

ISLE OF ANGLESEY COUNTY COUNCIL Scrutiny Report Template	
Committee:	Corporate Scrutiny Committee
Date:	15.01.2025
Subject:	Self-Assessment Report 2023/24 - Progress against identified improvement actions
Purpose of Report:	To provide assurance to the committee that work is progressing on the improvement actions identified in the Self-Assessment Report for 23/24.
Scrutiny Chair:	Cllr. Douglas Fowlie
Portfolio Holder(s):	Cllr. Carwyn Elias Jones, Portfolio Holder for Transformation
Head of Service:	Carys Edwards, Head of Profession HR and Transformation
Report Author:	Gwyndaf Parry
Tel:	
Email:	gwyndafparry@ynysmon.llyw.cymru
Local Members:	

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1 - Recommendation/s
That the committee - 1. Notes the progress against the improvement actions identified in the Self-Assessment Report.

2 – Link to Council Plan / Other Corporate Priorities
Meets the expectations of the Local Government and Elections Act (2021) which requires each council to keep under review the extent to which it is fulfilling the 'performance requirements'.

3 – Guiding Principles for Scrutiny Members
To assist Members when scrutinising the topic:-
3.1 Impact the matter has on individuals and communities [focus on customer/citizen]
3.2 A look at the efficiency & effectiveness of any proposed change – both financially and in terms of quality [focus on value]
3.3 A look at any risks [focus on risk]
3.4 Scrutiny taking a performance monitoring or quality assurance role [focus on performance & quality]
3.5 Looking at plans and proposals from a perspective of: <ul style="list-style-type: none"> • Long term • Prevention • Integration • Collaboration

<ul style="list-style-type: none"> • Involvement <p>[focus on wellbeing]</p> <p>3.6 The potential impacts the decision would have on:</p> <ul style="list-style-type: none"> • protected groups under the Equality Act 2010 • those experiencing socio-economic disadvantage in their lives (when making strategic decisions) • opportunities for people to use the Welsh language and treating the Welsh language no less favourably than the English language <p>[focus on equality and the Welsh language]</p>
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<p>4 - Key Scrutiny Questions</p> <ol style="list-style-type: none"> 1. It is good to see a number of actions are on track – how confident is the Council that these actions will be completed by end of 24/25? 2. Item 5 – Review and publish a new small holding asset management strategy – what is the revised timescale to have a new strategy?

<p>5 – Background / Context</p> <p>The Local Government and Elections Act (2021) requires each council to keep under review the extent to which it is fulfilling the ‘performance requirements’, that is the extent to which it is:</p> <ul style="list-style-type: none"> • exercising its functions effectively; • using its resources economically, efficiently and effectively; • has effective governance in place for securing the above. <p>As part of the Local Government and Election (Wales) Act 2021 monitoring the performance of all local authorities based on a self-assessment was set out. The Corporate Self-Assessment for 2024 was produced as a result and it was discussed by the Scrutiny Committee in June 2024 and then adopted by the Executive in July 2024. The improvement actions identified in the Self-Assessment provide the basis for this report.</p>

<p>6 – Equality Impact Assessment [including impacts on the Welsh Language]</p>
<p>6.1 Potential impacts on protected groups under the Equality Act 2010</p> <p>Not applicable</p>
<p>6.2 Potential impacts on those experiencing socio-economic disadvantage in their lives (strategic decisions)</p> <p>As above</p>
<p>6.3 Potential impacts on opportunities for people to use the Welsh language and treating the Welsh language no less favourably than the English language</p> <p>As above</p>

7 – Financial Implications

The self assessment has a specific section on financial planning, it concludes that the council have a strong grasp on Financial Planning and have a clear financial plan in place to achieve the council's vision in the short, medium and long term.

8 – Appendices:

Corporate Self-Assessment 2023/24 - Progress against identified improvement actions

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

Corporate Self-Assessment 2023/24, as presented to the committee in June 2024



CYNGOR SIR
YNYS MÔN
ISLE OF ANGLESEY
COUNTY COUNCIL

Corporate Self-Assessment 2023/24

Progress against identified improvement actions

Prepared by – Transformation Service

Publication date: December 2024

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

Progress against identified improvement actions

This report provides an update on the work carried out against the areas identified as opportunities for improvement and monitoring from the [Corporate Self-Assessment for 2023/24](#).

1. The Council needs to review and revise the Corporate Scorecard provision following the adoption of the new Council Plan 2023-2028

Target Date – September 2024

Actions identified to address weaknesses	Lead Service(s)	November Update	Status
Review and revise the corporate scorecard provision to identify relevant and prioritised indicators to be tracked and managed through the life-course of the current administration	Transformation	<ul style="list-style-type: none"> Corporate Scorecard reviewed and revised with Services, Leadership Team and Elected Members New Scorecard in place for 2024/25 	Completed

2. The council needs to continue modernising its digital and data infrastructure

Target Date – March 2025

Actions identified to address weaknesses	Lead Service(s)	November Update	Status
Digital strategic plan	Transformation	<ul style="list-style-type: none"> <u>Digital Strategic Plan</u> is now in place. 	Completed
Complete a data maturity assessment to review our data infrastructure, skills and capacity	Transformation	<ul style="list-style-type: none"> Data maturity assessments completed by all Services and results are being analysed, with a report to be considered by Corporate Management Team in January 2025. 	On Track
Implement a new telephony system	Transformation	<ul style="list-style-type: none"> New telephony system implemented in June 2024 	Completed

3. The council must ensure that it meets the requirements of the new Procurement Act 2023

Target Date – March 2026

Actions identified to address weaknesses	Lead Service(s)	November Update	Status
Implement agreed actions from the Procurement Improvement Plan	Resources	<ul style="list-style-type: none"> • Procurement Act comes into force in February 2025 • Advertised for Procurement Manager post • Training planned for January 25 • E-learning Module on Learning Pool with quiz to confirm understanding 	On Track
Publish a Procurement Strategic Plan	Resources	<ul style="list-style-type: none"> • Strategic Plan been through committees in November / December • Revised contract procedure rules also been through committees in November / December 	Completed

4. The financial resilience of the council is under pressure due to the cost of living crisis and a decrease in funding

Target Date – March 2025

Actions identified to address weaknesses	Lead Service(s)	November Update	Status
Maximise the grants available to the Council	Resources	<ul style="list-style-type: none"> • The Council apply for most of the grants that become available. • £56.7M of revenue grants received in 23/24 and a similar figure is estimated for 24/25. • £18M of capital grants received in 23/24 and a similar figure is estimated for 24/25 	On Track
Monitor and review the Medium Term Financial Plan (MTFP)	Resources	<ul style="list-style-type: none"> • MTFP for 2025-2028 in place • Monitored every 6 months 	Completed

Actions identified to address weaknesses	Lead Service(s)	November Update	Status
Identify savings for 2025/26 onwards	Resources	<ul style="list-style-type: none"> Potential savings have been identified and they will be consulted upon in the new year as part of the budget setting process May require further savings dependent on settlement from Welsh Government 	On Track
Review and streamline processes to improve efficiency and effectiveness of services and reduce the impact of reduced funding	Resources	<ul style="list-style-type: none"> All Services review and streamline their processes whenever improvements have been identified Invest to save bids are currently being considered 	On Track

5. The council needs to manage and rationalise assets to ensure that they are needed, are fit for purpose and if not identify the work required to bring them up to standards

Target Date - March 2025

Actions identified to address weaknesses	Lead Service(s)	November Update	Status
Publish and implement a new Asset Management Strategic Plan 2024- 2029	Highways, Waste & Property	<ul style="list-style-type: none"> Asset Management Strategic Plan published 19/3/24 	Completed
Review and publish a new small holding asset management strategy	Highways, Waste & Property	<ul style="list-style-type: none"> Draft report submitted to the Chief Executive recommending that a task & finish group is required to progress this. 	Behind Schedule
Undertake rationalisation of council assets	Highways, Waste & Property	<ul style="list-style-type: none"> New Computer Aided Facilities Management System adopted Summer 2024. A more complete data set will enable analysis of the portfolio and rationalisation where appropriate. Empty/ Surplus Buildings Processes in place and disposals being accelerated 	Behind Schedule
Responding to and managing RAAC within council assets	Highways, Waste & Property	<ul style="list-style-type: none"> Work to mitigate against RAAC has completed 	On Track

6. The council needs to respond to identified workforce planning challenges including its age profile in some services and recruitment and retention problems in others

Target Date – March 2025

Actions identified to address weaknesses	Lead Service(s)	November Update	Status
Review, revise and implement a recruitment drive for the Provider Unit	Transformation	<ul style="list-style-type: none"> • Denu Talent focused only on Adult Service (difficult to fill posts) • 5 Placements offered over 10 weeks • Very successful with 2 placements securing permanent posts & 1 relief 	Completed
Implement the people risk management strategy	Transformation	<ul style="list-style-type: none"> • All services have own workforce action plans- 3 annual meetings to discuss (HoS/HR) • Workforce Questionnaire introduced with aim to become a working document to be discussed in the meetings • Corporate People Risk Management strategy under review – republish in 2025 	On Track
Modernise the recruitment website	Transformation	<ul style="list-style-type: none"> • New dedicated Careers Pages published in May 2024- monitored and updated regularly • <u>Jobs and Careers</u> 	Completed
Increase the retention of staff in areas that see higher turnover and specifically in roles that are specialists and cannot easily be recruited	Transformation	<ul style="list-style-type: none"> • Senior leaders and managers survey done • Plan to introduce New Starter questionnaire (3 months after start work with Council) • Data collection/analysis needed prior to implementing actions 	On Track