

Public Document Pack



CYNGOR SIR
YNYS MÔN
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 MERCHER, 18 MAWRTH 2026 am 2:00 y. p. | WEDNESDAY, 18 MARCH 2026 at 2.00 pm |
| YSTAFELL BWYLLGOR, SWYDDFEYDD Y CYNGOR AC YN RHITHIOL DRWY ZOOM | COMMITTEE ROOM, COUNCIL OFFICES AND VIRTUALLY ON 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)*, R. Llewelyn Jones

HEB YMUNO/UNAFFILIATED

Celfyn Furlong

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); Gwag/Vacant (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)

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

A G E N D A

1 APOLOGIES

2 DECLARATION OF INTEREST

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

3 MINUTES OF THE PREVIOUS MEETING (Pages 1 - 8)

To present the minutes of the previous meeting of the Corporate Scrutiny Committee held on 18 February 2026.

4 ANNUAL EQUALITY REPORT 2025 (Pages 9 - 46)

To present the report of the Head of Democratic Services.

**5 PERFORMANCE MONITORING: CORPORATE SCORECARD Q3 2025/26
(Pages 47 - 68)**

To present the report of the Head of Performance, Digital and Modernisation.

6 HOUSING REVENUE ACCOUNT BUSINESS PLAN 2026-2056 (Pages 69 - 96)

To present the report of the Head of Housing Services.

7 FORWARD WORK PROGRAMME 2026/27 (Pages 97 - 104)

To present the report of the Scrutiny Manager.

CORPORATE SCRUTINY COMMITTEE

Minutes of the meeting held in the Committee Room and virtually on Zoom on 18 February, 2026

PRESENT: Councillor Jeff Evans (Chair)
Councillor Arfon Wyn (Vice-Chair) (for this meeting only)

Councillors Geraint Bebb, Aled M. Jones, R. Llewelyn Jones, Keith Roberts, Dafydd Rhys Thomas, Alwen Watkin.

Co-Opted Member: Kathryn Seeney (Parent Governor – Primary Sector)

Portfolio Members

Councillors Gary Pritchard (Leader of the Council), Neville Evans (Portfolio Member for Adult Services), Carwyn Jones (Portfolio Member for Housing and Community Safety), Dyfed Wyn Jones (Portfolio Member for Children, Young People and Families), Dafydd Roberts (Portfolio Member for Education and the Welsh Language), Nicola Roberts (Portfolio Member for Planning and Public Protection).

IN ATTENDANCE: Chief Executive
Director of Function (Resources)/Section 151 Officer
Director of Social Services
Head of Highways, Waste and Property (for item 6)
Head of Democracy (DS)
Chief Property and Asset Officer (MH) (for item 6)
Committee Officer (ATH)
Democratic Support Assistant (Webcasting) (CH)

APOLOGIES: Councillors John Ifan Jones, Jackie Lewis, Sonia Williams, Robin Williams (Deputy Leader and Portfolio Member for Finance, Corporate Business and Customer Experience), Alun Roberts (Portfolio Member for Leisure, Tourism, Maritime and Property), John Tierney (The Catholic Church), Christina Williams (Parent Governor – Secondary Sector and ALN), Rhys H. Hughes (Deputy Chief Executive), Arwel Owen (Head of Adult Services), Lynn Ball (Director of Function - Council Business/Monitoring Officer).

ALSO PRESENT: Councillor Kenneth Hughes, Angharad Hughes (Scrutiny and Committee Services Manager)

In the absence of Councillor Sonia Williams, the Vice-Chair, Councillor Arfon Wyn was elected to serve as Vice-Chair for this meeting of the committee.

Councillor R. Llewelyn Jones noted with regret the death of the Rev. Jesse Jackson which was announced yesterday. Councillor Jones paid tribute to the Rev. Jackson's lifelong work for civil rights, equality and social justice. Members and Officers stood in silence as a mark of respect.

1 DECLARATION OF INTEREST

No declaration of interest was received.

2 MINUTES OF THE PREVIOUS MEETING

The minutes of the previous meeting of the Corporate Scrutiny Committee held on 21 January 2026 were presented and were confirmed as correct.

3 BUDGET SETTING 2026/27 – FINAL DRAFT REVENUE BUDGET PROPOSALS

The report of the Head of Democracy was presented for the Committee's consideration. The report outlined the context to the 2026/27 Budget setting process and highlighted the key issues and questions for Scrutiny in formulating a formal response to the Executive's final draft revenue budget proposals. The report of the Director of Function (Resources)/Section 151 Officer, summarising the Executive's final draft budget proposals together with the updated medium term outlook was attached at Appendix 1 to the report.

Councillor Gary Pritchard, Leader and Portfolio Member for Economic Development presented the report and noted that the Corporate Scrutiny Committee is being asked to review the final draft revenue budget proposals for 2026/27 and provide a formal response to the Executive before the budget goes to the Full Council on 5 March 2026. The initial draft budget proposals were discussed in detail at this committee's 21 January meeting including the significant financial pressures and challenges faced by the Council. The final proposals remain unchanged i.e. a total budget of £207.029m, a proposed 5.1% Council Tax increase and the use of £1.685m of reserves to balance the budget. In setting the proposed budget the Executive has recognised the need to protect frontline services and to increase funding for adult and children's services to meet rising demand while ensuring that schools receive the funding required to meet inflationary pressures.

The Director of Function (Resources)/Section 151 Officer confirmed that no matters have arisen since the issuing of the initial budget proposal which requires amendment to the net expenditure budget which remains at £207.029m. He advised the committee of his statutory duty to report on the robustness of the budget estimates and the adequacy of the Council's financial reserves. He explained that the 2026/27 budget is based on an assessment of the costs and income expected in the coming financial year with assumptions applied and risks identified. The main risks are highlighted in section 5 of the report and having considered all the risks and the mitigating actions, he concluded that in his view, the budget is robust and deliverable and the Council's current level of healthy general balances and earmarked provides sufficient mitigation against the risks identified. With regard to the medium term outlook he noted that based on the latest information, significant savings will still be required in 2027/28 and 2028/29 although inflation, pay awards and demand for services remain major uncertainties.

Councillor Geraint Bebb, Chair of the Resources Scrutiny Panel reported on the outcome of the Panel's meeting on 12 February 2026 at which the final draft revenue budget proposals for 2026/27 were considered. Having reviewed the documentation presented by the Director of Function (Resources)/Section 151 Officer and having noted that the final draft budget proposals were unchanged from the initial proposals, the Panel had resolved to support the final draft revenue budget proposals for 2026/27 as presented and to recommend them to the Corporate Scrutiny Committee.

In responding to the committee's questions on the final draft revenue budget proposals for 2026/27, Officers and Portfolio Members provided further clarification. They explained

- That the allocations of £146,100 for food safety inspections in 2026/27 and £64,600 from 2028/29 onwards are intended to increase inspection capacity and address the backlog of approximately 700 non-high risk businesses awaiting inspection. The backlog has arisen from pandemic related capacity constraints and from the introduction of new regulatory requirements for licensing and inspecting premises such as tattoo studios and beauty parlours, which have required priority attention. The underperformance of the service has also been recognised through the scorecard monitoring process. The investment is designed to provide additional capacity needed to clear the backlog, after which the enhanced capacity is expected to ensure the service can meet the required number of inspections each year.
- The £364,200 allocation for cyber security reflects the increasing risk of cyber-attacks which is an identified risk on the strategic risk register. The funding is intended to support preparation, defence and business continuity arrangements in the event of an attack, and to ensure full compliance with the Cyber Assessment Framework. The sum will be held in reserve until the newly appointed Head of Digital, Performance and Modernisation has reviewed the position and confirmed the level of need, either in full or in part, with any unused balance to be returned to the General Fund.
- The drafting, consultation and finalisation of the new Local Development Plan is estimated to cost in the region of £800k. An earmarked reserve of £500k is in place but the additional £300k is unfunded. The inclusion of £100k in the revenue budget until 2028/29 when the Plan is expected to be published would allow the plan to be completed and all costs funded. The Director of Function (Resources)/Section 151 Officer provided further clarification of the detailed costs associated with the Local Development Plan.
- That despite the final settlement being higher than forecast, it is still insufficient to fully meet the scale of cost pressures faced by the Council. But without the increased funding the Council Tax increase would likely be higher. Anglesey like other rural authorities is also disadvantaged by the funding formula which is influenced by population based data which means that councils with smaller populations receive proportionately less funding even though the cost of delivering services in rural areas is often significantly higher. The proposed Council Tax increase is comparable to that of other councils in the region which are also facing the same pressures.
- The wellbeing of Anglesey's residents is central to all the Executive's discussions, particularly in relation to the budget which aims to protect the services that people rely on, especially those who are most vulnerable. However, with a limited increase in Welsh Government funding, rising costs and increasing demand for services, the Council's options for achieving a balanced budget are restricted to reducing services, increasing Council Tax or drawing on reserves. To support residents who may struggle financially, the Council continues to invest in support and advice organisations including Citizens Advice and the J. E. O'Toole Centre. In addition, the Council Tax Reduction Scheme is available for individuals who are experiencing difficulty in paying council tax.
- With regard to the increasing demand for children's social care and the cost of placements, the Welsh Government's policy to move towards a not for profit model for children's care in Wales although well-intentioned, has reduced the availability of

placements and contributed to higher costs in the transition period. The Council has invested in a wide range of preventative and early intervention services and is continuing to expand its Cartrefi Clyd model. This approach is designed to provide looked after children with a supportive and more family like environment in small residential homes within the community. As well as offering a more personalised experience and greater stability for the child, the model makes more efficient use of resources by reducing reliance on expensive out of county placements. However, where children have more complex needs that require specialised provision, out of county placements may still be necessary.

The Portfolio Member for Children, Young People and Families and the Director of Social Services outlined the costs involved and described the structure and operational arrangements of the Cartrefi Clyd model.

- The report at section 5 sets out the financial risks to the budget. These include pay inflation uncertainty with no NJC pay offer yet agreed for 2026/27 and teachers pay award still to be determined, price inflation and potential changes in interest rates. Grant availability remains a risk with more than £30m of income dependent on grants. Further risks relate to income generation e.g. in leisure, planning and parking where ongoing cost of living pressures may affect demand, and the demand for services especially in social care, additional learning needs and homelessness. Other risks are fluctuations in Council Tax premium on second homes and empty properties and Council Tax collection rates arising from wider cost of living challenges. In setting the budget, the Council must strike an appropriate balance between optimism risk where assumptions may be overly positive and underestimate future costs and overcaution risk where assumptions are too conservative and result in the Council Tax being set higher than necessary.

Having scrutinised the final draft Revenue Budget proposals for 2026/27 and having regard to the matters raised in discussion and the responses provided by the Officers and Portfolio Members it was resolved to support the 2026/27 final draft Revenue Budget proposals as presented and to recommend them to the Executive to include a proposed increase of 5.1% in the Council Tax taking the Band D charge to £1,792.98, use of £1.685m of reserves to balance the budget and the maintenance of the second and empty homes premium at 100%.

(Councillors Jeff Evans, Aled M. Jones and R. Llewelyn Jones abstained)

4 BUDGET SETTING 2026/27:FINAL DRAFT CAPITAL BUDGET PROPOSALS

The report of the Head of Democracy was presented for the Committee's consideration. The report outlined the context to the 2026/27 Capital Budget setting process along with the key issues and questions for Scrutiny in evaluating the Executive's final draft capital budget proposals. The report of the Director of Function (Resources)/Section 151 Officer summarising the final capital spending proposals for 2026/27 was attached at Appendix 1.

Councillor Gary Pritchard, Leader and Portfolio Member for Economic Development presented the report noting that the capital budget remains tight which limits the Council's ability to progress new projects. Borrowing is an option, but it carries financial risk and ongoing costs to the revenue budget.

The Director of Function (Resources)/Section 151 Officer explained that the capital budget is guided by the Capital Strategy 2026-2031 which prioritises protecting and maintaining current assets, maximising external funding, meeting statutory responsibilities and continuing to support the Communities for Learning Programme. Although the General Capital Funding allocation from Welsh Government for 2026/27 is £155k (3.15%) higher than in 2025/26, it does not make up for the erosion in value

caused by inflation. The Council may borrow to fund capital spending but borrowing generates revenue costs because loans must be repaid. Treasury Management rules set limits on borrowing to ensure that councils borrow responsibly.

While the Welsh Government's Capital Grant is largely absorbed by the need to maintain existing assets, the capital programme and budget also include other key projects - improvements to Menai Bridge Pier and Pontoons (£225k); Phase 2 of the Plas Arthur Leisure Centre refurbishment (£1.65m), and upgrades to Penhesgyn and Gwalchmai recycling centres (£3.806m) funded largely through the eEPR scheme funding. In addition, the Council has received £1.5m from the UK Government's Pride in Place Fund to deliver community led improvement initiatives.

The proposed Housing Revenue Account Capital Programme for 2026/27 totals £31.572m and is focused on continued investment in existing housing stock to maintain compliance with WHQS (£15.71m); a new extra care and residential facility in Menai Bridge (£14.001m); new housing developments (£1.498m but with the potential for further additions during the year); and replacement vehicles for the Housing Maintenance Unit (£363k). HRA funding is ring-fenced meaning that both revenue and capital resources must be used for housing purposes only. When combined with the General Fund capital budget, the total proposed capital budget for 2026/27 is £54.084m.

Councillor Geraint Bebb, Chair of the Resources Scrutiny Panel reported on the outcome of the Panel's meeting on 12 February 2026 at which the final draft capital budget proposals for 2026/27 were considered. In reviewing the proposed capital programme and budget the panel had noted that General Fund capital expenditure prioritises existing assets including Council buildings, schools, vehicles, IT infrastructure, highways and Disabled Facilities Grants. Having reviewed the documentation presented by the Director of Function (Resources)/ Section 151 Officer, the Panel had resolved to support the final draft capital budget proposals for 2026/27 as presented and to recommend them to the Corporate Scrutiny Committee.

Councillor Gary Pritchard, Leader responded to a request for clarification on how the HRA operates, how rental income is used and the extent to which rents are subsidised, explaining that while the exact figures were not immediately available, they could be provided. He highlighted that one of the main challenges facing the HRA is that rent increases in recent years have been capped by Welsh Government at levels below inflation meaning that rental income, which is the HRA's main source of funding, has not kept pace with rising costs. As a result, there is reduced capacity to invest in existing stock, develop new housing and continue meeting the WHQS. The Executive acknowledges the importance of ensuring that rents remain affordable and that based on the Joseph Rowntree Living Rent methodology, the Council's rents remain within affordability thresholds.

The Director of Function (Resources)/Section 151 Officer outlined the purpose of the HRA, the way it is funded and the types of expenditure it supports and also explained the collaborative relationship with housing associations as key partners in delivering new social housing.

Councillor Carwyn Jones, Portfolio Member for Housing and Community Safety noted that the Council has contributed towards Welsh Government's target of delivering 20,000 additional social homes during the current Senedd term through joint working with housing associations. While the Council is committed to continuing the development of new social housing in line with the HRA Business Plan, the Plan will come under increasing pressure unless the current rent cap is lifted, additional funding is made available or capital and decarbonisation schemes are deferred. He emphasised that borrowing within the HRA must

remain affordable.

Having scrutinised the final draft Capital Budget proposals for 2026/27 and having regard to the matters raised in discussion and the responses provided by the Officers and Portfolio Members it was resolved to support the 2026/27 final draft Capital Budget proposals as presented and to recommend them to the Executive.

5 RESOURCES SCRUTINY PANEL PROGRESS REPORT

It was noted that feedback from the Resources Scrutiny Panel meeting on 12 February 2026 had been provided by the Chair of the Panel under items 3 and 4 above.

6 SMALLHOLDINGS MANAGEMENT STRATEGIC PLAN 2026-2031

The report of the Head of Highways, Waste and Property incorporating the Smallholdings Management Strategic Plan 2026-2031 was presented for the committee's consideration.

Councillor Gary Pritchard, Leader and Portfolio Member for Economic Development presented the report noting that the new Smallholdings Strategic Plan replaces the previous 15 year old policy and sets out a five year framework to ensure a strategic, holistic and co-ordinated approach to managing the smallholdings estate in alignment with the Council Plan. He explained that a multi-party smallholdings steering group has been established and that the strategic plan has been driven by the work and output of that group's meetings.

The committee in scrutinising the Smallholdings Management Strategic Plan, raised the following points -

- The committee sought clarification of the proposed monitoring and governance arrangements and requested that an annual progress report be provided.
- How the Council's smallholdings estate demonstrates value for money
- Whether more regular engagement with tenants would be advantageous, while recognising that the priority should be to implement the proposed programme of improvements before considering additional engagement activity.

The committee was advised that consideration will be given to how progress against the strategic plan is reported as part of a broader review of how all the Council's strategic plans are integrated into the wider performance reporting framework to ensure progress is monitored. It was emphasised the purpose of the smallholdings strategic plan is to ensure that the estate is managed sustainably so that it delivers appropriate financial, environmental and social returns thereby providing value for money. The estate also has an economic role by creating opportunities for new farmers, supporting local employment and contributing to local food production. The smallholdings steering group has reviewed the estate and the Executive has redirected some underspend to the Property Service to strengthen capacity to implement the required improvements and ensure that farm buildings are fit for purpose.

Following discussion, and having regard to the matters raised and responses provided, it was resolved to recommend the Smallholdings Management Strategic Plan 2026-2031 to the Executive for approval.

6 FORWARD WORK PROGRAMME 2025/26

The report of the Head of Democracy incorporating the committee's forward work programme for 2025/26 was presented for consideration and review.

It was resolved –

- **To agree the current version of the Forward Work Programme for 2025/26.**
- **To note progress thus far in implementing the forward work programme.**

**Councillor Jeff Evans
Chair**

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22/11/2024

Isle of Anglesey County Council Scrutiny Report

| | |
|------------------------|------------------------------|
| Committee: | Corporate Scrutiny Committee |
| Date: | 18 March 2026 |
| Subject: | Annual Equality Report 2025 |
| Scrutiny Chair: | Councillor Jeff Evans |

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

| Portfolio Holder | Role |
|------------------------------|---|
| Councillor Alun Roberts | Portfolio holder with responsibility for equality |
| Service Officer (Supporting) | Role |
| Dyfan Sion | Head of Democratic Services |
| Ffreuer Owen | Policy and Welsh Language Manager |

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

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

3. Role of the Scrutiny Committee and recommendations

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

Recommendation(s):

The Committee is invited to comment on the Annual Equality Report 2025 before it is submitted for approval by the Portfolio Holder for publication.

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

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

5. Key scrutiny themes

Key themes the Scrutiny Committee should concentrate on:

1. efforts to raise the awareness of Council staff and members of matters relating to equality.
2. collaboration with partners to take advantage of expertise and use resources wisely.
3. efforts to encourage staff to share their equality data with us.

6. Key points / summary

Under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011, the Council must publish an annual equality report by 31 March in the year following the reporting period. The main purpose of the report is to show how the Council fulfils its equality duties. There are specific requirements in terms of what must be reported annually. In accordance with these requirements, the report includes:

- an outline of our work during 2025 to promote equality and towards achieving our equality objectives for 2024 - 2028
- employment information during the period between 1 April 2024 and 31 March 2025.
- an overview of the steps we have taken during 2025 to identify and collect relevant information and how we have used this information to achieve the three aims of the general equality duty:
 - Eliminate discrimination, harassment and unlawful persecution
 - Promote equal opportunities
 - Foster good relationships between different groups

The year's highlights: The highlights of 2025 include hosting a range of equality, cultural and religious events in order to promote understanding and respect across diverse communities.

Our equality objectives 2024-2028: Progress against our current Strategic Equality Plan action plan is **generally positive**, with most objectives **achieved or on track**.

Our communities: We continue to take positive steps to identify and collect relevant equality information about our communities. It underpins our corporate and service strategies and plans. This year, a handbook and checklist have been produced to **support staff** who intend to consult and engage.

Our staff: Our mean **gender pay gap** as at 31 March 2025 was **8.6%**, which is **lower than the UK average figure**. With regard to [gathering information about our employees](#), although going in the right direction with more progress this year than previous years, we recognise that progress needs to be accelerated to get a fuller picture to help us identify any inequalities. However, we must also accept the rights of individuals not to disclose personal information should they not wish to do so.

Assessing for impact: Our **templates and guidelines were reviewed and updated** this year. They are available on our intranet and the Policy and Welsh language team are also on hand to offer advice.

In addition, the Policy and Welsh Language Team spent significant time engaging with senior leaders, service management teams and key officers to promote a clear understanding of the changes to the impact assessment process and the support available. This work will intensify further as we prepare for the introduction of the new statutory duty to assess the impact of strategic decisions on health from April 2027 onwards, ensuring that we have established robust and effective arrangements for the future.

Looking ahead: In developing the next annual action plan, we will build on the progress made this year. This will include strengthening the use of equality data, focusing on measurable outcomes and building on the expertise and collaborative relationships with regional Community Cohesion colleagues.

7. Impact assessments

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

The purpose of this annual report is to look back at how the Council has fulfilled its equality duties. This includes sharing information about our corporate arrangements for assessing the impact of our decisions on equality.

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

See above.

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

See above.

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

Positive / Neutral / Negative and how

Not relevant.

8. Financial implications

Not relevant.

9. Appendices

Annual Equality Report 2025 (draft)

10. Report author and background papers

Ffreuer Owen, Policy and Welsh Language Manager



CYNGOR SIR
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ISLE OF ANGLESEY
COUNTY COUNCIL

Annual Equality Report

2025

How we went about promoting fairness for all



Publication date: March 2026

Annual Equality Report 2025

Overview

This is the Isle of Anglesey County Council's (the Council) Annual Equality Report for 2025. It includes:

- employment information for the period between 1 April 2024 and 31 March 2025, including our gender pay gap report
- an overview of the steps we have taken during 2025 to identify and collect relevant information and how we have used this information to meet the three aims of the general duty to:
 - eliminate unlawful discrimination, harassment and victimisation
 - advancing equality of opportunity
 - fostering good relations between different groups
- an outline of our work during 2025 to promote equality and towards achieving our equality objectives for 2024-2028

More information

This report is available on our website: www.anglesey.gov.wales If you need the report in another format and/or language, or have any questions about its contents, please contact us, using the details below.

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

Phone: 01248 75 00 57

E-mail: equality@anglesey.gov.wales

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

Mae'r ddogfen hon hefyd ar gael yn Gymraeg.
This document is also available in Welsh.

Related documents (also available on our website):

[Strategic Equality Plan 2024 - 2028](#)

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Respect

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

Respect is one of our Council Plan values which define who we are and our direction as an organisation

Foreword

Welcome to our annual equality report 2025. This is the second annual report since we published our Strategic Equality Plan for 2024 to 2028. It gives an overview of the work we did during 2025 towards creating an Anglesey where people can thrive, regardless of their differences.

To ensure that equality does not sit as a separate project from our work across the organisation, we have strong links between the objectives of the equality plan and the strategic objectives of the Council's other key plans. Our equality objectives 1, 3 and 4 are particularly relevant as they align with three of the strategic objectives of the Council Plan 2023 to 2028 – the main document that influences all our plans for service delivery.

Council Plan 2023-2028

Education

Ensuring an effective provision for today and for future generations



Social care and well-being

Providing the right support at the right time



Housing

Ensuring that everyone has the right to call somewhere 'home'



Equality objectives 2024-2028

Education

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

Health and social care

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

Living standards

Take action to improve the living standards of protected groups

Equality and diversity is also a general principle in the Council Plan 2023-2028. This again will help us build a fairer society for all our citizens.

It is important to note, however, that our commitment to equality is not limited to the priorities included in our strategic plan. This annual report outlines how we take every opportunity to develop equality through our work at all levels within the Council.

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

- eliminate discrimination, harassment and unlawful persecution
- promote equal opportunities, and
- foster good relations between different groups

among our communities and our staff.

[Council Plan 2023-2028](#)

[Strategic Equality Plan 2024-2028](#)



Dylan J Williams
Chief Executive



Councillor Alun Roberts
Equality and Diversity Portfolio
Member

Executive summary

[Appendix 1](#) outlines the law on which this annual report is based. Its main purpose is to show how we have fulfilled our equality duties over the past year.

The year's highlights: Highlights of 2025 include hosting a range of equality, cultural and religious events in order to **promote understanding and respect** across diverse communities.

Promoting equality: There are also some examples of how we promoted and developed equality and diversity during 2025. The examples are based on the work areas of our equality objectives.

Our equality objectives 2024-2028: Progress against our current Strategic Equality Plan action plan is **generally positive**, with most objectives **achieved or on track**. Full details are available in [Appendix 2](#).

Our communities: We continue to take positive steps to identify and collect relevant equality information about our communities. It underpins our corporate and service strategies and plans. This year, a handbook and checklist have been produced to **support staff** who intend to consult and engage.

Our staff: Our mean **gender pay gap** as at 31 March 2025 was **8.6%**, which is **lower than the UK average figure**. When it comes to [gathering information about our employees](#), we acknowledge that we need a fuller picture to help us identify any inequalities. However, we must also accept the rights of individuals not to disclose personal information, should they not wish to do so.

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

Assessing for impact: We recognise the statutory requirement to assess the impact of our decisions on equality, and training is available to any member of staff who feel they need further guidance. Our **templates and guidance were reviewed and updated** this year. They are available on our intranet and the Policy and Welsh language team are also on hand to offer advice.

Looking ahead: In developing the next annual action plan, we will build on the progress made this year. This will include strengthening the use of equality data, focusing on measurable outcomes and building on the expertise and collaborative relationships with regional Community Cohesion colleagues.

The year's highlights

This annual report provides an opportunity to celebrate the outstanding work of our staff towards promoting equality. Here are some of the highlights:

Community cohesion

During 2025, the Council marked a range of equality, cultural and religious events through social media messaging, staff engagement activities and joint events with regional partners. These activities were well received, with positive feedback from staff, local communities and partner organisations. Marking these events:

- promotes understanding and respect across diverse communities
- supports the Council's equality objectives and Welsh Government priorities
- contributes to community cohesion and helps challenge knowledge misinformation
- highlights the lived experiences of minority groups and fosters inclusion in the workplace

Accessibility Hub

The IT service and HR training team have developed a bespoke Accessibility Hub to support officers in creating accessible digital content. The Hub offers:

- practical guidance on the application of accessibility standards
- an e-learning module introducing key accessibility principles
- links to training sessions on producing accessible digital materials

The resources are designed to help our services meet accessibility requirements, improve the quality of digital content, and ensure that everyone can easily access the Council's information.

Protecting our workers

Under the Protection of Workers (Amendment to the Equality Act 2010) Act 2023, the Council has a legal duty to take reasonable steps to prevent sexual harassment and improve protections for workers in the workplace. Our Dignity at Work Policy was strengthened this year to reflect these new requirements. We succeeded to raise staff awareness of the new duty by asking them to read, understand and accept our revised Dignity at Work Policy. At the time of writing this report, 93% of staff had done so.

Our equality objectives 2024 – 2028



1: Education

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



2: The workplace

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



3: Living standards

Take action to improve the living standards of protected groups



4: Health and social care

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



5: Personal safety

Take action to safeguard protected groups



6: Participation

Increase access to participation and encourage diversity in decision making



7: Socio-economic disadvantage

Take action to address disadvantage



8: Working practices

Improve our internal practices to ensure fairness to all

Our [Strategic Equality Plan](#) (SEP) 2024-2028 sets out why we chose our current equality objectives and how we will achieve them.

Achieving our equality objectives: monitoring progress

We said last year that one of our top priorities in 2025 would be to establish a new group to lead on the implementation of our SEP for 2024 to 2028. The Welsh Language and Equality Steering Group is now operational, and its main purpose is to lead strategically on the promotion of the Welsh language and equality in all aspects of the Council's work. The group's membership includes the Chief Executive and elected members. The group discussed the [current SEP action plan](#) at its meeting on 29 January 2026.

Progress against the current action plan is **generally positive**, with most objectives **achieved or on track**. Progress includes:



Also underway is a campaign to improve workforce equality data and strengthen awareness among staff and elected members. You can read more about this [here](#).

More information on the progress we have made towards achieving our equality objectives can be found in [Appendix 2](#).

Promoting equality and diversity

Here are some examples of how we promoted and developed equality and diversity during 2025 in line with our equality objectives:



Education:

Ysgol Gyfun Llangejni was the first mainstream secondary school in the UK to receive the [Trauma and Mental Health Informed School Award](#).



The workplace:

A new Health and Well-being Dashboard was launched on our internal e-learning site – Learning Pool. It includes a wide range of resources and relevant training, with the aim of supporting the well-being of our staff.



Living standards:

Local families moved into a [new housing estate](#), with homes designed to be both affordable and environmentally friendly.



Health and social care:

Môn Actif on track for a [healthier Anglesey](#).



Personal safety:

Compensation secured for some [vulnerable victims](#) of a 'professional conman'



Participation:

Council tenants [satisfaction survey](#) shows continued improvement.



Socio-economic disadvantage:

Supporting the Welsh's Government's vision to create a 'Period Proud Wales' through our local initiative – [Fy Mislif / My Period](#).



Working practices:

Continuing to share monthly 'Equality Matters' messages to raise awareness of equality, diversity and inclusion matters and to show respect for others, despite our differences.

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

Identifying, collating and using relevant information



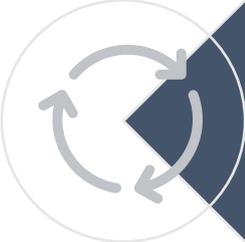
Our communities

We continue to take positive steps to identify and collect relevant equality information about our communities. It ensures that our decisions are informed, are based on the views of our service users and the wider community and underpin our corporate and service strategies and plans.

During 2025, a consultation and engagement handbook and checklist for staff was produced. The purpose of the manual and checklist is to:

- 

provide a practical guide for those who intend to consult or engage
- 

improve the consultation and engagement process and ensure consistency across the Council
- 

highlight the importance of consultation and engagement as part of equality impact assessments

We are committed to continuously developing and improving the knowledge we have about protected groups on Anglesey and will continue to work with our partners and commit people to achieve this.



Our staff

As an employer of choice, equality and diversity form an integral part of the Council's values and general principles, which develop and guide our vision, strategic plans and services into the future. We are always striving to strengthen the diversity of our workforce and offer an inclusive culture that values difference, where all staff have the chance to succeed.

The employment information available to us as at 31 March 2025 can be found in [Appendix 3](#). An analysis of that data is given below:

The data again confirms that we employ significantly more females than males, which is consistent with the trend across many local authorities. The data appears fairly consistent across the remaining equality characteristics.

We are required by law to publish an annual gender pay gap report. Our mean gender pay gap as at 31 March 2025 was 8.6%, which is below the UK average figure. Further details can be found in [Appendix 4](#)

We are committed to collecting accurate information about different protected characteristics and continue to raise awareness regarding why we collect this data and how we use it to improve. Although going in the right direction with more progress this year than previous years, we recognise that progress needs to be accelerated to get a fuller picture to help us identify any inequalities. However, we must also accept the rights of individuals not to disclose personal information if they do not wish to do so.

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

Recruiting and retaining our staff

Our recruitment system Linc Talent has now become embedded in our recruitment processes. The new online recruitment process is more user-friendly, and HR officers have been supporting both applicants and managers through the process.

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

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

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

Many policies that support equality have been reviewed and updated this year. The Dignity at Work Policy has been reviewed to strengthen the reasonable steps to prevent sexual harassment in line with the legal preventative duty. Parental bereavement leave and pregnancy loss are also included in our Compassionate Leave Policy, regardless of length of service.

Work has also been undertaken to prepare for legislative changes, including those related to the Employment Rights Act 2025.



Training and developing our staff

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

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

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

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

Training sessions delivered this year have included:

Classroom training:

-  Equality, diversity and inclusion
-  Unconscious bias
-  Equality impact assessments
-  Deaf awareness
-  Epilepsy awareness
-  Anti-racism for elected members

E-learning modules:

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

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

Our arrangements for assessing impact



We recognise the statutory requirement to carry out equality impact assessments and training is available to any member of staff who feel they need further guidance.

We have continued to prioritise strengthening our arrangements for carrying out impact assessments. During the year, we reviewed and renewed our templates and guidelines to ensure they reflect the latest requirements and provide practical support for officers. The templates and guidelines are available on our intranet and the Policy and Welsh language team are also on hand to offer advice. The cost of living data dashboard introduced last year is also a useful resource for officers carrying out impact assessments.

In addition, the Policy and Welsh Language Team spent significant time engaging with senior leaders, service management teams and key officers to promote a clear understanding of the changes to the impact assessment process and the support available. This work will intensify further as we prepare for the introduction of the new statutory duty to assess the impact of strategic decisions on health from April 2027 onwards, ensuring that we have established robust and effective arrangements for the future.

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

We have also strengthened our forward-planning procedures to identify the need to assess impact early, in preparation for carrying our engagement and consultation work. There is more information available about this [here](#).

The aim is that identifying and mitigating negative impacts and promoting equality becomes part of our daily work. This includes policy-making, employment practices, service delivery and other functions that we perform. Progress appears to be moving positively with more areas recognising the need for impact assessment and the guidelines and templates available are being used.

Looking ahead

In developing the next annual action plan, there is an opportunity to build on the progress made this year by:

-  strengthening the use of equality data
-  increasing focus on measurable outcomes
-  building on the expertise and collaborative relationship with regional Community Cohesion colleagues
-  completing monitoring and reporting arrangements
-  preparing for the introduction of a statutory health impact assessment duty from April 2027

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

Appendix 1: Purpose of the report

Why do we need an annual equality report?

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

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

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

Who is protected under the Equality Act 2010?

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

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

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

Appendix 2: SEP Action Plan

Action plan: Strategic Equality Plan
 Period: 2024/25 and 2025/26 (years one and two)
 Date and version: January 2026 (v.4)

| | Objective | Lead service | Partners | Target completion date | Progress | RAG Status |
|----|---|------------------------------|--|------------------------|--|-------------------|
| 1. | Maintain calendar of key dates, events, and awareness days. | Housing (Community Cohesion) | Policy and Welsh language team North Wales Public Sector Equality Network (NWPSSEN) | Continuous | Calendar prepared by the Community Cohesion Co-ordinator in conjunction with the Policy and Welsh Language Manager. A regional calendar is also being developed by NWPSSEN partners to assist network members. | Yellow - On track |
| 2. | Hold three in-person events to raise staff awareness of equality and community cohesion causes. | Housing (Community Cohesion) | Policy and Welsh language team | March 2026 | Events held at the main offices: <ol style="list-style-type: none"> 1. Holocaust Remembrance Day – January 2025 2. Eid – March 2025 3. Refugee Week – June 2025 4. Holocaust Remembrance Day – January 2026 Regional iverse Together event held at Venue Cymru in April 2025. | Green - Complete |

| | Objective | Lead service | Partners | Target completion date | Progress | RAG Status |
|----|---|--------------------------------|--------------------------------|------------------------|--|-------------------|
| 3. | Quarterly equality matters campaign to raise staff awareness of equality related matters. | Policy and Welsh language team | Housing (Community Cohesion) | Continuous | <p>Following messages shared:</p> <ul style="list-style-type: none"> • Yom Kippur – 2 October • Pride Month – June 2025 • Refugee Week – June 2025 • Eid – April 2025 • Neurodiversity Week – March 2025 • Race equality week – February 2025 • International Sign Languages Day – September 2024 <p>Joint webinar with Gwynedd and Conwy councils held on 4 November 2025 to mark Black History Month.</p> | Yellow - On track |
| 4. | Improve / increase data held on staff equality characteristics. | HR | Policy and Welsh language team | March 2026 | <p>Meeting held with business managers and QR code posters shared with service. Messages encouraging staff to update their details shared on:</p> <ul style="list-style-type: none"> • 2 October 2025 • 26 June 2025 • 3 January 2025 | Yellow - On track |

| | Objective | Lead service | Partners | Target completion date | Progress | RAG Status |
|----|--|--------------------------------|------------------|------------------------|--|---------------------|
| 5. | Hold a specific training session for elected members on equality duties including the strategic equality plan. | Democratic Services | HR training team | March 2026 | Provider identified by the training and policy and Welsh language teams. Awaiting confirmation of suitable dates. | Yellow - On track |
| 6. | Hold two training sessions for staff on equality, diversity and inclusion and unconscious bias. | HR | HR training team | December 2025 | Sessions held on: <ul style="list-style-type: none"> 1. Unconscious bias – 20 June 2025 2. Equality, diversity and inclusion – 2 July 2025 | Green - Complete |
| 7. | Review intranet content relating to equality and publish additional support materials. | Policy and Welsh language team | | March 2026 | Impact assessment templates and guidelines reviewed and updated. | Green - Complete |
| 8. | Assess staff understanding of the equality and diversity policy through the policy portal process. | Policy and Welsh language team | | March 2026 | | Amber - Not started |
| 9. | Monitor and report on the gender pay gap as it relates to council employees. | HR | | March 2026 | | Green - Complete |

| | Objective | Lead service | Partners | Target completion date | Progress | RAG Status |
|-----|--|--------------|----------|------------------------|----------|-------------------|
| 10. | Monitor educational achievement gaps in schools. | Learning | | Continuous | | Yellow - On track |

Appendix 3: Employment, training and recruitment data

The employment data we currently hold relates to some 3,164 Council employees (including teaching staff).

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

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

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

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

People employed by the Council as at 31 March 2025

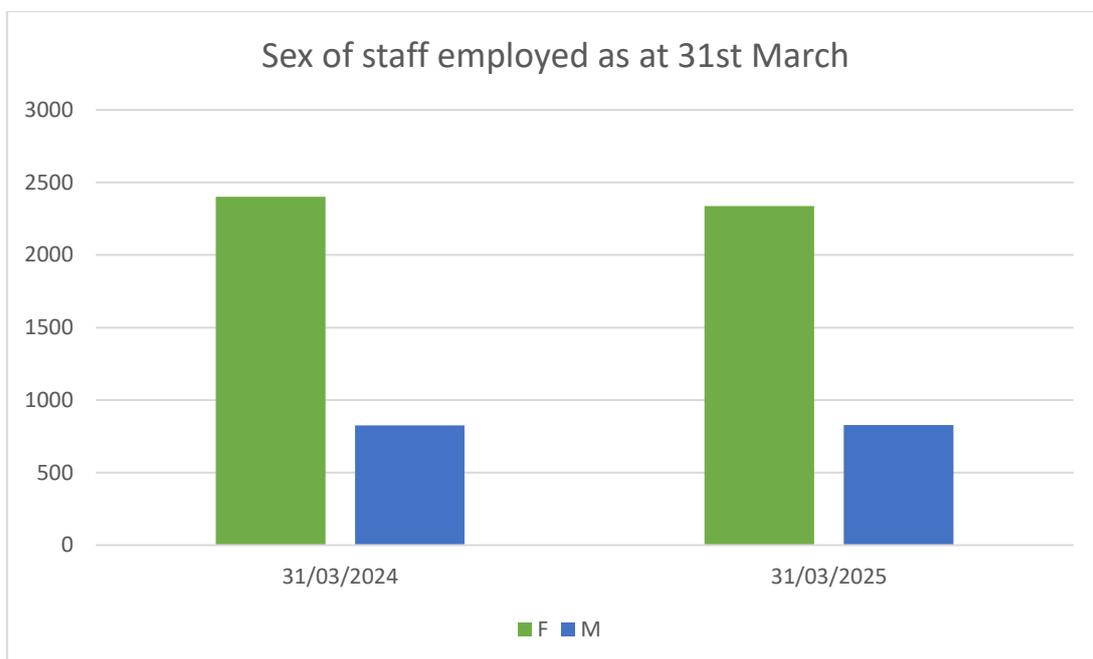
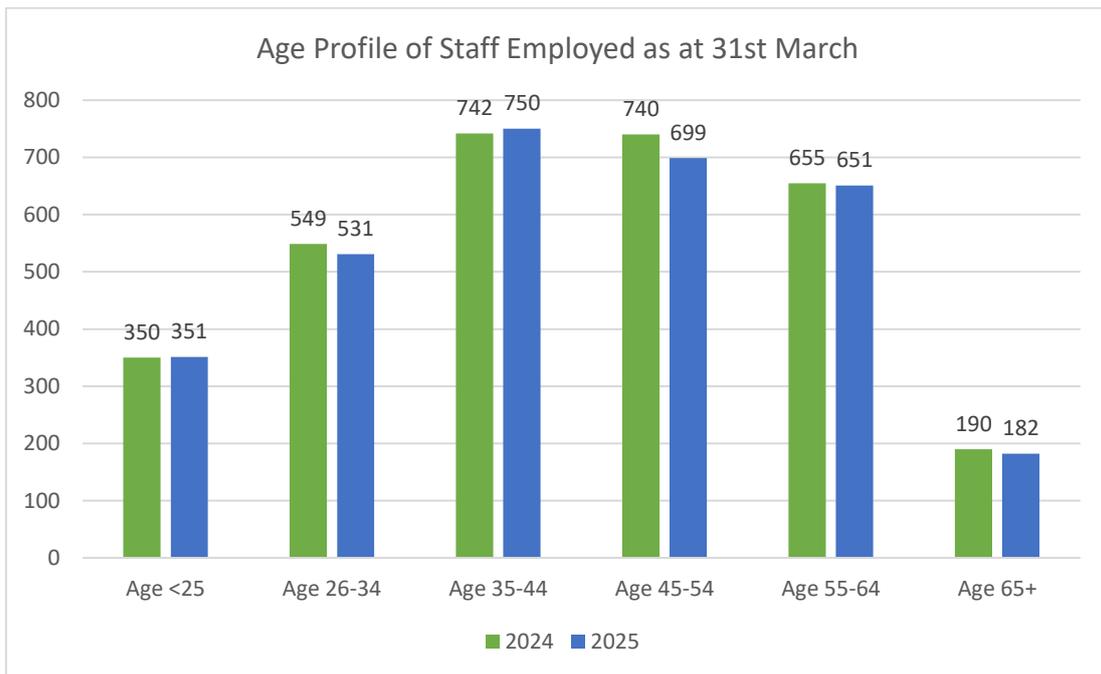
Male: 827
 Female: 2337
 Total: 3164

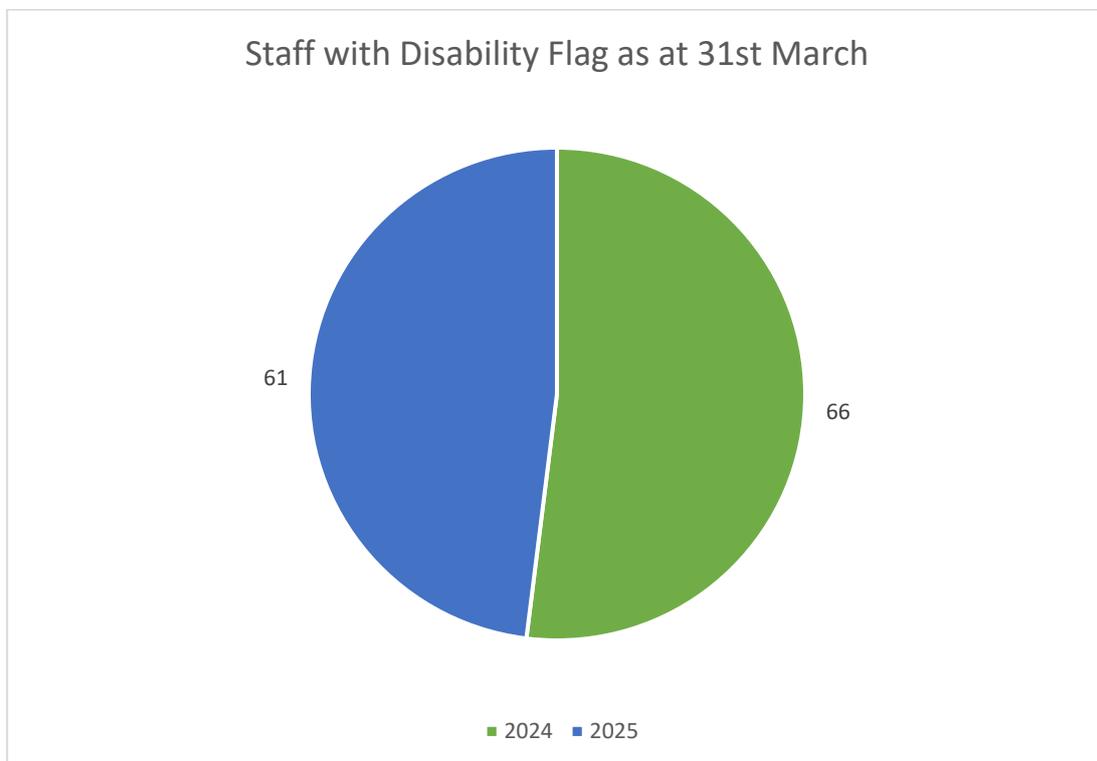
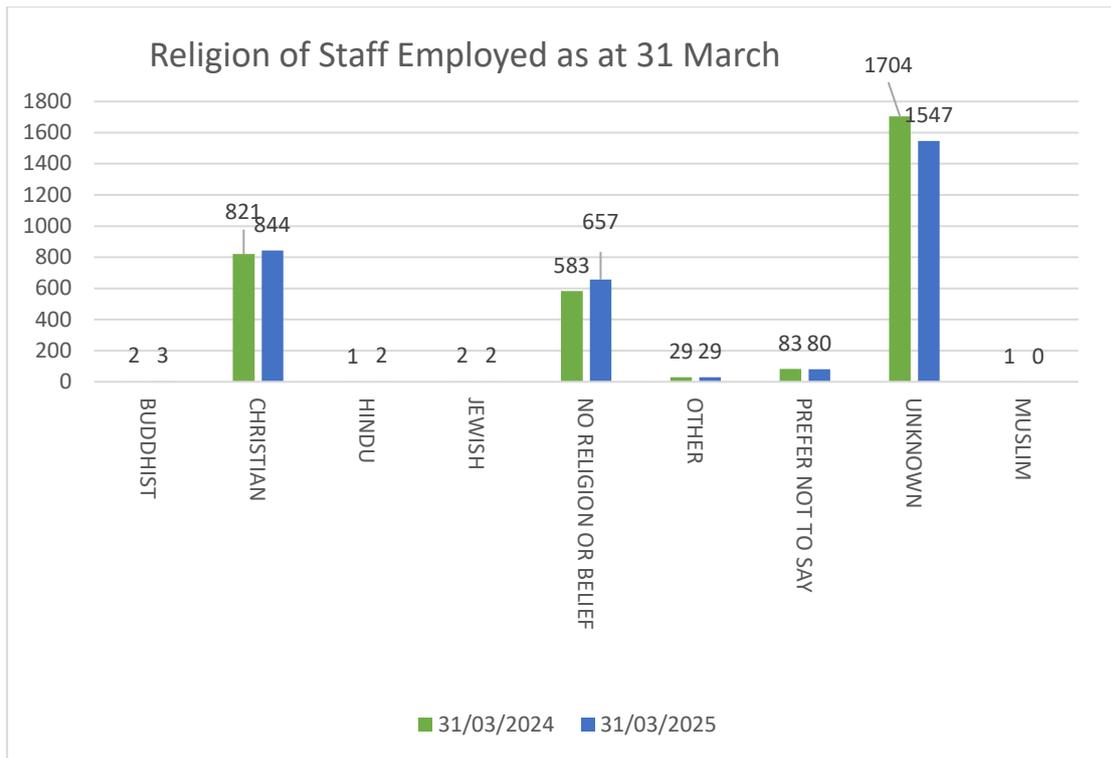
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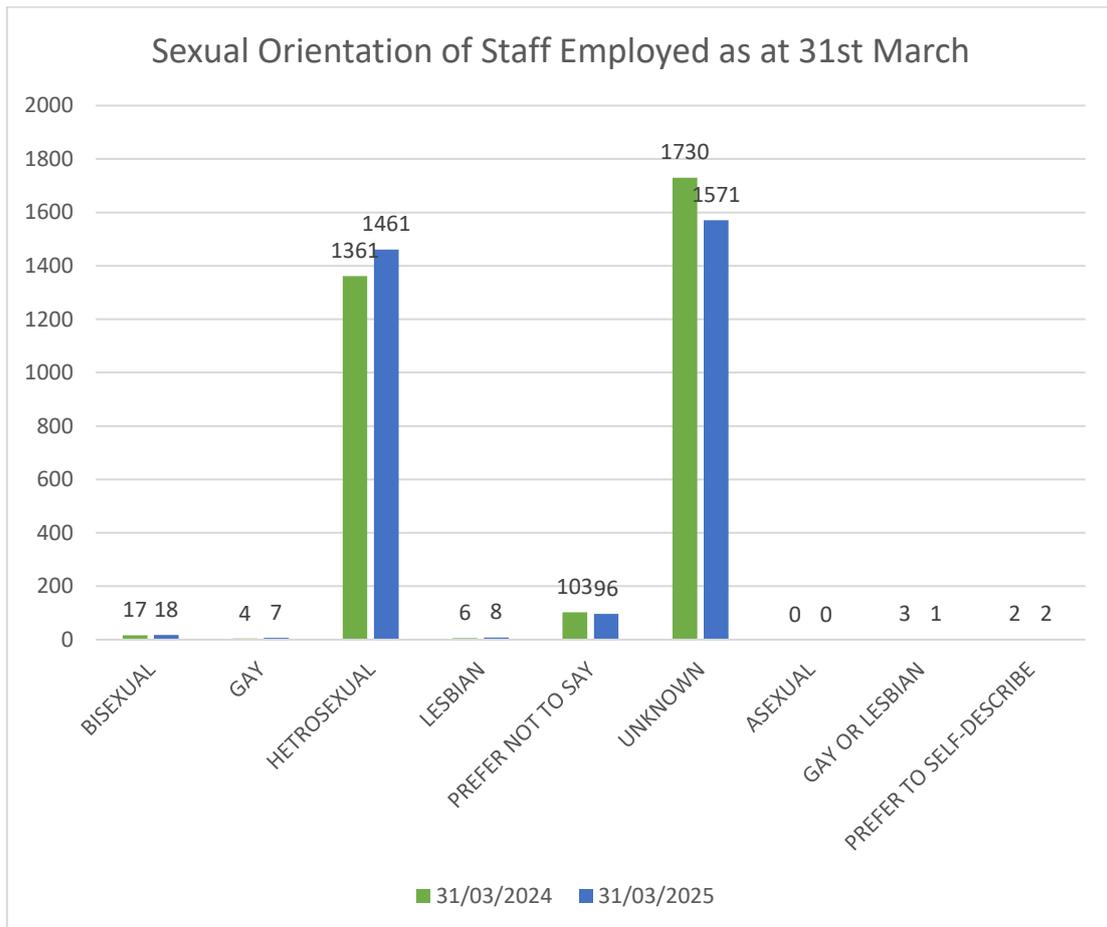
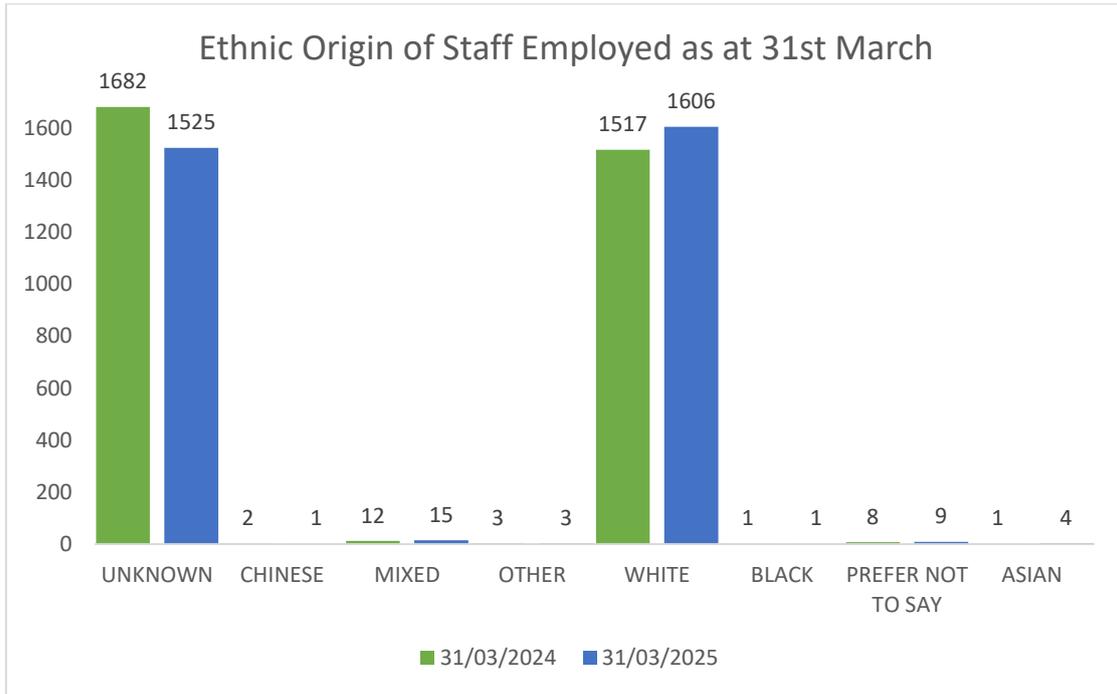
| | |
|--------------|-----|
| Below 25: | 351 |
| 26 to 34: | 531 |
| 35 to 4 : | 750 |
| 45 – 54: | 699 |
| 55 to 6 : | 651 |
| 65 and over: | 182 |

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

Disabled : 61
 Black and minority ethnic: 21
 Lesbian, gay, bisexual: 34







People who successfully changed roles in 2024-25

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

Male: 132
 Female: 344
 Total: 476

Age:

Below 25: 103
 26 to 34: 96
 35 to 44: 120
 45 – 54: 83
 55 to 64: 55
 65 and over: 19

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

Disabled : 10
 Black and minority ethnic: 0
 Lesbian, gay, bisexual: 5

Training

Number of participants that have completed short course training in 2024-25:

Male: 705 (27%)
 Female: 1698 (66%)
 Unspecified*: 180 (7%)
 Total: 2583

* 'Unspecified' records relate to Council leavers of which data related to sex is no longer available.

Grievance

This is a formal procedure for raising issues of concern that cannot be resolved informally. There have been no formal grievance cases raised between 1 April 2024 and 31 March 2025.

Disciplinary

The table below contains information in relation to employees subject to disciplinary procedures between 1 April 2024 and 31 March 2025 and is presented for each of the protected characteristics:

Number of employees subject to disciplinary procedures: 19

| Age | Disability | Gender reassignment | Pregnancy and maternity |
|--|---|---|--|
| 16-24: 2 25-34: 4 35-44: 8 45-54: 2 55-64: 3 65+: 0 | Information recorded for 5 out of 19: No disability: 5 | Information recorded for 5 out of 19: Gender not reassigned: 5 | None recorded |
| Race | Religion or belief | Sex | Sexual orientation |
| Information recorded for 8 out of 19: White: 8 | Information recorded for 8 out of 19: No religion or belief: 1 Christian: 7 | Male: 10 Female: 9 | Information recorded for 7 out of 19: Heterosexual: 6 Gay: 1 |

People who have applied for jobs in 2024-25

Male: 689
Female: 463
Prefer not to say: 14
Total: 1166

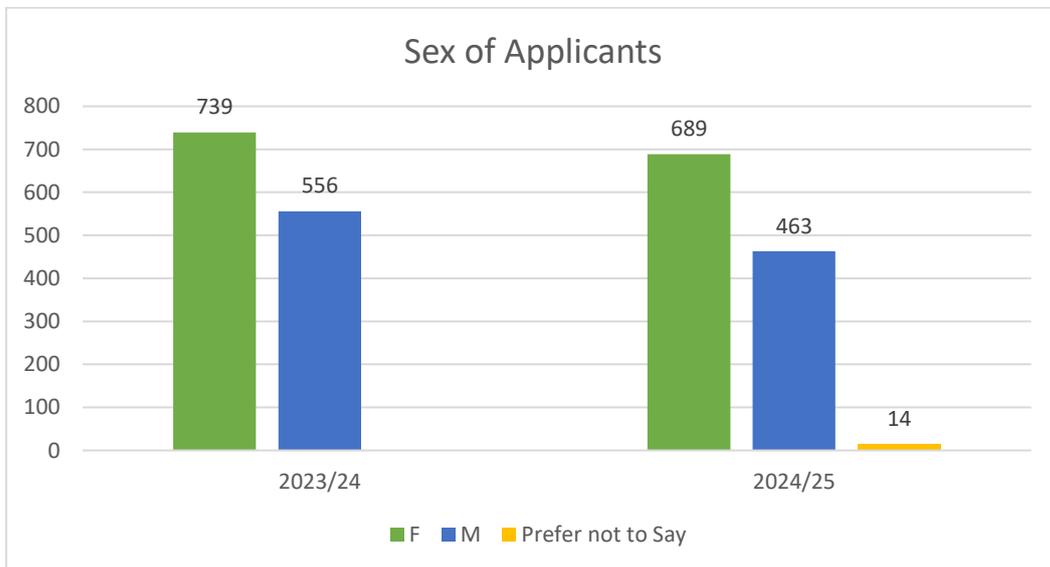
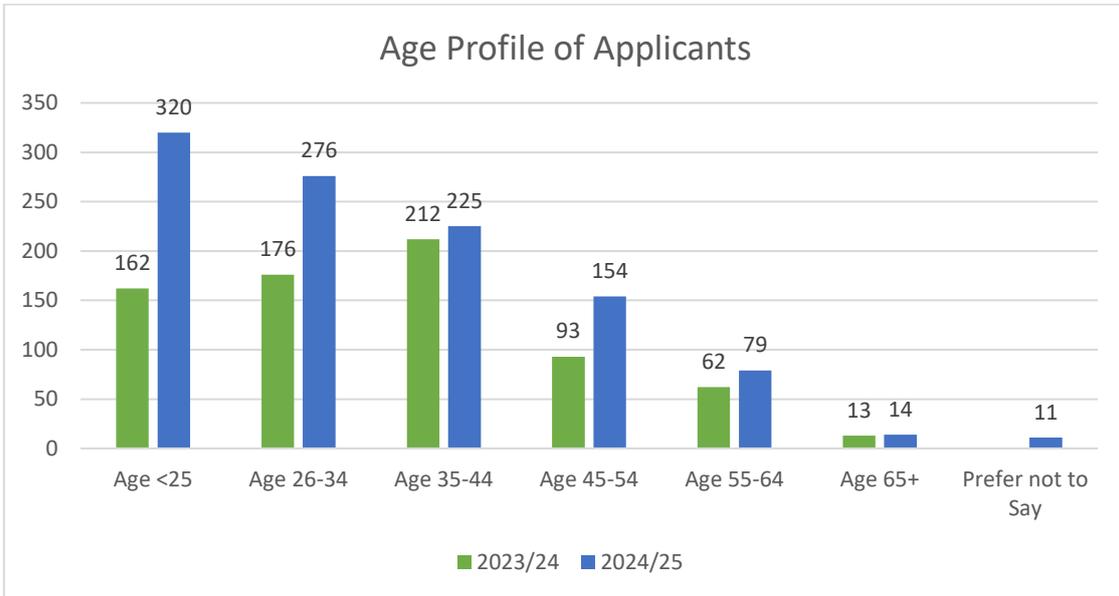
Age:

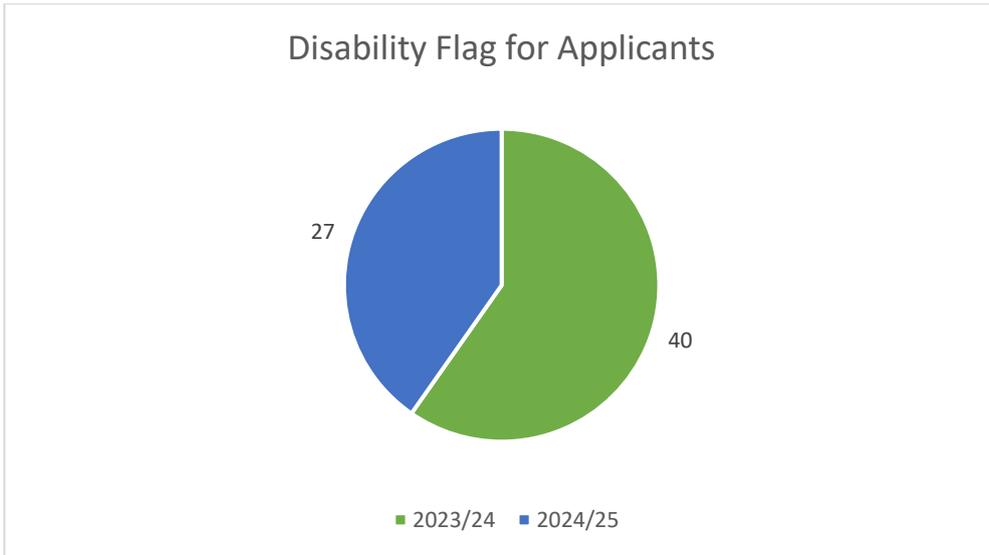
Below 25: 320
26 to 34: 276
35 to 44: 225
45 – 54: 154
55 to 64: 79
65 and over: 14
Prefer not to say: 11

The change in applicant figures is due to the new recruitment system in June 2024, which also includes internal staff.

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

Disabled : 61
 Black and minority ethnic: 41
 Lesbian, gay, bisexual: 64





Appendix 4: Gender pay gap report 2025

Since 2017, the Council is required by law to publish an annual gender pay gap report. This is our summary report for the snapshot date of 31 March 2025. It includes statistics for all our employees, apart from those employed in schools. The results are as follows:

- The mean gender pay gap for the Isle of Anglesey County Council is **8.6%**
- The median gender pay gap for the Isle of Anglesey County Council is **7.8%**

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

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

We support the principle of equal pay for equal work of equal value and recognise that there should be a pay and grading structure which is free from bias and based on objective criteria. The Council is committed to the principle of equal opportunities and equal treatment for all employees. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic). All job roles are evaluated and pay grades aligned as necessary to ensure a fair structure. We are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work and are pleased to report that our mean gender pay gap, at 8.65%, is below the national average of 13.4% (ONS ASHE Provisional figures 2025).

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

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

The vast majority of organisations and local authorities have a gender pay gap. The mean gender pay gap for the whole economy (ONS provisional 2025 figures) was 13.4%. At 8.6%, our mean gender pay gap is below the UK average figure. The median gender pay gap for the whole economy (ONS provisional 2025 figures) was 12.8%. At 7.8%, our median gender pay gap is lower than this average.

Since publishing the first gender pay gap figures in 2017, we have continued to achieve a small reduction in the overall mean gender pay gap year on year. The table and graph below show our data for the period 2021 - 2025:

| Year | Mean gender pay gap | Median gender pay gap |
|------------|---------------------|-----------------------|
| March 2025 | 8.65% | 7.86% |
| March 2024 | 9.71% | 12.75% |
| March 2023 | 10.82% | 13.63% |
| March 2022 | 11.66% | 14.65% |
| March 2021 | 11.24% | 14.65% |

What are we doing to address our gender pay gap?

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

We implemented a new recruitment system in 2024. The new system has streamlined processes and provides an improved customer experience. It is hoped that this system will assist with attracting more people into the workforce at all levels.

We will continue to develop our recruitment and marketing strategy and will continue to improve marketing and promoting opportunities and the use of social media platforms. Our recruitment system has built-in integration with other platforms, further expanding our recruitment campaigns. We have been working to provide opportunities for young people, with traineeships being established within the Council, ensuring young people are developing skills in areas of growth and demand which enhances employability.

We continue to run various talent and development programmes that are open to staff at various levels in a bid to try and attract more people, particularly women, into senior roles. This includes the “Arweinyddion Môn, Academi Môn and the ‘Twf a Datblygu’ programmes. As part of these programmes, it is hoped to encourage more people, particularly women to apply for and attain leadership roles.

We have established a Memorandum of Understanding (MOU) with a local college, Grwp Llandrillo Menai (GLIM), seeking to integrate work experience into their established courses as a means of attracting staff. Joint working is ongoing and will be progressed further in 2025/26.

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

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

- the numbers of male and female applicants for specific roles
- the numbers of men and women in each role and pay band
- the proportions of men and women leaving the organisation and their reasons for leaving
- reviewing information provided via the new starter questionnaire issued to all staff 3 months post commencement
- reviewing exit interview information to better understand the reasons for leaving

We continue to be committed to:

- reviewing our flexible working and other family-friendly policies
- reviewing our recruitment and retention strategies and establishing different methods to attract talent
- monitoring equal pay information and undertaking equal pay audits
- monitoring adherence to Job Evaluation processes
- reviewing terms and conditions regularly with the recognised trade unions
- ensuring that there are no perceived barriers to development and progression
- continuing to improve our equality monitoring systems
- ensuring that a Gender Pay Gap Report is completed annually, comparing data year on year

We have established a “new starter questionnaire” which is circulated to new employees, three months post their commencement date. This aims to establish whether our onboarding and induction processes are working effectively and if employees feel supported in their new role. Our Well-being policy formalises and confirms our position in relation to supporting the health and well-being of our staff.

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

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

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

We will continue to address the following areas:

- Continue to develop our equality data and encourage employees to update their information at point of employment into new roles or via the self-service portal (MyView)
- Continue to monitor family-friendly policies and actively encourage employees to utilise the schemes on offer
- Review of our terms and conditions on an annual basis. in conjunction with the recognised trade unions

The Council is committed to delivering equal treatment of our employees, regardless of their gender or other protected characteristics. Although our gender pay gap is below the UK average, we remain committed to continuing to reduce this where we can.

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22/11/2024

Isle of Anglesey County Council Scrutiny Report

| | |
|------------------------|------------------------------|
| Committee: | Corporate Scrutiny Committee |
| Date: | 18/03/2026 |
| Subject: | Scorecard Report Q3 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 |
| Huw Ynyr | Head of Digital, Performance and Modernisation |
| Gwyndaf Parry | Strategic Performance and Projects 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 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.
- 2 These are recommended as follows:

- 2.1** Social Care and Wellbeing – 08) The percentage of referrals of children that are re-referrals within 12 months – Performance is Amber due to re-referrals arising from unpredictable circumstances that could not have been foreseen; see point 2.2.1 of the report for more information.
- 2.2** Housing – 03) The average number of calendar days to re-let units of accommodation (excluding DTLs) – Performance remains Red but is improving month-on-month, though the cumulative figure is currently impacted by the legacy of older processes; see point 2.2.2 of the report for more information.
- 2.3** Housing – 04) Average number of calendar days taken to deliver Medium Disabled Facilities Grant – Adaptations (£1k-10k) – Impacted by a pause on approvals in late 2024 and a shortage of available local contractors to undertake the work; see point 2.2.3 of the report for more information.
- 2.4** Housing – 05) Average number of calendar days taken to deliver Large Disabled Facilities Grant – Adaptations (>£10k) – Performance is Red due to the same factors affecting Medium DFGs (backlog and contractor availability); see point 2.2.3 of the report for more information.
- 2.5** Economy – 04) Total number of customers with annual mooring contracts – Target missed due to a long-term decline in demand and competitive disadvantage compared to marinas with better walk-on facilities; see point 2.2.4 of the report for more information.
- 2.6** Economy – 07) Percentage of high-risk businesses subject to planned inspections that were inspected to ensure compliance with Food Hygiene Legislation – Performance impacted by the prioritisation of the new special procedures licensing scheme, though catch-up of high-risk inspections is prioritised for Q4; see point 2.2.5 of the report for more information.
- 2.7** Climate Change – 02) Percentage of domestic waste reused, recycled, or composted – Performance has dropped to Red largely due to drier weather significantly reducing the amount of green waste collected; see point 2.2.6 of the report for more information.
- 2.8** Whole Council Health – 12) % of FOI requests responded to within timescale – Performance remains Red due to service capacity constraints, though a new online system and process is being designed to improve efficiency; see point 2.2.7 of the report for more information.

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. Strong Performance and Continuous Improvement** – 86% of indicators are performing well against their targets (RAG Green or Yellow).
- 2. Underperforming Indicators and Plans for Improvement** – Eight Key Performance Indicators (KPIs) are underperforming (RAG Red or Amber).
- 3. Finance and Resources to Support Improvement.**

6. Key points / summary

6.1 This is the third 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 3 performance. Some of these highlights include:

- 262 adults are now in receipt of Direct Payments, exceeding the target of 224 and showing a steady increase from Q1, contributing towards supporting residents to remain as independent as possible in the community.
- Participation in Mon Actif events remains high with 445,982 people taking part in activities, surpassing the target of 437,943, this contributes to improving people's health and wellbeing.
- 96% of planning applications were determined within time, continuing a positive trend throughout the year.
- All road categories (A, B, and C) are Green against targets, with only 1.5% of A roads, 1.1% of B roads and 5.4% in poor condition.
- The total amount of rent owed by current tenants is now only 2.16% of the total rent collectable for permanent accommodation, an improvement from the 3.35% at the end of Q2, this means we have more resources to improve our housing provision

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

- Social Care and Wellbeing – 08) The percentage of referrals of children that are re-referrals within 12 months;
- 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 Q3 financial position is noted in the report.

9. Appendices

Scorecard Report Q3 2025/26

10. Report author and background papers

Gwyndaf Parry, Strategic Performance and Projects Manager
Alwyn Williams, Corporate Business & Performance Analyst
Council Plan 2023-2028
Scorecard Report Q2 2025/26 (as presented to the committee in November 2025)

Corporate Scorecard 2025/26

Quarter 3 report

Prepared by – Digital, Performance and Modernisation

Publication date: March 2026

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 predominantly cumulative and as such a trend column is available to inform the performance trends from quarter to quarter. However, some Key Performance Indicators represent a snapshot in time at the end of the quarter and are not cumulative. To show this clearly, these specific indicators are now marked with a [Q] in their titles.
- 1.6 The report now includes a direction of travel for each indicator to demonstrate whether the performance is expected to be "higher the better" or "lower the better". Previously this was not in the report; however, the information is now visually represented by a < (lower the better) or a > (higher the better) at the end of the indicator title.

- 1.7 Some changes have been made in this quarter 3 report in comparison to previous reports during the year, mainly to the title and description of the indicators, more detail can be found in Appendix A.
- 1.8 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 (86%) of the indicators with targets monitored during the quarter performed well against targets (Green or Yellow RAG).

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

2.2.1 Social Care & Wellbeing - 08) The percentage of referrals of children that are re-referrals within 12 months – AMBER – 18.60% against a target of 15%.

56 of the 301 referrals received during the period were re-referrals. It is important to note that these referrals are made by partner agencies, and whilst all are reviewed by the service, not all will meet the threshold for further Social Services interventions. A review of the cases that were re-assessed within 12 months has been undertaken. This review concluded that the circumstances leading to re-assessment were not predictable and could not have been foreseen at the time of the original closures. The Council can confirm that all correct processes were followed in these instances. Safeguarding always remains the number one priority for the Council, and its commitment to intervening when necessary to ensure the safety of children.

2.2.2 Housing – 03) The average number of calendar days to re-let units of accommodation (excluding DTLs) – RED - 70 days, Target - 51 days

While the performance remains Red, the trend is positive, improving from 89 days in Q1 and 80 days in Q2 to 70 days in Q3. The cumulative figure is still impacted by the historical process in place before April, where returned properties averaged around 101 days to re-let. Since the implementation of new processes in April, the service has seen steady improvement, with re-let times averaging significantly lower. The service will continue to embed these processes to sustain this positive trend.

2.2.3 Housing – 04) Average number of calendar days taken to deliver Medium Disabled Facilities Grant – Adaptations (£1-10k) – is AMBER - 201 days, Target - 190 days
and

Housing – 05) Average number of calendar days taken to deliver Disabled Facilities Grants – Adaptions worth over £10k – RED – 289 days, Target - 221 days

Performance has been impacted by the decision to put new approvals on hold in November 2024 to manage budget constraints and prevent overspending, which created a knock-on effect. When approvals resumed, an influx of new approvals occurred during May and June 2025 as the budget was managed into the new year. By this time, many successful contractors had moved onto other projects, causing delays in starting contracts.

This is compounded by a limited resource of local contractors available to undertake DFG work, creating an annual pattern that affects the deliverability and management of contractor workloads. Despite a small increase in local contractors, many are not winning DFG tenders, contributing further to delays. Additionally, in three instances, work was delayed at the request of the client or due to matters beyond the service's control.

For context, 20 properties with medium DFGs and 2 properties with large DFGs were completed up to the end of December. There are currently 55 approved schemes in the system for 2025-26.

2.2.4 Economy – 04) Total number of customers with annual mooring contracts – is AMBER – 161, Target – 173

An increase of 10 mooring contracts purchased during Q3 is an improvement on the 1 purchased during Q3 and Q4 2024/25. This moves the performance from Red to Amber for the period.

Demand for moorings continues to decline, driven by a reduction in boat ownership and a growing preference for walk-on marina facilities over the Council's current mooring model. The requirement for lessees to purchase and lay their own equipment makes the Council's offering less competitive compared to nearby marinas in Conwy, Caernarfon, and Pwllheli.

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. Despite the improvement in Q3, the annual target will very likely not be achieved.

2.2.5 Economy - 07) Percentage of high-risk businesses subject to planned inspections that were inspected to ensure compliance with Food Hygiene Legislation – RED – 65%, Target – 90%

95 of the 146 inspections due were carried out up to the end of Q3. This is similar compared to the 64% achieved in Q2 but down on the 85% achieved at the end of Q3 in 2024/25.

Inspections were delayed earlier in the year due to the prioritisation of the new special procedures licensing scheme (e.g. tattooists), which required complex, two-officer assessments. To recover performance, officers will prioritise undertaking all due and overdue programmed food inspections in Quarter 4 by temporarily deprioritising low-risk advisory visits and other non-statutory work.

2.2.6 Climate Change – 02) Percentage of domestic waste reused, recycled or composted – is RED – 65.54%, Target - 70%

The Q3 performance for this indicator was 65.54% against a target of 70%, representing a decline from the 66.1% in Q3 2024/25 and 66.1% in Q3 2023/24.

The recycling rate has been negatively impacted by drier weather earlier in the year, which resulted in significantly less green waste being collected compared to previous years. The Council continues to focus on its long-term strategy of reducing general waste and increasing recycling through community engagement and the work of the Kerbside Intervention team, though these behaviour changes will take time to reflect in the data.

Current data and research show that about 52% of the waste put into black bins on Anglesey could be recycled. Due to the possibility of an annual £350k fine from Welsh Government for not hitting the National Target of 70%, the Council have recently been in consultation with residents on the possibility of -

- changing the trolley box set up to collect paper and cardboard together
- giving households additional containers to store extra recycling
- reducing how much weekly waste is collected by emptying black bins every 4 weeks instead of every 3 weeks.

Responses to the survey will be analysed and recommendations reported to the Executive and Corporate Scrutiny Committees before any changes are made.

2.2.7 Whole Council Health - 12) % of FOI requests responded to within timescale – RED – 79%, Target – 90%

Performance remains below target due to capacity constraints within services to process requests. Work is ongoing to implement a new online system within the CRM to streamline the process and ensure compliance with ICO standards. The Council's current Data Protection Officer (DPO) has reviewed the council's information requests policy and procedures. 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:

- 2.3.1 262 adults are now in receipt of Direct Payments, exceeding the target of 224 and showing a steady increase from Q1.
- 2.3.2 Participation remains high with 445,982 people taking part in activities, surpassing the target of 437,943.
- 2.3.3 96% of planning applications were determined within time, continuing a positive trend throughout the year.
- 2.3.4 All road categories (A, B, and C) are Green against targets, with only 1.5% of A roads, 1.1% of B roads and 5.4% in poor condition.
- 2.3.5 100% of children met their targeted expectations (immersion) in the Welsh Language Unit.
- 2.3.6 The total amount of rent owed by current tenants is now only 2.16% of the total rent collectable for permanent accommodation, an improvement from the 3.35% at the end of Q2.

3. Welsh Language



| | Q1 | Q2 | Q3 | Q3 Target | Q3 RAG | Qtr Trend | Q3 2024/25 | Q3 Comments |
|--|-----|------|------|-----------|--------|-----------|------------|----------------------------------|
| 01) The percentage of jobs advertised by the Council as Welsh level 3 and above [N] [>] | 85% | 88% | 86% | 82% | G | ↓ | 83% | |
| 02) The number of officers receiving Welsh language training [>] | 50 | 64 | 67 | 66 | G | ↓ | 66 | |
| 03) The number of complaints suggesting a failure to comply with the Welsh Language Standards [<] | 0 | 0 | 0 | 6 | G | → | 6 | |
| 04) The number of complaints that were subject to a statutory investigation by the Welsh Language Commissioner [<] | 1 | 1 | 1 | | | → | 0 | |
| 05) The percentage of visits to Welsh language interface of our main website [>] | 9% | 7% | 8% | 9% | Y | ↑ | 8% | |
| 06) The percentage of Welsh language responses to official consultations [>] | - | 5.8% | 6.4% | 8% | Y | ↑ | 9% | |
| 07) The percentage of followers following the Welsh side of the Council's main social media accounts [>] [Q] | 23% | 23% | 23% | 23% | G | → | 23% | 6,233 on Facebook and 4,703 on X |
| 08) The percentage of year 11 pupils studying Welsh [first language] [>] | | | | | | | | |
| 09) Welsh Language Unit - % of children that meet their targeted expectations (immersion) [N] [>] | | | 100% | 95% | G | | | |
| 10) The number of businesses receiving Welsh Language support [N] [>] | | | | | | | | Data available in Q4 |

4. Social Care and Wellbeing



| | Q1 | Q2 | Q3 | Q3 Target | Q3 RAG | Qtr Trend | Q3 2024/25 | Q3 Comments |
|---|---------|---------|---------|-----------|--------|-----------|------------|---|
| 01) Number of adults in receipt of Direct Payments [>] | 256 | 247 | 262 | 224 | G | ↑ | 231 | |
| 02) The percentage of adult protection enquiries completed within statutory timescales [>] | 96.34% | 94.15% | 94.31% | 90% | G | ↑ | 91.51% | |
| 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% | 88.27% | 85% | G | ↑ | 91.17% | |
| 04) Number of older people (aged 65 or over) whom the authority supports in care homes [<] | 295 | 323 | 319 | 335 | G | ↑ | 291 | |
| 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% | 98.70% | 93% | G | ↑ | 96.40% | |
| 06) The average length of time for all children who remain on the Child Protection Register as at end of quarter [<] | 163 | 170 | 181 | 270 | G | ↓ | 129 | |
| 07) Children Re-Registered on the Child Protection Register within 12 Months of previous removal from the register [<] | 3.57% | 1.56% | 5.71% | 15% | G | ↓ | 0 | |
| 08) The percentage of referrals of children that are re-referrals within 12 months [<] | 7.69% | 15.68% | 18.60% | 15% | A | ↓ | 13.04% | 56 of the 301 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% | 90.98% | 90% | G | ↑ | 90.72% | |
| 10) The percentage of Initial Pathway Plans due in the year that took place within timescales [>] | 100% | 100% | 100% | 85% | G | → | 100% | |
| 11) Number of visits to Leisure Centres [>] | 129,096 | 260,023 | 404,982 | 421,943 | Y | ↓ | 396,113 | Slightly behind target partly due to the closure of Holyhead Leisure Centre for essential repairs |
| 12) Number of participations in Môn Actif activities [N] [>] | 146,746 | 296,458 | 445,982 | 437,943 | 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 | Q3 | Q3 Target | Q3 RAG | Qtr Trend | Q3 2024/25 | Q3 Comments |
|--|-------|-------|-------|-----------|--------|-----------|------------|------------------------------------|
| 01) Percentage of pupil attendance in primary schools (termly) [>] | 93.2% | 93.2% | 92.7% | 95% | Y | ↓ | 93.1% | Autumn Term of Academic Year 25/26 |
| 02) Percentage of pupil attendance in secondary schools (termly) [>] | 88.2% | 89.7% | 88.4% | 90% | Y | ↓ | 88.3% | Autumn Term of Academic Year 25/26 |
| 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 | 1 | | | → | 0 | Autumn Term of Academic Year 25/26 |
| 05) Number of children and young people excluded permanently from school [<] | 23 | 2 | 15 | | | ↓ | 13 | Autumn Term of Academic Year 25/26 |
| 06) Number / proportion of schools with a financial recovery plan [<][Q] | 6 | 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 Q4 |
| 10) Number of Nofio Môn level progressions achieved as part of Môn Actif activities [N] [>] | 924 | 1610 | 2286 | 2020 | G | ↑ | | |

6. Housing



| | Q1 | Q2 | Q3 | Q3 Target | Q3 RAG | Qtr Trend | Q3 2024/25 | Q3 Comments |
|--|-------|-------|-------|-----------|--------|-----------|------------|---|
| 01) Landlord Services: Average number of days to complete Responsive Maintenance repairs [<] | 15 | 14 | 15 | 18 | G | ↓ | 15 | |
| 02) Percentage of tenants satisfied with Responsive Maintenance repairs [>] | 84% | 88% | 87% | 85% | G | ↓ | 87% | 1237 of the 1427 returned surveys were satisfied |
| 03) The average number of calendar days to re-let units of accommodation (excluding DTLs) [N] [<] | 89 | 80 | 70 | 51 | R | ↑ | | Continued improvement with the implementation of new policy. For all units since April, the average void time was 57.8 days |
| 04) Average number of calendar days taken to deliver Medium Disabled Facilities Grant - Adaptations (£1k-10k) [<] | 205 | 204 | 201 | 190 | A | ↑ | 190 | 20 DFG applications have been completed totalling 4017 days |
| 05) Average number of calendar days taken to deliver Large Disabled Facilities Grant - Adaptations (>£10k) [<] | 289 | 289 | 289 | 221 | R | → | 229 | No change from Q2 - 2 DFG applications with value above £10k for the year |
| 06) Number of new Council homes developed, and former Council Homes purchased and brought back into Council rented homes. [>] | 4 | 13 | 20 | 22 | Y | ↓ | 50 | |
| 07) The total amount of rent arrears owed by current tenants as a percentage of the total rent collectable for the permanent accommodation [<] [Q] | 3.19% | 3.35% | 2.16% | 3.10% | G | ↑ | 2.91% | |
| 08) Number of empty private properties brought back into use through our Empty Homes interventions [>] | 15 | 32 | 55 | 42 | G | ↑ | 43 | |
| 09) Percentage of households successfully prevented from becoming homeless [>] | 80% | 90% | 95% | 85% | G | ↑ | 95.4% | |
| 10) Number of homelessness applications for assistance (section 62 assessments) [<] [Q] | 117 | 292 | 462 | | | ↑ | 452 | |
| 11) Number of Households currently placed in Emergency and Temporary Accommodation [<] [Q] | 79 | 84 | 73 | | | ↑ | 100 | |

7. Economy



| | Q1 | Q2 | Q3 | Q3 Target | Q3 RAG | Qtr Trend | Q3 2024/25 | Q3 Comments |
|--|---------|---------|---------|-----------|--------|-----------|------------|---|
| 01) % of economic and development / regeneration grant funding received and implemented [>] | 70% | 91% | 109% | | | | 53% | |
| 02) Expenditure (capital and revenue) on large infrastructure, economic development and regeneration projects (£) [N] [>] | £1.653m | £4.410m | £7.971m | | | | | |
| 03) Percentage of council business units and commercial space let [N] [>][Q] | 95% | 98% | 98% | 90% | G | → | | |
| 04) Total number of customers with annual mooring contract [>] | 100 | 151 | 161 | 173 | A | ↑ | 191 | 10 mooring contracts agreed in Q3 compared to 1 in 2024/25 |
| 05) Percentage of all planning applications determined in time [>] | 94% | 95% | 96% | 90% | G | ↑ | 98% | |
| 06) Percentage of planning enforcement cases investigated within 84 days [>] | 87% | 79% | 81% | 80% | G | ↑ | 92% | |
| 07) Percentage of high-risk businesses subject to planned inspections that were inspected to ensure compliance with Food Hygiene Legislation [>] | 85% | 64% | 65% | 90% | R | ↑ | 85% | Officers will prioritise undertaking all due and overdue programmed food inspections in Quarter 4 by temporarily deprioritising low risk advisory visits and other non-statutory work. Inspections have been allocated to officers with progress being monitored. |
| 08) Percentage of food establishments that meet food hygiene standards [>] | 99% | 99% | 99% | 95% | G | → | 99% | |
| 09) Number of people supported to become prepared for work, through SPF interventions [N] [>] | 162 | 320 | 638 | | | ↑ | | |

8. Climate Change



| | Q1 | Q2 | Q3 | Q3 Target | Q3 RAG | Qtr Trend | Q3 2024/25 | Q3 Comments |
|---|--------|---------|---------|-----------|--------|-----------|------------|--|
| 01) Total carbon emissions from council buildings (tCO2e) [<] | | | | | | | | |
| 02) Percentage of domestic waste reused, recycled, or composted [>] | 66.41% | 66.36% | 65.54% | 70% | R | ↓ | 66.1% | Consultation with residents on the future of waste collections on the island |
| 03) Percentage of waste reused, recycled, or composted from Council buildings [>] | 46% | 44.4% | 44.1% | | | ↓ | 48% | |
| 04) Percentage of streets that are clean [>] | 100% | 100% | 99.80% | 96% | G | ↓ | 98% | |
| 05) Average number of working days taken to clear fly-tipping incidents [<] | 0.01 | 0.03 | 0.03 | 1 | G | → | 0.09 | |
| 06) Percentage of A roads in poor condition (annual) [<] | | | 1.5% | 1.8% | G | ↑ | 1.8% | |
| 07) Percentage of B roads in poor condition (annual) [<] | | | 1.1% | 1.6% | G | ↑ | 1.6% | |
| 08) Percentage of C roads in poor condition (annual) [<] | | | 5.4% | 7.3% | G | ↑ | 7.3% | |
| 09) Total carbon emissions from council fleet (tCO2e inc WTT) [<] | 156.5 | 311.02 | 469.63 | 451 | Y | ↓ | 451 | |
| 10) Number of schools participating in accredited climate change programmes [N] [>] | | | | | | | | Data available in Q4 |
| 11) Number of low carbon heating systems installed in Council buildings [N] [>] [Q] | | 11 | 16 | | | | | 16 installations completed with a further 18 planned |
| 12) Use of public EV charging points operated by the Council (kwh) [N] [>] | 76,786 | 149,427 | 189,617 | | | ↓ | | This is the equivalent of driving from South Stack, Holyhead to the Menai Suspension Bridge and back 14700 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 | | | £192,179,000 | -0.42% |
| 02) Forecasted end of year outturn (Capital) [>] | | ↓ | £42,074,000 | | | £33,089,000 | -21.36% |
| 03) Income v Targets (excluding grants) [>] | G | ↓ | -£12,238,709 | -£ 14,427,347 | 17.88% | | |
| 04) Forecasted general balances at end of year [>] | | ↑ | | | | -£17,572,000 | |
| 05) Cost of borrowing - % of budgeted revenue expenditure [<] | G | → | 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 | ↑ | | 97.4% | | | |
| 08) % of Sundry Debtors collected (for last 3 years) [>] | Y | ↑ | | 91.8% | | | |

| | Q1 | Q2 | Q3 | Q3 Target | Q3 RAG | Qtr Trend | Q3 Comments |
|--|------|------|------|-----------|--------|-----------|--|
| 09) Total number of stage 2 complaints upheld / partially upheld [<] | 1 | 3 | 13 | 10 | Y | ↓ | 2 Social Services, 11 Corporate - New CRM process in place leading to an improved monitoring of complaints |
| 10) Total % of written responses to stage 2 complaints within 20 days (Corporate) [>] | 100% | 87% | 78% | 80% | Y | ↓ | |
| 11) Total % of written responses to complaints within 15 days (Social Services) [>] | 80% | 80% | 82% | 80% | G | ↑ | |
| 12) % of FOI requests responded to within timescale [>] | 74% | 76% | 79% | 90% | R | ↑ | A slight improvement during Q3, however still short of the target |
| 13) Proportion of queries dealt with and closed by Cyswllt Môn (not forwarded to Services) [>] | 32% | 35% | 35% | | | → | |
| 14) Number of staff authority wide staff, including teachers and school based staff (FTE) | 2376 | 2380 | 2380 | | | → | |
| 15) Sickness absence - average working days/shifts lost [<] | 1.93 | 3.93 | 6.58 | 6.83 | G | ↓ | |
| 16) Short Term sickness - average working days/shifts lost per FTE | 0.92 | 1.73 | 2.46 | | | ↑ | |
| 17) Long Term sickness - average working days/shifts lost per FTE | 1.01 | 2.2 | 4.02 | | | ↓ | |
| 18) Local Authority employees leaving (%) (Turnover) [<] | | | | | | | |
| 19) % of posts advertised and filled during first round of advertising [>] | 78% | 73% | 69% | 70% | Y | ↓ | |

10. Conclusion and Recommendations

- 10.1 The performance of 85% of the performance indicators performing above target or within 5% tolerance of their targets for the quarter is positive.
- 10.2 It demonstrates that services are operating in line with the values and general principles of the Council.
- 10.3 **Recommendation – that the Leadership Team manage, investigate and secure improvements into the future for the following KPIs:**
 - 10.3.1 Social Care and Wellbeing – 08) The percentage of referrals of children that are re-referrals within 12 months;
 - 10.3.2 Housing – 03) The average number of calendar days to re-let units of accommodation (excluding DTLs);
 - 10.3.3 Housing – 04) Average number of calendar days taken to deliver Medium Disabled Facilities Grant – Adaptations (£1-10k)
 - 10.3.4 Housing – 05) Average number of calendar days taken to deliver Disabled Facilities Grants – Adaptions worth over £10k
 - 10.3.5 Economy – 04) Total number of customers with annual mooring contracts
 - 10.3.6 Economy - 07) Percentage of high-risk businesses subject to planned inspections that were inspected to ensure compliance with Food Hygiene Legislation
 - 10.3.7 Climate Change – 02) Percentage of domestic waste reused, recycled or composted
 - 10.3.8 Whole Council Health - 12) % of FOI requests responded to within timescale

11. Appendix A – Quality Assurance Amendments

11.1 Following a Quality Assurance (QA) process, three Key Performance Indicator (KPI) titles have been amended during this quarter to better reflect how their performance is calculated. Previously, these titles referenced the number of 'people' or 'children', which suggested the measurement of distinct individuals. As an individual may be counted numerous times within these calculations (for example, multiple participations, interventions, or class progressions), the titles have been updated to provide greater clarity. It should be noted that while the titles have changed, the underlying data and calculations remain the same. The amended indicators are:

11.1.1 Social Care and Wellbeing – 12) Previously "Number of people participated in Môn Actif activities" is now "Number of participations in Môn Actif activities".

11.1.2 Education – 10) Previously "Number of children that have progressed up, or completed, the Nofio Môn Programme as part of Môn Actif activities" is now "Number of Nofio Môn level progressions achieved as part of Môn Actif activities".

11.1.3 Economy – 09) Previously "Number of people supported to become prepared for work, through SPF interventions" is now "Total SPF Interventions Delivered to Support Work Readiness".

11.2 Additionally, following the QA process, the Quarter 2 results for three indicators have been amended in this report to accurately show the cumulative figures. These indicators are all from the Economy section:

11.2.1 Economy - 01) % of economic and development / regeneration grant funding received and implemented

11.2.2 Economy - 02) Expenditure (capital and revenue) on large infrastructure, economic development and regeneration projects (£)

11.2.3 Economy - 09) Number of people supported to become prepared for work, through SPF interventions (now titled "Total SPF Interventions Delivered to Support Work Readiness")

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Isle of Anglesey County Council Scrutiny Report

| | |
|------------------------|--|
| Committee: | Corporate Scrutiny Committee |
| Date: | 18th March 2026 |
| Subject: | Housing Revenue Account Business Plan 2026-2056 |
| Scrutiny Chair: | Cllr. Jeff Evans |

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

| Portfolio Holder | Role |
|-------------------------------------|------------------------------|
| Councillor Carwyn E Jones | Portfolio holder for Housing |
| Service Officer (Supporting) | Role |
| Ned Michael | Head of Housing Services |

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

The Scrutiny Committee is being asked to consider the Housing Revenue Account (HRA) Business Plan to provide assurance, challenge, and oversight before it progresses for Executive approval. Scrutiny’s role is to:

- **Test the robustness of the plan** – ensuring the financial assumptions, investment priorities, and delivery proposals are realistic, evidence-based, and affordable.
- **Provide democratic accountability** – offering independent challenge on how the plan supports tenants, maintains and improves the housing stock, and aligns with corporate priorities.
- **Check compliance and risk management** – confirming that the plan meets Welsh Government requirements, appropriately manages long-term risks, and protects the viability of the HRA.
- **Strengthen decision-making** – enabling Members to identify any issues that may need to be addressed before the plan is formally considered by the Executive.

3. Role of the Scrutiny Committee and recommendations

- For assurance
 For recommendation to the Executive
 For information

Recommendation(s): The Housing Revenue Business Plan 2026-2056 for the Executive’s approval.

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

Approving the Housing Revenue Account (HRA) Business Plan 2026–2056 supports the delivery of the Council's Plan by contributing directly to several of its strategic objectives:

- **Create sustainable, safe, and affordable homes for local people**
The Business Plan outlines long-term investment to maintain and improve the Council's housing stock, deliver new council homes, and ensure that properties are energy-efficient, secure, and meet the needs of Anglesey residents.
- **Promote resilient, healthy, and thriving communities**
By addressing issues such as damp, mould, fuel poverty and estate-based improvements, the plan enhances residents' wellbeing and supports stable, vibrant communities across the Island.
- **Support the Island's economy and local employment**
Investment in repairs, maintenance, retrofitting and new developments helps sustain local contractors, creates training and apprenticeship opportunities, and supports the wider local supply chain.
- **Tackle the climate and nature emergency**
The Business Plan aligns with the Council's decarbonisation goals, including delivery of the Optimised Retrofit Programme, Targeted Energy Pathways, and long-term action to reduce carbon emissions from the housing stock.
- **Ensure a financially sustainable Council**
A clear, affordable, and compliant 30-year plan provides assurance that the HRA remains viable, enabling the Council to continue meeting its statutory housing responsibilities and invest in homes for future generations.

5. Key scrutiny themes

Key themes the Scrutiny Committee should concentrate on:

1. The Business Plan's contribution to the Council's strategic priorities.
2. Affordability and financial sustainability of the Business Plan.
3. Maintaining and achieving the Welsh Housing Quality Standard 2023.

6. Key points / summary

In line with the Welsh Government's requirement, we are required to submit our application for our Major Repairs Allowance, together with the Housing Revenue Account (HRA) 30 Year Business Plan, by 31 March to secure our Major Repairs Allowance of approximately £2.7m for 2026-27.

As a local authority that has retained its housing stock and is now developing new homes ourselves, we face significant financial challenges for the future if we are to realise the Welsh Government's

vision of building new homes, deliver WHQS 2023, decarbonise our existing housing stock, keep rent levels as low as possible for our tenants, and continue to maintain a long-term viable Business Plan

1.0 Background

1.1 This Report and Business Plan has been prepared in conjunction with Officers from the Housing and Finance Services. The Business Plan forms the primary tool for financial planning of the delivery and management of the Council's housing stock.

In particular, the Business Plan demonstrates:-

- how the Council ensures its stock complies with the Welsh Housing Quality Standard (WHQS) – there remains to be some properties that are classified as 'acceptable fails';
- the investment required to fund its programme for developing new social housing.

1.2 Through its Housing Revenue Account, the council manages and owns 4095 properties and 581 garages across the Island. During the period of this Business Plan our housing stock will grow by more than 25%, to more than 5000 properties, to meet the increasing demand for local housing. We currently have more than 950 people on the waiting list for Social Housing, including 72 households in temporary accommodation on the Island.

1.3 The HRA Business Plan (Appendix 1) contributes towards the fundamental themes within the Council's Corporate Plan. The main contribution is towards ensuring that everyone has the right to call somewhere home, Social Care and Wellbeing as well as Economic Development.

1.4 The HRA continues to be ring-fenced for the Council's Landlord functions which relate to the Council's housing stock. The ring-fencing of the account means that the Council may not subsidise council housing from the general fund.

2.0 The Welsh Housing Quality Standard (WHQS)

2.1 We remain fully committed to meeting the WHQS and continue to work towards ensuring that our stock meet specific criteria related to health, safety and comfort, including requirements for heating, insulation, ventilation and access to basic amenities.

The Welsh Housing Quality Standard states that all households should have the opportunity to live in good quality homes that are:

- In a good state of repair.
- Safe and secure.
- Adequately heated, fuel efficient and well insulated.
- Have modern kitchens and bathrooms.
- Well managed.
- Located in attractive and safe environments.
- As far as possible suit the specific requirements of the household, (e.g. specific disabilities).

3.0 Capital Programme 2026-2027

3.1 The Business Plan includes a capital programme worth approximately £16m. This includes a provision for external work, work associated with fire risks, asbestos, adaptations for disabled people and energy efficiency work. The budget also allows for complying with the WHQS by targeting acceptable fails and environmental standards.

3.2 Energy and Decarbonisation

We will continue with this programme during 2026/27 and £4m has been allocated in the budget to install 550 solar panels with battery storage, making a positive contribution towards energy efficiency and carbon reduction targets and reducing the costs faced by our tenants.

We will undertake an investment appraisal and planning exercise to appraise our energy performance, carbon reduction targets and compliance with the Energy Pathway in preparation for the expectations of the WHQS.

3.3 A provision of £7.3m has been included in the budget for responsive repairs, cyclical and planned maintenances.

3.4 Also, a sum of £15.5m, £14m for the Extra Care Housing in Menai Bridge and £1.5m has been included in the 2026-27 budget for developing new council housing and buying back former council houses on Anglesey. The Business Plan assumes a development programme of 22 units and for refurbishment work on approximately 15 units on the former Council houses in 2026-27 and throughout the period of the Business Plan.

4.0 Financial Model and Assumptions

4.1 A 30 year financial model is required to support the HRA Business Plan which is submitted to Welsh Government.

4.2 We receive MRA towards undertaking relevant work measures and complying with WHQS. In addition, we will continue to take advantage of any opportunity to apply for funds from the Optimised Retrofit Programme.

4.3 Key Assumptions

- Rent Increase of 4.3% in 2026/27
- Inflation at 2%
- Pay and Central Costs increasing by 4% during 2026/27
- Maintenance Cost Inflation at 3%
- Development of 45 New Homes per year throughout the Plan period, in addition to the Porthaethwy Extra Care Housing Scheme
- Loan Interest Rates at 5.2%

7. Impact assessments

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

The decision is not expected to have negative impacts on protected groups. Instead, it is likely to have a positive effect by improving access to safe, suitable and affordable housing for groups who may be disproportionately affected by poor housing conditions, such as older people, disabled residents, and families with young children. All investment and policy decisions associated with the plan will continue to be assessed to ensure they promote equality, remove barriers, and support inclusive, accessible housing provision.

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

This decision supports people experiencing socio-economic disadvantage by protecting the supply of affordable housing, keeping rent levels as low as possible within national policy, and investing in energy efficiency to reduce fuel poverty. Improved housing conditions help reduce financial strain, support better health outcomes, and provide greater stability for households on low incomes. The long-term planning approach also helps prevent homelessness and housing insecurity, which disproportionately affect economically disadvantaged groups.

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

The decision is expected to support the Welsh language by contributing to stable, sustainable communities where the language can thrive. Investment in local housing helps retain residents, particularly younger households on the Island, helping maintain the linguistic balance of communities. The Council will continue to ensure that services, communication and engagement opportunities relating to the plan are available in Welsh and English equally, in line with the Welsh Language Standards and the goal of promoting the use of Welsh in daily life.

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

Positive / Neutral / Negative and how

The Housing Revenue Account (HRA) Business Plan is expected to have a **positive impact** on the Council's Net Zero Carbon target. The key reasons are:

Positive impacts

- **Investment in energy-efficiency improvements**
Continued delivery of the Optimised Retrofit Programme (ORP) and Targeted Energy

Pathways (TEPs) will reduce carbon emissions from existing council homes by improving insulation, heating systems, and overall building performance.

- **Decarbonisation of the housing stock**

The Business Plan prioritises fabric improvements and low-carbon technologies that directly contribute to lowering the carbon footprint of the social housing portfolio.

- **Construction of energy-efficient new homes**

New council homes will be built to modern, low-carbon or zero-carbon standards, improving long-term performance and supporting the Council's wider decarbonisation objectives.

- **Reduced reliance on fossil fuels**

Replacement of ageing or inefficient heating systems with low-carbon alternatives helps transition the Council's housing stock towards cleaner energy use.

8. Financial implications

The HRA is ring-fenced and is separate to the Council's Budget.

9. Appendices

Housing Revenue Account Business Plan 2026-2056

10. Report author and background papers

Darren Gerrard – Housing Services Business Manager



Ynys Môn

THE ISLE OF

Anglesey

Housing Revenue Account 2026-2056 Business Plan



Mae'r ddogfen yma hefyd ar gael yn y Gymraeg

This document is also available in Welsh



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YNYS MÔN
ISLE OF ANGLESEY
COUNTY COUNCIL

www.anglesey.gov.wales

FOREWORD



Ned Michael – Head of Housing Services



Councillor Carwyn E Jones – Housing Portfolio Holder

We are pleased to present the Housing Revenue Business Plan, which sets out our long-term strategy for managing, maintaining and investing in our housing stock over the next 30 years. This plan ensures the Housing Service remains financially sustainable while continuing to provide safe, high-quality and affordable homes for our tenants, both now and in the future, and meeting all statutory, regulatory and policy obligations.

The business plan confirms that the HRA is viable and capable of funding essential services, ongoing repairs and maintenance, major capital investment and debt commitments. It reflects our commitment to maintain homes to the required standards, meeting building safety and compliance duties and progressing wider priorities such as decarbonisation and new housing development.

Nevertheless, as a local authority that has continued to maintain its housing stock and is now developing new homes of our own, we face significant financial challenges in the future if we want to realise the Welsh Government's vision of building new homes, achieving WHQS 2023, decarbonising our existing housing stock, keeping rent levels as low as possible for our tenants, and continuing to have a viable long-term Business Plan.

Vision - "Ensuring that everyone has the right to call somewhere home"

The housing strategy aims to ensure that people across the Island have secure, affordable and appropriate housing and are supported to contribute to and thrive within their communities.

OVERVIEW OF THE HOUSING SERVICE

The Housing Service/Tai Mon employs 154 members of staff and have a revenue budget of £24.5M and capital budget of £31.572M. Funding for the HRA is mainly from Social Housing Grant, Rent & Service Charges Income, Major Repairs Allowance, and other grants from Welsh Government.

The Housing Service consists of the following teams :-

Income Team
Repairs & Maintenance Team
Planned and Capital Investment Team
Compliance Team
Tenant Participation Team
Housing Development Team
Housing Options Team
Financial Inclusion Team
Estate Management Team
Business Support Team

Our service vision is *“Ensuring that everyone has the right to call somewhere home”*

Council Plan 2023-2028

The Council Plan’s vision is to:

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

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- 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 Isle of Anglesey County Council Housing Services should be focusing its efforts on.

Our six strategic objectives



The Welsh Language

Increasing 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 a net zero organisation by 2030.

Values

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

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As a key department within Isle of Anglesey County Council, Housing Services adhere to these values throughout all of our interactions with tenants & customers.

Values



Respect

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



Collaborate

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



Honesty

We are committed to high standards of conduct and integrity.



Champion the Council and the Island

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

Strategic circle

- The strategic circle identifies the plans in place to ensure we can achieve our priorities and objectives.
- This Housing Revenue Account Strategic Business plan is aligned with the Council's Plan and contributes to the achievement of the strategic objectives and vision.
- **Delivering the strategic priority, together with key priority areas, sets a clear and ambitious mandate.**

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We want to ensure that we:

Make best use of existing housing stock and improving homes and communities (Theme 2 of the Council's [Housing Strategy 2022-27](#))

Support to promote housing independence (Theme 4 of the Council's [Housing Strategy 2022-27](#))

- Achieve WHQS2023 and our Strategic Tenants Participation Plan



Corporate Governance

Corporate Governance is the system by which local authorities direct and control their functions and relate to their communities. It is founded on the basic principles of openness and inclusivity, integrity and accountability together with the overarching concept of leadership. It is an inter-related system that brings together the underlying set of legislative requirements, governance principles and management processes.

The Council sees Corporate Governance as doing the right things, in the right way, for the right people in a timely, inclusive, open, honest and accountable manner. It comprises the systems and processes, and also the culture and values, by which the Council is directed and controlled and how it accounts to and engages with its citizens.

Code of Corporate Governance

To demonstrate good governance, the Council must show that it is complying with the core (and supporting) principles contained within the Framework for Delivering Good Governance in Local Government (CIPFA / Solace, 2016). The established principles are:

Principle A - Ensuring openness and comprehensive stakeholder engagement

Principle B - Defining outcomes in terms of sustainable economic, social, and environmental benefits

Principle C - Determining the interventions necessary to optimise the achievement of the intended outcomes

Principle D - Developing the entity's capacity, including the capability of its leadership and the individuals within it

Principle E - Managing risks and performance through robust internal control and strong public financial management

Principle F - Implementing good practices in transparency, reporting, and audit to deliver effective accountability

LOCAL HOUSING MARKET ASSESSMENT 2023 - 2028

The Local Housing Market Assessment provides Anglesey with a clear, evidence-based understanding of the Island’s current and future housing needs. It identifies how many homes are required, the types and tenures needed, and the level of affordability necessary to support local residents and the workforce. For Anglesey’s business plan, the LHMA is a critical tool: it helps the council align housing provision with economic growth ambitions, ensure that key sectors can attract and retain employees, and support sustainable communities across the Island. Using reliable local data, the LHMA helps Anglesey make informed long-term decisions and direct investment where it is most needed across the island.

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The Local Housing Market Assessment identifies a higher demand for one-bedroom properties across the Island, with particularly strong need in more populated areas such as Holyhead, Llangefni, and Amlwch.

| | 1 Bed | 2 Bed | 3 Bed | 4 Bed | Total |
|---|-------|-------|-------|-------|------------|
| Social Housing Register Waiting List | 449 | 227 | 85 | 52 | 813 |
| LHMA Estimated Demand | 65 | 3 | 0 | 5 | 73 |

CURRENT HOUSING STOCK

Our housing portfolio comprises a diverse mix of properties that reflect the needs of our communities. The stock includes a combination of houses, bungalows, flats and bedsits. We continue to manage a range of property types including general needs, sheltered and older people accommodation. Demand for affordable housing remains high and our existing stock plays a critical role in meeting housing need.

The business plan sets out a strategic approach to maintaining, improving and modernising our homes so they remain safe, compliant, energy efficient and fit for future generations.

| Property Type | 1 Bed | 2 Bed | 3 Bed | 4 Bed | 5+Bed | Total |
|---------------|------------|-------------|-------------|-----------|-----------|-------------|
| Bedsit | 8 | 0 | 0 | 0 | 0 | 8 |
| Flat | 347 | 421 | 17 | 1 | 0 | 786 |
| Bungalow | 404 | 646 | 16 | 2 | 0 | 1068 |
| House | 6 | 393 | 1663 | 79 | 16 | 2157 |
| Total | 765 | 1460 | 1696 | 82 | 16 | 4019 |

HRA ASSET MANAGEMENT STRATEGIC PLAN

Our Asset Management Strategic Plan sets out a clear long-term approach for maintaining, investing and modernising our housing stock so it remains safe, sustainable and fit for purpose. The plan provides a structured framework for prioritising resources, addressing building condition issues and ensuring compliance with all statutory and regulatory requirements. It focuses on three core objectives:-

Protecting the quality and safety of our homes – through planned maintenance, robust compliance management and timely investment in essential components.

Improving energy efficiency and supporting decarbonisation – reducing carbon emissions while tackling fuel poverty and enhancing quality of life by ensuring a warm, comfortable and secure living environment.

Maximising the value and performance of our assets – by using data-driven decision making, lifecycle planning and targeted investment to ensure homes remain viable and sustainable in the long term.

INCOME MANAGEMENT

Why is this important?

- **Funding for Housing Services** - The HRA income is crucial for the financial health and sustainability of local housing programs and ensures the housing services such as repairs & maintenance, housing management can be delivered effectively. The income generated ensures that essential services can be sustained without relying on general funds or taxpayers.
- **Investment in New Housing** – surplus income can be reinvested into building new housing or enhancing the housing stock, supporting the local community and addressing housing demand by providing affordable homes to communities.
- **Self-Financing** - the HRA is a self-financing model meaning it generates enough income to cover its costs without relying on external funding.

What are we going to do?

- Provide proactive support to tenants experiencing financial difficulties in order to maximise rental income. This will include early intervention discussions around downsizing options, facilitating access to financial assistance through our Rent Support Scheme, and making referrals for Discretionary Assistance Fund (DAF) and Discretionary Housing Payments (DHP).
- Continually promote and achieve sustainable tenancies through robust pre-tenancy affordability assessments and due diligence.
- Maximise income opportunities by actively pursuing and securing available grant funding.
- Reduce void turnaround times to maximise rental income and ensure the efficient use of housing stock.
- Enhance tenant retention and overall satisfaction through effective tenancy management and engagement.
- Reduce maintenance and operational costs through improved efficiency and preventative approaches.

How are we going to do this?

- Continue to utilise a patch-based specialist Housing Management Officer model to provide targeted support to all tenants in arrears, ensuring consistent case management and early intervention.
- Promote financial resilience by encouraging tenants to explore available options, including referrals to Financial Inclusion and Welfare Rights services.
- Increase available housing options by expanding stock where possible, creating greater opportunities for affordable accommodation, including downsizing solutions.
- Ensure all eligible grant funding is identified, applied for, and claimed within the relevant financial year.
- Strengthen performance management with an increased focus on reducing void properties and minimising re-let times.
- Review workforce efficiency to maximise productivity, improve service delivery, and reduce operational costs.

INCREASING THE NUMBER OF AFFORDABLE QUALITY HOMES

Why is this important?

- Providing affordable homes is essential to low income families who may struggle in the current open market climate. Providing economic growth and contribute to job creation. Can be crucial in addressing homelessness by making homes accessible to those who are at risk of becoming homeless.
- Improving living conditions and quality of life where new developments can lead to creation of modern, energy efficient and safer living environment.

What are we going to do?

- Development of 14 new properties in Llangefni.
- Development of 8 new properties in Llanerchymedd.
- Continue the acquisition of additional former Council properties through buy-back opportunities utilising TACP funding.
- To start construction work of the Extra Care Housing scheme in Menai Bridge.

How are we going to do this?

- Maximise the use of Welsh Government social housing funding.
- Continue to work with our RSL partners to increase the number Ynys Môn social housing homes.
- Work proactively with our Internal Homelessness Team to identify and prioritise suitable properties that will help alleviate homelessness, ensuring timely allocation and effective use of available housing stock.
- Identify, prioritise and manage suitable properties for the Welsh Government's Leasing Scheme Wales, making full use of the capital funding available for the coming financial year, ensuring timely allocation and effective use of available housing stock.
- Promote and utilise landlord incentives, including rent guarantees, rent in advance, and deposit schemes to expand access to quality accommodation in the private rented sector.

WELSH HOUSING QUALITY STANDARDS 2023

Why is this important?

- WHQS is important as it sets the minimum standards for social housing in Wales, ensuring that homes are safe, sustainable, and provide a good quality of life for tenants.
- It is a statutory requirement for all Welsh Registered Social Landlords to achieve the WHQS by 31st March 2034.
- Aimed to improve the quality of Social Housing on Anglesey and to lead the way on the decarbonisation of the Welsh Social Housing Stock.

What are we going to do?

- Ensure our stock meet specific criteria related to health, safety and comfort, including requirements for heating, insulation, ventilation and access to basic amenities.
- Focus on improving energy efficiency by helping to reduce fuel poverty supporting efforts to combat climate change.
- Have clear Targeted Energy Pathways (TEP's) in place for all of our housing stock by 31st March 2027.
- Achieve net zero in accordance with time frames set by TEP's.

How are we going to do this?

- Through our tenants and workforce
- By upskilling Technical Housing staff with the Net zero ambition
- HRA Capital Investment
- Welsh Government Major Repairs Allowance and Optimised Retrofit Programme Investment.
- Use of Local suppliers & contractors.
- Fully utilise any capital grants available to support the implementation.

MAINTENANCE CAPITAL PROGRAMME 2026/27

Why is this important?

- It involves the planning, funding, and delivery of long term investments in our assets.
- Capital programmes stimulate economic activity by investing in projects that create jobs and support local businesses.
- Meeting regulatory requirements such as health & safety standards, environmental guidelines and accessibility requirements.

What are we going to do?

- Allocate financial resources for the development, maintenance and improvement of our stock.
- Carry out long-term investments to enhance the quality, affordability and sustainability of the housing stock.
- Ensure compliance with standards.
- Ensure our existing stock are maintained, modernised and upgraded.
- Fully utilise the finance available.

How are we going to do this?

- Invest £16M in our stock by :-
- Spending £6.3M on internal WHQS works & asbestos.
- Spending £3.4M on traditional Planned Maintenance programmes.
- Spending £500k on Fire Risk management.
- Spending £500k on Central Heating works.
- Spending £500k on Environmental works.
- Spending £4M on Energy Performance works.
- Spending £500k on Public Sector Adaptations.
- Spending £363k on fleet renewal.

DECARBONISATION

Why is this important?

- Reduce the amount of CO2 and other greenhouse gases.
- Helps to mitigate climate change.
- Improving public health.
- Economic opportunities.
- Securing a sustainable future.

What are we going to do?

- Prepare a Target Energy Pathway for the council's housing stock detailing how the affordable heating and decarbonisation standards will be met.
- Continue with the 5 year programme for the delivery of renewable energy and decarbonisation measures involving the installation of Solar PV and battery storage systems across the housing stock wherever practical.
- Help households save on energy bills and reduce carbon emissions by improving their energy efficiency.

How are we going to do this?

- Fully utilise the Optimised Retrofit Grant to support our decarbonisation goals.
- Use the Stock Condition Survey to undertake a comprehensive review of gathered data to evaluate energy efficiency, carbon reduction targets and Energy Pathway compliance.
- Build new 22 homes to high energy standards.
- Support tenants to reduce energy use.
- We will monitor and report upon our Carbon Footprint annually.

TENANT PARTICIPATION

Why is this important?

- Improves quality of housing.
- Creates stronger communities.
- Provides improved decision making.
- Provides increased satisfaction.
- Better accountability.
- Shaping policies that are more responsive to real life needs.
- Promotes inclusivity and diversity.
- Improves relationship between tenants and landlords.

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What are we going to do?

- Encourage tenants to work in partnership with Housing Services to influence decisions and improve services.
- Ensure effective engagement and information on matters relating to Housing Services.
- Empower our Tenants to influence and shape our services.
- Ensure Tenants have the capacity and confidence to participate.
- Provide Tenants with the opportunity to discuss issues and provide input at a strategic level.

How are we going to do this?

- We will work to embed Tenant participation across housing services.
- Multi-Channel Communication via a mix of digital apps, SMS alerts, traditional newsletters and localised “pop up” stands in communal areas.
- Focus engagement on specific and targeted estates, streets or types of properties rather than the whole Island as one.
- A 12-month Action Plan will be co-developed and monitored quarterly by the Tenant Participation monitoring group.
- Membership will also be monitored to ensure equal representation from staff and Tenants so that we can successfully work in partnership to improve services in line with Tenants needs.

TENANCY SUPPORT

Why is this important?

- To help tenants sustain their tenancy.
- Improves well-being of our tenants.
- Provides financial stability.
- Conflict resolution.
- Strengthens communities.
- Maximise income.
- Homeless Prevention

What are we going to do?

- Promote financial and digital inclusion initiatives to empower tenants to manage their finances effectively.
- Offer holistic, person-centred support.
- Build strong partnerships.
- Investigate and address complaints of nuisance and anti-social behaviour to resolve disputes at an early stage to prevent escalation.
- Maximising income, improving budgeting and IT skills of vulnerable households to help them to manage and generally improve their life outcomes and sustain their housing.
- Support to achieve local housing need.

How are we going to do this?

- Ensure effective partnership working by building strong relationships and clear communication.
- Train staff to have safeguarding knowledge, mental health awareness and becoming trauma informed practice.
- To provide information, advice and support to clients with a strong focus on increasing the financial and digital capability.
- Work closely with the relevant support agencies to develop individual support plans to assist individuals to sustain tenancies.

PERFORMANCE MANAGEMENT

Why is this important?

- Helps to align our goals.
- Maximise efficiency & improve productivity.
- Provide continuous improvement.
- To set clear expectations.
- Ensure staff motivation & engagement.
- Improves communication.
- Accountability.

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What are we going to do?

- Set clear, measurable standards.
- Have robust data and reporting system.
- Ensure strong governance and accountability.
- Identify training needs.
- Invest in staff capability by identifying skills gap.
- Use continuous improvement approaches.

How are we going to do this?

- Ensure Housing KPI's are shared with all Housing staff.
- Closely monitor performance indicators to identify trends and target areas.
- Produce monthly/quarterly performance dashboards.
- Conduct service reviews to identify process improvements.
- Embed tenant involvement through satisfaction surveys, tenant panels to co-design service improvements.

RISK MANAGEMENT

Why is this important?

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- Protecting tenant/resident safety.
- Ensuring legal and regulatory compliance.
- Protecting financial sustainability.
- Improving service quality and performance.
- Supporting strategic decision making.
- Protecting reputation and public confidence.

What are we going to do?

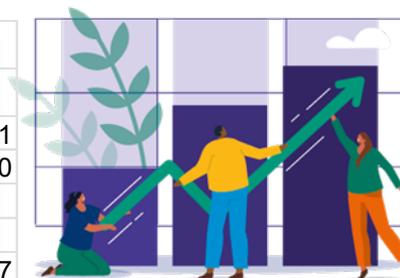
- Maintain and monitor our Risk Register.
- Strengthen compliance and safety management.
- Improve data quality and asset intelligence.
- Invest in planned maintenance.
- Support tenants to sustain their tenancies.
- Build staff skills and capacity.
- Plan for emergencies and business continuity.

How are we going to do this?

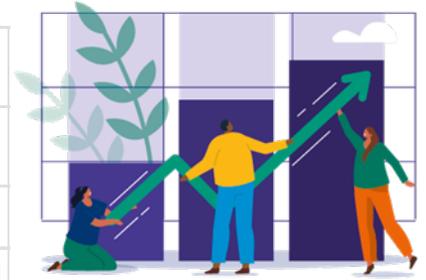
- Robust programmes for gas, electrical, fire, asbestos and water safety.
- Maintaining accurate stock condition data.
- Early intervention for rent arrears, ASB or safeguarding concerns.
- Maintain up to date business continuity plan.
- Embed continuous improvement within the department.

Cyngor Sir Ynys Môn/Isle of Anglesey County Council Cynllun Ariannol 5 Mlynedd/5 Year HRA Financial Plan

| | 2026.27 | 2027.28 | 2028.29 | 2029.30 | 2030.31 |
|--|--------------|---------------|---------------|---------------|---------------|
| | £000 | £000 | £000 | £000 | £000 |
| CYFRIF INCWM A GWARIANT | | | | | |
| INCOME AND EXPENDITURE ACCOUNT | | | | | |
| Incwm/Income | | | | | |
| Rhenti Eiddo/Dwelling Rents | 24,775 | 25,802 | 27,015 | 28,278 | 29,437 |
| Foidiau/Voids | -372 | -387 | -405 | -424 | -442 |
| Rhenti Net/Net Rents | 24,403 | 25,415 | 26,610 | 27,854 | 28,995 |
| Rhenti Di-Annedd/Non Dwelling Rents | 307 | 319 | 503 | 521 | 540 |
| Taliadau am wasanaethau a chyfleusterau (net arôl foid)/Charges for services and facilities (net of voids) | 284 | 295 | 307 | 319 | 332 |
| Cyfraniad at wariant/Contribution towards expenditure | 172 | 177 | 182 | 188 | 194 |
| Incwm Eraill/Other Income | 116 | 116 | 116 | 116 | 116 |
| Gwariant/Expenditure | | | | | |
| Cynnal a Chadw/Repairs and maintenance | -7,463 | -7,756 | -8,095 | -8,447 | -8,775 |
| Goruchwyliaeth a Rheoli/Supervision and management | -7,821 | -8,069 | -8,326 | -8,591 | -8,864 |
| Rhenti, ardrethi, trethi a thaliadau eraill/Rents, rates, taxes and other charges | -103 | -106 | -109 | -113 | -116 |
| (Cynnydd)/Ileihad yn y ddarpariaeth am ddyledion drwg/(Increase)/decrease in provision for bad debts | -161 | -168 | -176 | -184 | -191 |
| Costau Rheoli Dyledion/Debt management costs | -10 | -14 | -18 | -20 | -21 |
| Costau Gwasanaeth Net/Net cost of services | 9,723 | 10,209 | 10,995 | 11,645 | 12,210 |
| Llog sy'n daladwy, gan gynnwys amorteiddio/Interest payable incl amortisation | -1,955 | -2,598 | -3,125 | -3,423 | -3,606 |
| Cyfran o Gostau Pensiwn CRT/HRA Share of Pension Costs | 0 | 0 | 0 | 0 | 0 |
| Incwm Buddsoddi CRT/HRA investment income | 38 | 25 | 26 | 27 | 29 |
| Syrffed (Gwarged) am y flwyddyn/Surplus / (deficit) for the year | 7,806 | 7,637 | 7,896 | 8,249 | 8,632 |
| DATGANIAD O SYMUDIAD AR GYDBWYSEDD Y CRT/STATEMENT OF MOVEMENT ON THE HRA BALANCE | | | | | |
| Syrffed (Gwarged) am y flwyddyn/Surplus / (deficit) for the year | 7,806 | 7,637 | 7,896 | 8,249 | 8,632 |
| Gwariant Cyfalaf a ariennir gan y CRT/Capital Expenditure funded by the HRA | -6,729 | -6,175 | -6,046 | -6,089 | -6,263 |
| Trosglwyddiad i neu o'r Gronfa Refeniw/Transfer to or from Revenue Reserve | 0 | 0 | 0 | 0 | 0 |
| Darpariaeth ar gyfer ad-dalu benthyciadau/Provision for repayment of loans | -1,158 | -1,424 | -1,790 | -2,097 | -2,311 |
| Cynnydd/(Ileihad) yn y cydbwysedd CRT/Increase/(decrease) in the HRA balance | -81 | 37 | 60 | 63 | 58 |
| Balans CRT d/y/HRA Balance b/f | 1,332 | 1,251 | 1,288 | 1,348 | 1,411 |
| Balans CRT c/y/HRA Balance c/f | 1,251 | 1,288 | 1,348 | 1,411 | 1,469 |



| Cyngor Sir Ynys Môn/Isle of Anglesey County Council | | | | | |
|---|---------------|---------------|---------------|---------------|---------------|
| Rhaglen Cyfalaf 5 Mlynedd/Five Year Capital Programme | | | | | |
| | 2026.27 | 2027.28 | 2028.29 | 2029.30 | 2030.31 |
| | £000 | £000 | £000 | £000 | £000 |
| GWARIANT CYFALAF/CAPITAL EXPENDITURE | | | | | |
| Gwelliannau SATC & Cynnal a Chadw/WHQS Improvements & Maintenance | 10,210 | 9,656 | 9,946 | 5,963 | 6,142 |
| Adfywio ac Ailfodelu/Regeneration & Remodelling | 1,000 | 637 | 328 | 338 | 348 |
| Gwelliannau Eraill/Other Improvements | 500 | 530 | 546 | 563 | 580 |
| Datgarboneiddio/Decarbonisation | 4,000 | 4,031 | 4,152 | 4,277 | 0 |
| Cynlluniau Datblygu/Development Schemes | 18,757 | 31,157 | 13,230 | 12,662 | 13,042 |
| Eraill/Other | 361 | 371 | 382 | 394 | 406 |
| Cyfanswm Gwariant/Total Expenditure | 34,827 | 46,383 | 28,585 | 24,196 | 20,517 |
| ARIANNU/FINANCING | | | | | |
| Benthyciadau Allanol/External Borrowing | 7,884 | 25,199 | 10,154 | 9,001 | 4,956 |
| Lwfans Atgyweirio Sylweddol/ Major Repairs Allowance | 2,690 | 2,690 | 2,690 | 2,690 | 2,690 |
| Grant Tai Cymdeithasol/Social Housing Grant | 3,524 | 8,919 | 6,229 | 6,415 | 6,608 |
| Grantiau Cyfalaf Eraill/Other Capital Grants | 14,001 | 3,400 | 3,466 | 0 | 0 |
| Cyfraniad Refeniw/Revenue Contributions | 6,729 | 6,175 | 6,046 | 6,089 | 6,263 |
| Cyfanswm Ariannu/Total Financing | 34,827 | 46,383 | 28,585 | 24,196 | 20,517 |



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22/11/2024

Isle of Anglesey County Council Scrutiny Report

| | |
|------------------------|--|
| Committee: | Corporate Scrutiny Committee |
| Date: | 18th March, 2026 |
| Subject: | Corporate Scrutiny Committee Forward Work Programme |
| Scrutiny Chair: | Councillor Jeff Evans |

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

| Portfolio Holder | Role |
|------------------------------|------------------|
| Not applicable | |
| Service Officer (Supporting) | Role |
| Angharad Hughes | Scrutiny Manager |

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

Assist the Scrutiny Committee in considering, agreeing and reviewing its forward work programme for 2026/27.

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 2026/27.

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 2026/27 work programme is attached as **APPENDIX 1** to this report for reference.

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.

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 2026/27

10. Report author and background papers

Elin Allsopp, Scrutiny Officer, Isle of Anglesey, Council Offices, Llangefni. LL77 7TW

ITEMS SCHEDULED FOR SCRUTINY → MAY, 2026 – APRIL, 2027
[Version dated 09/03/26]

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 Team if you have any queries

[\[sgriwtiniscrutiny@ynysmon.llyw.cymru\]](mailto:sgriwtiniscrutiny@ynysmon.llyw.cymru)

| CORPORATE SCRUTINY COMMITTEE | PARTNERSHIP AND REGENERATION SCRUTINY COMMITTEE |
|---|--|
| May, 2026 (19/05/2026) | May, 2026 (19/05/2026) |
| Election of Chair: 2026/27 | Election of Chair: 2026/27 |
| Election of Vice-chair: 2026/27 | Election of Vice-chair: 2026/27 |
| | |
| June, 2026 (10/06/2026) – Q4 | June, 2026 (09/06/2026) – Education / Welsh Language |
| Performance Monitoring: Corporate Scorecard Qtr4: 2025/26 | Welsh Language: <ul style="list-style-type: none"> • Annual Report on the Welsh Standards: 2025/26 • Welsh in Education Strategic Plan 2022-2032: Measure Progress→2025/26 |
| Annual Delivery Plan: 2026/27 | |
| | Item for Information: Ambition North Wales Qtr 4: 2025/26 Progress Report |
| Committee Forward Work Programme for 2026/27 | Committee Forward Work Programme for 2026/27 |
| | |
| No meeting scheduled | July, 2026 (14/07/2026) |
| | Tackling Poverty Strategic Plan |
| | Natural Resources Wales |
| | |
| | Committee Forward Work Programme for 2026/27 |
| | |
| September, 2026 (16/09/2026) – Q1 | September, 2026 (15/09/2026) |

| CORPORATE SCRUTINY COMMITTEE | PARTNERSHIP AND REGENERATION SCRUTINY COMMITTEE |
|--|---|
| Performance Monitoring: Corporate Scorecard Q1: 2026/27 | Betsi Cadwaladr University Health Board |
| | |
| Committee Forward Work Programme for 2026/27 | Committee Forward Work Programme for 2026/27 |
| | |
| October, 2026 (14/10/2026) | October, 2026 (13/10/2026) |
| Annual Report North Wales Regional Partnership Board (Part 9): 2025/26 | Gwynedd & Ynys Môn Community Safety Partnership Annual Report: 2025/26 |
| Regional Emergency Planning Service Annual Report: 2025/26 | North Wales Fire and Rescue |
| Social Services Scrutiny Panel Progress Report | |
| | Item for Information: Ambition North Wales: <ul style="list-style-type: none"> • Annual Report: 2025/26 • Qtr 1: 2026/27 Progress Report |
| Committee Forward Work Programme for 2026/27 | Committee Forward Work Programme for 2026/27 |
| | |
| November, 2026 (11/11/2026) - Q2 | November, 2026 (10/11/2026) -Education |
| Monitoring Performance: Corporate Scorecard Q2: 2026/27 | Gypsy and Traveler Accommodation Action Plan |
| Self-Assessment, Performance and Wellbeing Report 2025/26 | School improvement guidance: framework for evaluation, improvement and accountability |
| Corporate Safeguarding | Education Scrutiny Panel Progress Report |
| Committee Forward Work Programme for 2026/27 | Committee Forward Work Programme for 2026/27 |
| | |
| January, 2027 (19/01/2027) – 2027/28 (morning) | January, 2027 (20/01/2027) |
| 2027/28 Budget Setting (Revenue Budget) – initial budget proposals | Gwynedd and Ynys Môn Public Services Board: <ul style="list-style-type: none"> • Annual Report 2025/26 • Governance arrangements / scrutiny of delivery of the Wellbeing Plan |
| Resources Scrutiny Panel Progress Report | |
| Towards Zero Net Strategic Plan 2026-2031- measure progress | |

| CORPORATE SCRUTINY COMMITTEE | PARTNERSHIP AND REGENERATION SCRUTINY COMMITTEE |
|--|---|
| | Item for Information: Ambition North Wales Qtr 2: 2026/27 Progress Report |
| Committee Forward Work Programme for 2026/27 | Committee Forward Work Programme for 2026/27 |
| February, 2027 (17/02/2027) – 2027/28 Budget | |
| Final Draft Budget Proposals for 2027/28 – revenue & capital | February, 2027 (16/02/2027) - Education |
| Resources Scrutiny Panel Progress Report | ALN & Inclusion Service - Progress Report |
| Smallholdings Management Strategic Plan 2026-2031 -progress report | |
| Committee Forward Work Programme for 2026/27 | Committee Forward Work Programme for 2026/27 |
| March, 2027 (10/03/2027) - Q3 | |
| Monitoring Performance: Corporate Scorecard Q3: 2026/27 | March, 2027 (09/03/2027) |
| Housing Assistance Grant Strategy 2027-2031 | Grŵp Llandrillo Menai |
| Annual Report on Equalities: 2025/26 | Ynys Môn Free Port – measure progress |
| | Item for Information - Ambition North Wales Qtr 3: 2026/27 Progress Report |
| Committee Forward Work Programme for 2026/27 | Committee Forward Work Programme for 2026/27 |
| April, 2027-No meeting scheduled | |
| April, 2027 -No meeting scheduled | |

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