

Isle of Anglesey County Council

Scrutiny Report

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

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

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

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

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

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

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

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

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

5. Key scrutiny themes

Key themes the Scrutiny Committee should concentrate on:

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

6. Key points / summary

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

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

- Managed and reduced risks.

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

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

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

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

7. Impact assessments

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

N/A

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

N/A

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

N/A

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

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

8. Financial implications

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

9. Appendices

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

10. Report author and background papers

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



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

Prepared by – Transformation Service

Publication date – November 2025

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

Introduction

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- Used our resources economically, efficiently and effectively, and
- Managed and reduced risks.

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The Council's Wellbeing Objectives

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

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

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

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

Council Plan 2023-2028 – Strategic Objectives

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

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

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

The Council Plan's vision is to:

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



The Welsh Language

Increase the opportunities to learn and use the language.



Social Care and Wellbeing

Providing the right support at the right time.



Education

Ensuring an effective provision for today and for future generations.



Housing

Ensuring that everyone has the right to call somewhere home.



Economy

Promoting opportunities to develop the Island's economy.



Climate Change

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

Our method of Self-Assessment

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

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

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



Service Planning and Performance



Workforce Planning



Financial Planning



Governance; Procurement & Contract Management and
Risk & Audit Management

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

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

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

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

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

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

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

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

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



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

Service Planning and Performance Management

Exceeds Expectations



How well are we doing?

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

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

How do we know?

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

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

Financial Planning

How well are we doing?

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

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

How do we know?

Exceeds Expectations



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

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

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

Workforce Planning

Exceeds Expectations



How well are we doing?

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

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

How do we know?

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

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

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



Exceeds Expectations

Governance; Risk, Audit, Procurement & Contract Management

How well are we doing?

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

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

How do we know?

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

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

What and how can we do better?

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

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

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

The Council's Service Output Position Statement – 2025

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

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

Progress against identified improvement matters from previous self-assessment

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

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

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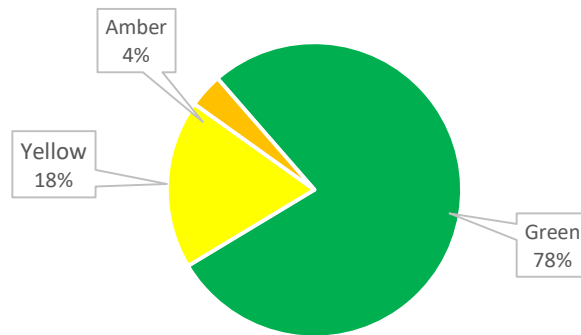
<p>5. The Council needs to manage and rationalise assets to ensure that they are needed, are fit for purpose and if not identify the work required to bring them up to standards.</p>	<p>Highways, Waste & Property</p>	<p>All mitigating actions to manage RAAC within council buildings were actioned during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

Performance Report

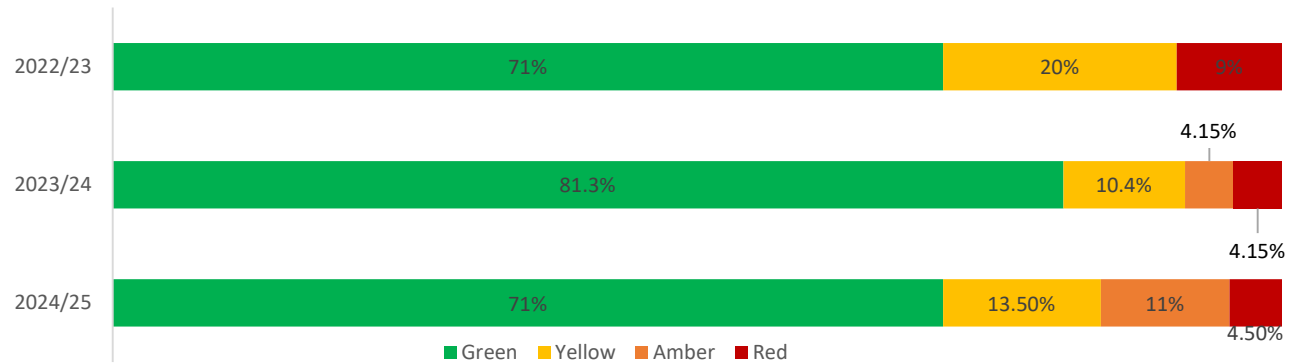
Key Performance Highlights

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

**Progress against the
Annual Delivery Document**



**Key Performance Indicators
Results 2022/23 to 2024/25**



Progress against the Council's Wellbeing Objectives

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

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

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

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



Each table below sets out:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The Corporate Scorecard and Key Performance Indicators

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

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

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

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

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

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

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

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

National Resident Survey 2024

Overview

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

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

What residents told us

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

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

Next Steps

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

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

Staff Survey 2024/25

Overview

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

What staff told us

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

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

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

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

Next steps

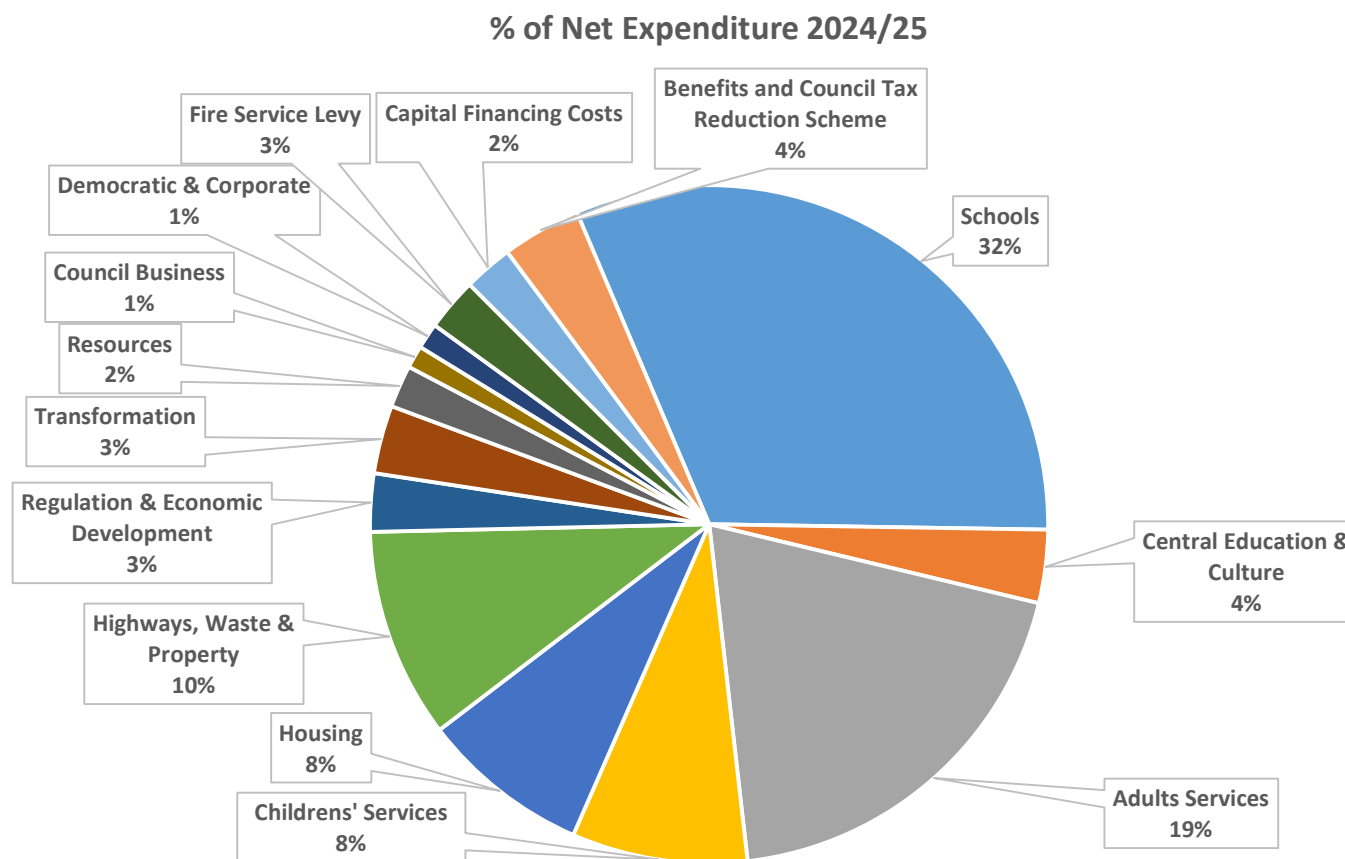
The results have been shared with senior leaders and the Executive and will form the basis of a *Staff Survey Action Plan*.

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

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

Financial Revenue Outturn 2024/25

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



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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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