th October, 2025

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

Not applicable

8. Financial implications

Not applicable

9. Appendices

Corporate Scrutiny Committee Forward Work Programme 2025/26

10. Report author and background papers

Dyfan Sion, Head of Democratic Services, Anglesey Council, Council Offices, Llangefni, LL77
7TW

ITEMS SCHEDULED FOR SCRUTINY → MAY, 2025 – APRIL, 2026
[Version dated 05/11/25]

Note for Stakeholders and the Public:

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

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

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

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

CORPORATE SCRUTINY COMMITTEE	PARTNERSHIP AND REGENERATION SCRUTINY COMMITTEE
September, 2025 (17/09/2025) – Q1	September, 2025 (16/09/2025) – Joint Working with Grŵp Llandrillo Menai & Bangor University
Performance Monitoring: Corporate Scorecard Q1: 2025/26	Grŵp Llandrillo Menai
Recommendations of the Scrutiny Task and Finish Group: Letting of Council Accommodation – update on progress	Bangor University
Membership of Scrutiny Panels	Membership of Scrutiny Panels
Committee Forward Work Programme for 2025/26	Committee Forward Work Programme for 2025/26
October, 2025 (15/10/2025)	October, 2025 (14/10/2025) – Crime and Disorder
Annual Report North Wales Regional Partnership Board (Part 9): 2024/25	Menter Môn
Regional Emergency Planning Service Annual Report: 2024/25	Gwynedd & Ynys Môn Community Safety Partnership Annual Report: 2024/25
Results of Consultation on Proposal to Relocate Ysgol Uwchradd Caergybi to a New School Building for 11-18 Year Old Learners	
Modernising Learning Communities: Strategic Outline Case (exempt item)	
Item for Information: Ambition North Wales: <ul style="list-style-type: none"> Annual Report: 2024/25 Qtr 1: 2025/26 Progress Report 	
Committee Forward Work Programme for 2025/26	Committee Forward Work Programme for 2025/26
	November, 2025 (13/11/2025) - Education
	School improvement guidance: framework for evaluation, improvement and accountability
	Education Scrutiny Panel Progress Report
	Committee Forward Work Programme for 2025/26
November, 2025 (18/11/2025) - Q2	November, 2025 (26/11/2025) – Health
Monitoring Performance: Corporate Scorecard Q2: 2025/26	Audit Wales: Urgent and Emergency Care: Flow out of Hospital-North Wales Region- measure progress
Self-Assessment, Performance and Wellbeing Report 2024/25	Welsh Ambulance Services Trust
Committee Forward Work Programme for 2025/26	Betsi Cadwaladr University Health Board

CORPORATE SCRUTINY COMMITTEE	PARTNERSHIP AND REGENERATION SCRUTINY COMMITTEE
	December, 2025 (10/12/2025)- Special Meeting
	Waste-title tbc
	Education Digital Strategic Plan
January, 2026 (21/01/2026) – 2026/27 (morning)	January, 2026 (20/01/2026)
2026/27 Budget Setting (Revenue Budget) – initial budget proposals	Corporate Safeguarding
Resources Scrutiny Panel Progress Report	Gwynedd and Ynys Môn Public Services Board: <ul style="list-style-type: none"> Annual Report 2024/25 Governance arrangements / scrutiny of delivery of the Wellbeing Plan
	Committee Forward Work Programme for 2025/26
January, 2026 (21/01/2026) (afternoon)	
Modernisation of Learning Communities – Objections Report and Final Decision on Ysgol Uwchradd Caergybi	
Towards Net Zero Strategic Plan	
Item for Information: Ambition North Wales Qtr 2: 2025/26 Progress Report	
Committee Forward Work Programme for 2025/26	
February, 2026 (18/02/2026) – 2026/27 Budget	February, 2026 (12/02/2026) - Education
Final Draft Budget Proposals for 2026/27 – revenue & capital	ALN & Inclusion Partnership Gwynedd and Ynys Môn-update
Resources Scrutiny Panel Progress Report	Education Scrutiny Panel Progress Report
Committee Forward Work Programme for 2025/26	Committee Forward Work Programme for 2025/26
March, 2026 (18/03/2026) - Q3	March, 2026 (17/03/2026)
Monitoring Performance: Corporate Scorecard Q3: 2025/26	Annual Report on Equalities: 2024/25
Housing Revenue Account Business Plan: 2026/2056	Ynys Môn Free Port – measure progress
	Prosperity Fund Enterprise Items: <ul style="list-style-type: none"> Shared Prosperity Fund-Measure Progress UK Government Funded Programme [Ynys Môn Levelling Up Programme] – Measure Progress

CORPORATE SCRUTINY COMMITTEE	PARTNERSHIP AND REGENERATION SCRUTINY COMMITTEE
Item for Information - Ambition North Wales Qtr 3: 2025/26 Progress Report	
Committee Forward Work Programme for 2025/26	Committee Forward Work Programme for 2025/26
April, 2026 (22/04/2026)	April, 2026 (21/04/2026)-Tackling Poverty
	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:

Corporate Scrutiny Committee	Partnership and Regeneration Scrutiny Committee
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
Smallholdings Estate Strategic Plan 2025-2030	Impact of Tourism on Anglesey Local Communities (resolution of the Partnership and Regeneration Scrutiny Committee, 21/06/2023)
Ambition North Wales Qtr4: 2025/26: Progress Report	Ynys Môn Local Development Plan
North Wales Corporate Joint Committee	Local Tourism Levy for Wales
Health and Safety Strategic Plan	Anglesey Homelessness
	North Wales Fire & Rescue Service
	UK Government Funded Programme [Ynys Môn Levelling Up Programme] – Measure Progress (June /July 2026)
	Natural Resources Wales